



**STANDING TOGETHER,  
STANDING STRONG**

**Report  
of the  
6th B.C. Regional  
Triennial Convention  
April 25-27, 2014**

**Fairmont Hotel Vancouver  
Vancouver, B.C.**

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# **Friday, April 25, 2014**

## **OPENING CEREMONIES**

Brother Jackson introduced Gordie Larkin and Regina Brennan and the Diggers who led the assembly in a rendition of "Solidarity Forever" and "Public Workers".

Brother Jackson welcomed and addressed the delegates to the Convention.

The video "Standing Together – Standing Strong", showcasing the incredible work accomplished in the last three years, was played for the delegates.

Brother Jackson introduced Sister Nancy Burton, who works at the Fraser Valley Institution for Corrections Canada and is the female representative for B.C. on the National Aboriginal People's Circle.

Sister Nancy Burton introduced Sister Debra Sparrow to the assembly. Sister Sparrow addressed the Convention and gave an Aboriginal welcome.

## **CALL TO ORDER**

The 6<sup>th</sup> BC Regional Triennial Convention was officially called to order by Brother Jackson.

## **MOMENT OF SILENCE**

Brother Jackson called for a moment of silence to honour our Brothers and Sisters who are no longer with us.

## **PSAC POLICIES AND ADMINISTRATION**

Brother Nic Humphreys (UEW) introduced and read the PSAC Harassment Policy; and pointed out the harassment coordinators: Mark Pecek and Mariam Abou-Dib.

Sister Linda Harding (GSU) introduced and read the Scent-free policy.

## **INTRODUCTIONS**

Brother Jackson introduced members of the BC Regional Council:

- Alternate Executive Regional Vice-President – Jayne Johns
- North Vancouver Island – Christine Walker
- South Vancouver Island – Cindy Little, Virginia Vaillancourt
- Northwest B.C. – Benilde Gomes
- Southern Interior – Susan Yaciw, Roberta Drinkwater
- East Fraser Valley – Antony Paller
- West Fraser Valley – Jennifer Chieh Ho

- Metro Vancouver – Jamey Mills, Terri Lee, Shawna Bundac
- Women – Kelly Megyesi
- Pride – Paul Croes
- Racially Visible members – Sargy Chima
- Aboriginal members – Heather DuDoward
- Members with Disabilities – Tracy Shudo
- National Officers – Nic Humphreys
- Health & Safety – Linda Harding
- Young Workers – Erica Yang

Next, Brother Jackson mentioned members who have previously served on the council and stepped down, or have stepped in as alternates over the past three years.

The Convention Committee members were introduced; they are as follows:

Sister Virginia Vaillancourt, Chair  
 Benilde Gomes  
 Tracy Shudo  
 Antony Paller  
 Jamey Mills

The Host Committee members were introduced as follows:

Virginia Vaillancourt, Chair  
 Susan Wilmshurst  
 Tracy Shudo  
 Benilde Gomes  
 Cheryl Oenema  
 Shirley Torres  
 Kieran Kennedy  
 Mike Britton

Brother Jackson introduced some special guests from Ottawa and other parts of the country:

Chris Aylward, National Executive Vice-President – PSAC  
 Robyn Benson, National President – PSAC  
 Regina Brennan, former Regional Representative, Vancouver R.O.  
 Chris Buchanan, LLB – Hastings Labour Law  
 Bob Campbell, President - UTE  
 Patty Ducharme, former PSAC National Executive Vice-President and B.C. REVP  
 Jean-Pierre Fortin, President – CIU  
 Mark Gordienko, President – International Longshore and Warehouse Union  
 Marianne Hladun, Regional Executive Vice-President - Prairies  
 Patt Holmes, former PSAC activist and B.C. Regional Council member  
 Craig Keating, President – BC NDP

Donna Lackie, President – GSU  
Gordie Larkin, former Pacific Region Representative - Canadian Labour Congress  
Doug Marshall, President – UNE  
John McLennan, President – UNDE  
Todd Parsons, President – UNW  
Joanna Schultz, former PSAC BC Regional Coordinator  
Jim Sinclair, President – BC Federation of Labour  
Kay Sinclair, former PSAC BC REVP  
Debra Sparrow, Musqueam Native artist, weaver and writer  
Yvan Thauvette, President – UVAE

Brother Jackson introduced the PSAC staff who made this Convention possible as follows:

Staff from the BC REVP's Office:

- Kristin Schnider, Assistant to the REVP
- Patrick Bragg, Communications Officer

Staff from the Victoria Regional Office:

- Dave Jackson, Regional Representative
- James Little, Regional Representative and Health and Safety
- Rosemary Mackenzie, Administrative Assistant
- Deanna Kimball, Regional Representative
- Wael Afifi, Grievance and Adjudication Analyst

Staff from the Vancouver Regional Office:

- Janelle Ho-Shing, Regional Representative
- Katherine Kirkwood, Secretary
- Luc Guevremont, Regional Coordinator
- Patricia Mullin, Administrative Assistant
- Robert Strang, Regional Representative
- Deb Seaboyer, Regional Education Officer
- Colette Savarie, Regional Representative
- Dave Thompson, Regional Organizer
- Monica Urrutia, Regional Representative
- Garry Fraser, Regional Representative
- Shannon Blatt, Legal Officer
- Hetty Alcuítas, Secretary

Staff from the Collective Bargaining Branch Office, BC:

- Abudi Awaysheh, Grievance and Adjudication Officer
- Erna Post, Regional Negotiator
- Laurel Axam, Secretary

Staff from the Calgary Regional Office:

- Nina Babcook, Administrative Assistant

Staff from the Winnipeg Regional Office:

- Lisa Garnier, Regional Coordinator – Prairies

Staff from the North REVP's Office:

- Michael Aubry, Regional Political Communications Officer

Staff from the Yellowknife Regional Office:

- Alex Stuit, Developmental Regional Coordinator

Staff from PSAC Headquarters, Ottawa:

- Mark Pecek, Director – Regional Office Branch
- Mandy Rocks, Executive Assistant to the NEVP
- Mariam Abou-Dib, Director – Membership Programs Branch
- Chantal Wilson, Assistant to the NEVP
- Simon Lavigne, Executive Assistant to the National President

**ADDRESS BY ROBYN BENSON, PSAC NATIONAL PRESIDENT**

Brother Jackson introduced the National President of the PSAC, Sister Robyn Benson to the assembly. Sister Benson then addressed the delegation (attached to this report as **Appendix "A"**).

**ADOPTION OF THE RULES OF ORDER**

*m/s Theresa Greenough and Michael Shane Polak:*

*That the rules of order be adopted.*

**MOTION CARRIED**



## **RATIFICATION OF APPOINTMENTS TO CONVENTION COMMITTEES**

### **Credentials Committee**

*m/s Wayne Little and Angela Marafon:*

That the following members be recognized as the Credentials Committee:

Pete Charlie  
Jennifer Horsley  
Crystal Warner

### **MOTION CARRIED**

## **FIRST REPORT OF THE CREDENTIALS COMMITTEE**

*m/s Jennifer Horsley and Crystal Warner:*

That the following report be adopted:

Delegates	130
Observers & Guests	<u>29</u>
TOTAL	159

### **MOTION CARRIED**

## **ADOPTION OF THE AGENDA**

*m/s Theresa Greenough and Angela Marafon:*

That the agenda be adopted as presented.

### **MOTION CARRIED**

## **RATIFICATION OF APPOINTMENTS TO CONVENTION COMMITTEES – (continued)**

### **Nominations Committee**

*m/s Kimberley Koch and Jennifer Horsley:*

That the following members be recognized as the Nominations Committee:

Robyn Benson, Chair

Members:

Patricia Martin

Wayne Little

Lisa Nelson

**MOTION CARRIED**

**By-Laws Committee**

*m/s Darrell-Lee MacKenzie and Dianne Mitchell:*

That the following members be recognized as the By-Laws Committee:

Jayne Johns, Chair

Members:

Jamey Mills

Jack Gale

Bert Farwell

Johann Ackermann

Shawna Bundac

Susan Yaciw

Staff Resource:

James Little

**MOTION CARRIED**

**Finance Committee**

*m/s Theresa Greenough and Steve Portlock:*

That the following members be recognized as the Finance Committee:

Cindy Little, Co-chair

Nic Humphreys, Co-chair

Members:

Sargy Chima

Jessica Kerek

Kelly Megyesi

Michael Small

Christine Walker

Staff Resources:  
Kristin Schnider  
Robert Strang

***MOTION CARRIED***

**General Committee**

*m/s Linda Woods and Annette Hale:*

That the following members be recognized as the Finance Committee:

Linda Harding, Chair  
Melvin Dureen, Co-chair

Members:

Jennifer Chieh Ho  
Paul Croes  
Roberta Drinkwater  
Kim Koch  
Marcelo Lazaro  
Jim Sidel

Staff Resource:  
Deanna Kimball

***MOTION CARRIED***

**REFERRAL OF BUSINESS TO CONVENTION COMMITTEES**

*m/s James Sidel and Robert Farwell:*

*That all business be referred to the appropriate Convention Committees.*

***MOTION CARRIED***

**REVP REPORT**

Sister Jayne Johns assumed the Chair.

*m/s Bob Jackson and Virginia Vaillancourt:*

*That the B.C. REVP report be adopted.*

Bob Jackson presented his report which is attached to this report as **Appendix "B"**, and added the following:

*The PSAC has faced much adversity from the Harper government. It is important to stand strong, reach out to and educate members, mobilize and raise our collective voice as a*

*union. We have to build strength, within the labour movement and the community, in order to say "no" next time Harper attempts to weaken our collective agreements.*

*In the past three years, the region has reconnected with its members through telephone town halls, worksite visits, videos and electronic postings. We have received more media coverage than ever.*

*The BC Regional Council has provided solid leadership.*

*The BC Region was the first region to constitutionally recognize young workers.*

*The BC Regional Women's Committee has done excellent work particularly with respect to violence against women and girls; it was successful in lobbying Victoria to erect a memorial to women who lost their lives.*

*Thank you to United Way and the PSAC members across the province who continue to do great work for the community.*

*We Are All Affected has been a truly meaningful and successful campaign.*

*m/s Tracy Shudo and Paul Croes:*

*That the previous question be called.*

**MOTION CARRIED**

**MOTION TO ADOPT THE B.C. REVP REPORT CARRIED**

**REPORT OF THE CREDENTIALS COMMITTEE**

*m/s Pete Charlie and Jennifer Horsley:*

That the following report be adopted:

Delegates	130
Observers & Guests	<u>33</u>
TOTAL	163

**MOTION CARRIED**

## **CONVENTION COMMITTEE REPORTS**

### **FINANCE COMMITTEE**

#### **The financial statements of 2011, 2012 and 2013 – General Fund (Appendix “C”)**

*m/s Cindy Little and Nic Humphreys:*

That the Convention adopt the financial statements for 2011, 2012 and 2013.

### **MOTION CARRIED**

#### **Priority proposal – General Fund 2015-2017 (Appendix “D”)**

*m/s Cindy Little and Nic Humphreys:*

That the Convention adopt the priority proposal for 2015-2017.

### **MOTION CARRIED UNANIMOUSLY**

#### **Resolution FIN 1 - District Labour Council Affiliation Fees**

*m/s Nic Humphreys and Cindy Little:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution FIN 1, which reads as follows:

**BE IT RESOLVED THAT** the PSAC reimburse locals/branches who affiliate to a District Labour Council 1/3 of the annual cost of affiliating to their District Labour Council.

#### **Rationale:**

The Committee supports the resolution as it will encourage Locals to affiliate to District Labour Councils. Moreover, the Committee understands that the other two thirds of the affiliations fees would be borne by the Component and/or Local.

No costing is provided as the resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

### **MOTION OF CONCURRENCE IN RESOLUTION FIN 1 CARRIED**

#### **Resolution FIN 2 - District Labour Council Affiliation Fees (to be funded by PSAC B.C. Region)**

*m/s Nic Humphreys and Cindy Little:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in resolution FIN 2, which reads as follows:

**BE IT RESOLVED THAT** the PSAC B.C. Region reimburse locals/branches who affiliate to a District Labour Council 1/3 of the annual cost of affiliating to their District Labour Council.

**Rationale:**

The Committee believes that this would not be financially feasible given the limited funds in the PSAC B.C. Region. The liability created to fund 1/3 reimbursement District Labour Council affiliation fees for all local/branches would necessarily inhibit the ability of the Region to financially carry out its other functions and activities.

Furthermore, Locals already have the ability to seek funding through the Office of the Regional Executive Vice-President for the B.C. Region for District Labour Council affiliation fees. Such requests are to take the form of proposal with costing, and are decided on a case-by-case basis with the funds available through the National allocation to each Region through the Regional Political Action and Campaigns budget line in the PSAC Budget.

**Resolution Costing**

The costing for this resolution was based on the assumption that every member within the PSAC B.C. Region could potentially have 1/3 of their District Labour Council affiliation fees reimbursed by the PSAC B.C. Region. Moreover, the Committee understands that District Labour Councils impose a per member/month fee for affiliation, and the mean affiliation rate is currently \$0.50.

Affiliation Fees

\$0.50 per member/month x 12 month	=	\$6.00 per member/year
\$6.00 per member/year x 17,000 PSAC B.C. member	=	\$102,000/year
\$102,000 x 1/3 reimbursement	=	\$34,000 /year PSAC B.C. Regional liability
\$34,000/ year liability x 3 year	=	\$102,000/cycle PSAC B.C. Regional liability

**MOTION OF NON-CONCURRENCE IN RESOLUTION FIN 2 CARRIED**

**Resolution FIN 3 - Annual Area Council Funding**

*m/s Nic Humphreys and Cindy Little:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in resolution FIN 3, which reads as follows:

**BE IT RESOLVED THAT** the BC REVP shall provide each BC Area Council \$800 per year from the BC political action budget to fund their activities

## **Rationale:**

The Committee believes that Area Councils are already able to seek Political Action funding through the Office of the Regional Executive Vice-President for the B.C. Region. Such requests are to take the form of proposal with costing, are decided on a case-by-case basis, and are funded by the National allocation to each Region through the Regional Political Action and Campaigns budget line in the PSAC Budget.

## **MOTION OF NON-CONCURRENCE IN RESOLUTION FIN 3 CARRIED**

### **GUEST SPEAKER: JIM SINCLAIR, BC FEDERATION OF LABOUR**

Brother Jackson introduced the leader of the B.C. Federation of Labour and his good friend, Brother Jim Sinclair.

Brother Sinclair discussed the following items in his address:

*His role as a facilitator of the Federation; and its existence (due to the people who formed part of it).*

*He stressed that workers are under attack and must stick together, now more than ever.*

*The use of foreign workers is not the problem; it is the government's desire to hire cheap labour and undercut labour standards for all Canadians. The Foreign Workers program is about fear and keeping wages down. Temporary foreign workers are indentured workers who will not stand for their rights for fear of being deported.*

*There is a wage shortage. Put Canadians to work first and pay them decent wages. Temporary foreign workers should be allowed to be citizens and bring their families with them, and buy a home.*

*Jason Kenny got caught. He changed his mind because Canadians stood up because it is wrong. We must keep fighting together until low-wage work is a thing of the past.*

*We have to reclaim the idea of public good and community; and establishing a value system where everybody is important. A case in point is our health care system; we all get the same care regardless of our financial status. Freedom is taking your kids to the hospital when they are sick, attending school and living in a clean environment; it is about loving who you want and collective rights...*

*Everyone should pay taxes. Good countries cost money. Why do corporations not pay taxes?*

*The problem within the labour movement is apathy. We must talk about the issues and show that we can fight back and win. We must stand together and stand up for each other with power, respect and strategy.*

*The Veterans Affairs campaign was popular and received a lot of positive feedback.*

*If you don't have a pension, it's not the fault of the employee who has one, and you should have one too! We all deserve a decent paycheque, sick leave, pension, etc.*

*When we are successful for ourselves, we are fighting that battle.*

*Thank you for the work you do every day. Let's keep up this fight!*

Brother Jackson thanked Brother Jim Sinclair for his dedication to all working people, and presented a small token of appreciation.

## **CONVENTION COMMITTEE REPORTS**

### **BY-LAWS COMMITTEE**

#### **Resolution BLW 11 - (which covers resolution BLW 14) Definition of a Young Worker**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution BLW 11, which reads as follows:

**BE IT RESOLVED** THAT the PSAC redefine the age of a Young Worker to 35 years of age and under.

#### **Rationale:**

The average age of the PSAC membership is 48, and there are very few members who qualify as a 'Young Worker' under the current definition. Raising the age of a 'Young Worker' to 35 would help to promote young worker participation in our union.

*m/s Francesca de Bastiani and Annette Hale:*

*That the previous question be called.*

**MOTION CARRIED**

#### **MOTION OF CONCURRENCE IN RESOLUTION BLW 11 CARRIED**

#### **Resolution BLW 1 - Housekeeping – Standard Language**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution BLW 1, which reads as follows:

**BE IT RESOLVED** that the following changes be adopted and the current By-Laws and Regulations be amended as follows:



FROM	TO
<p>Bylaw(s) or By-law(s)</p> <p>example: title page By-laws</p>	<p>By-Law(s)</p> <p>By-Laws</p>
<p>BC</p> <p>example: SECTION 14 Sub-Section (3) The BC Regional financial statements...</p>	<p>B.C. (except for references to the BC Federation of Labour)</p> <p>The B.C. Regional financial statements....</p>
<p>1 to 9 where expressing a number, not a numeral</p> <p>example: in SECTION 8 Sub-Section (1) a) nine months prior</p>	<p>one (1) to nine (9)</p> <p>example: nine (9) months prior</p>
<p>PSAC-B.C or PSAC-BC</p> <p>example: SECTION 5 Sub-Section (5) a) Communicate with PSAC-B.C. Regional Women's Committees.....</p>	<p>PSAC B.C.</p> <p>Communicate with PSAC B.C. Regional Women's Committees.....</p>
<p>locals, sub-locals or branches</p> <p>Example: SECTION 1 Sub-Section (1) a)</p> <p>All members within B.C., their Locals, sub-locals and branches are under the jurisdiction of the B.C. Regional Council and are encouraged to participate in its activities and decision-making processes</p> <p>and</p> <p>SECTION 7 Sub-Section (4) a)</p> <p>a) Communicate with the locals/branches and Area Councils in their geographic area;</p>	<p>Locals, Sub-Locals or Branches</p> <p>All members within B.C., their Locals, Sub-Locals and Branches are under the jurisdiction of the B.C. Regional Council and are encouraged to participate in its activities and decision-making processes</p> <p>and</p> <p>a) Communicate with the <i>Locals/Branches</i> and Area Councils in their geographic area;</p>

**BE IT FURTHER RESOLVED** that future changes to the By-Laws and Regulations reflect these standards to ensure continuity

***MOTION OF CONCURRENCE IN BLW 1 CARRIED***

## **Resolution BLW 2 - Coordinators**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution BLW 2, which reads as follows:

**BE IT RESOLVED** that PSAC B. C. Regional By-Law SECTION 11 Sub-section (1) be amended as follows:

*Geographic District* Coordinators and alternate(s) shall be members in good standing of the PSAC and live and/or work in the geographic district they are to represent and shall be elected at the B.C. Regional Triennial Convention from amongst the delegates of and by the delegates from the geographic district they are to represent. Where there is more than one coordinator within a geographic district, the determination of the areas of responsibility of the coordinators will be decided by the delegates from the district and will be guided by the preamble to the *By-Laws*.

### ***MOTION OF CONCURRENCE IN BLW 2 CARRIED***

## **Resolution BLW 3 - Membership Rights**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution BLW 3, which reads as follows:

**BE IT RESOLVED** that PSAC B. C. Regional By-Law SECTION 4, Sub-Section (1) a) be amended as follows:

Every member in good standing is entitled:

To be free from any act or omission on the part of the B.C. Regional Council or its members that would discriminate against the member on the basis of age, gender, colour, national or ethnic origin, race, religion, marital status, physical or mental disability, sexual orientation, language, political belief sex, colour, national or ethnic origin, race, religion, marital status; family status, criminal record, physical or mental disability, sexual orientation, gender identity, language, political belief, social and economic class or employer;

### ***MOTION OF CONCURRENCE IN RESOLUTION BLW 3 CARRIED***

## **Resolution BLW 4 - B.C. Regional Council Members' Roles and Responsibilities**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution BLW 4, which reads as follows:

**BE IT RESOLVED** that the PSAC B. C. Regional By-Law SECTION 7 Sub-Section (6) be amended as follows:

All reports submitted by Council members should be submitted to the Locals in their geographic districts or to the groups and committees that they represent made available online.

*m/s Lyndsie Murphy and Dianne Mitchell:*

*That the previous question be called.*

**MOTION CARRIED**

**MOTION OF CONCURRENCE IN RESOLUTION BLW 4 DEFEATED**

**Resolution BLW 5 - B.C. Regional Triennial Convention**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution BLW 5, which reads as follows:

**BE IT RESOLVED** that the PSAC B. C. Regional By-Law SECTION 8 Sub-Section (3) b) be amended as follows:

Deal with all resolutions and matters submitted to it by the *B.C. Regional Council*, Locals, Branches, Regional Women's Committees, Area Councils in good standing, and nationally and regionally recognized committees;

**MOTION OF CONCURRENCE IN RESOLUTION BLW 5 CARRIED**

**Resolution BLW 6 - Representation and Voting at the B.C. Regional Triennial Convention**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution BLW 6, which reads as follows:

**BE IT RESOLVED** that the PSAC B. C. Regional By-Law SECTION Sub-Section (2) b) be amended as follows:

PSAC members who hold a PSAC national elected office, National Aboriginal Peoples' Circle (NAPC) representatives, ~~Equal Opportunities Committee elected equity~~ representatives and Component National Officers who are members of the B.C. Regional Caucus shall be entitled to attend B.C. Regional Triennial Conventions as delegates.

**MOTION OF CONCURRENCE IN RESOLUTION BLW 6 CARRIED**

**Resolution BLW 7 - Election of Regional Executive Vice President and Alternate REVP**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution BLW 7, which reads as follows:

**BE IT RESOLVED** that PSAC B. C. Regional By-Law SECTION 10 Sub-Section (3) be amended as follows:

- c) Nominations for the office of REVP and Alternate REVP filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate.
- i. Nominees who are not present at the Convention must submit a nomination form to the PSAC Regional Coordinator, in confidence, prior to the start of the B.C. Regional Triennial Convention.
- ii. Nominees who are delegates to the B.C. Regional Triennial Convention can submit a nomination form to the PSAC Regional Coordinator, in confidence, prior to the start of the Convention or be nominated from the floor of the Convention. The PSAC Regional Coordinator will provide the sealed nomination forms received prior to the commencement of Convention to the Chair of the Nominations Committee as soon as the Nomination Committee has been ratified by Convention.

***MOTION OF CONCURRENCE IN RESOLUTION BLW 7 CARRIED***

**Resolution BLW 8 - Youth**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution BLW 8, which reads as follows:

**BE IT RESOLVED** that PSAC B. C. Regional By-Law SECTION 3 Sub-Section (2) be amended as follows:

Affiliation to the B.C. Regional Council shall be open to the following:

- a) Locals/Branches
- b) Regional Women's Committees
- c) Equity seeking group committees
- d) Area Councils
- e) Youth Committees
- f) Other bodies approved and recognized by the B.C. Regional Council

**BE IT FURTHER RESOLVED** that PSAC B. C. Regional By-Law SECTION 7 Sub-Section (5) a) be amended as follows:

Communicate with PSAC B.C. Regional Women's Committees, Equity Seeking Groups Committees, Directly Chartered Locals/Separate Employer

Units, National Officers, B.C. Regional Union Safety and Health (BRUSH) Committee and ~~youth~~ *Youth Committees* respectively;

**BE IT FURTHER RESOLVED** that PSAC B. C. Regional By-Law SECTION 11 Sub-Section (2) f) be amended as follows:

The Coordinator for Youth and their alternate(s) shall be a *person young worker*, whether term, indeterminate or student who is ~~under thirty years of age~~ *30 years of age and under* and shall be elected by the self-identified youth delegates and registered full-time attending youth observers at Convention.

**BE IT FURTHER RESOLVED** that PSAC B. C. Regional By-Law SECTION 18 Sub-SECTION (6) be amended as follows:

For the purposes of these Bylaws, Youth shall be defined as ~~young workers less than thirty (30) years of age~~ *persons 30 years of age and under*

### ***MOTION OF CONCURRENCE IN RESOLUTION BLW 8 CARRIED***

#### **Resolution BLW 9 - Definitions**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution BLW 9, which reads as follows:

**BE IT RESOLVED** that the PSAC B. C. Regional By-Law Section 18 Sub-Section (3) (6) be amended as:

6. East Fraser Valley—Pitt Meadows, Maple Ridge, Mission, Abbotsford, Chilliwack and Hope

### ***MOTION OF CONCURRENCE IN RESOLUTION BLW 9 CARRIED***

#### **Resolution BLW 10 - National Board of Directors (NBoD)**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution BLW 10, which reads as follows:

**BE IT RESOLVED** that the PSAC B. C. Regional Convention submit a resolution to the PSAC National Convention to amend SECTION 12 Sub-Section (3) as follows:

When a vacancy occurs on the NBoD from among the National President, the NEVP, the seven (7) REVPs or their alternates, it shall be filled in accordance with the provisions of ~~Sub-Section (11) of Section 23 Sub-Section (10)~~ of this Constitution.

### ***MOTION OF CONCURRENCE IN RESOLUTION BLW 10 CARRIED***

## **Resolution BLW 12 - Regional Convention – Delegate Entitlement**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution BLW 12, which reads as follows:

**BE IT RESOLVED** that Section 9, sub-section (1) and (2) be amended as follows:

locals/branches which have 20 members or more will be entitled to one (1) delegate;

locals/branches which have more than 20 members will be entitled to an additional delegate for each 300 members or major portion thereof (a major portion of 300 would be 201 to 299) over the initial 20 members.

### **Rationale:**

The current formula for delegate selection to the B.C. Regional Triennial Convention is a model that achieves a balance between representing the interests of all members in B.C while providing funding for almost all of the delegates costs. In other regions, as discussed at past Regional and

National PSAC Conventions, increasing delegate entitlement does not translate to increased participation in the process.

The Region has limited resources available for Conventions. If the delegate entitlement were increased then the current level of funding for delegates could not be sustained. Locals/Branches, components, Nationally and Regionally recognized Committees, Area Councils and DCL/ Separate Employer Units would bear the burden of the additional costs. This could then be a barrier to participation in the Convention and also the ability of those bodies to meet the needs of the members between Conventions.

### **The following members wish to be recorded against the committee's recommendation:**

Bert Farwell  
Jack Gale

Although the daily session was coming to an end; there were still many speakers in queue to speak on this motion. Brother Jackson asked the delegates whether they would like to recess per the agenda and resume debate in the morning, or continue debate on this matter. The delegates voted in favour of recessing for the day.

# **Saturday, April 26, 2014**

## **CONSTITUENCY ELECTIONS**

The following results were provided to the Convention floor:

### ***Young Workers***

Young Workers Coordinator – Vanessa Miller

Young Workers Alternate #1 – Liz Oliphant

Young Workers Alternate #2 – Lyndsie Murphy

### ***Members with Disabilities***

Members with Disabilities Coordinator – Ken Waldron

Members with Disabilities Alternate #1 – Wendy Bruce

Members with Disabilities Alternate #2 – Joyce Slett

Members with Disabilities Alternate #3 – Shane Polak

## **REPORT OF THE CREDENTIALS COMMITTEE**

*m/s Crystal Warner and Pete Charlie:*

That the following report be adopted:

Delegates	132
Observers & Guests	<u>35</u>
TOTAL	167

### ***MOTION CARRIED***

## **VIDEO PRESENTATION**

Brother Jackson informed the delegation that the BC Region, in conjunction with NCR Region, had produced a video for new PSAC workers coming into the union. It is tentatively called "PSAC 101".

It was produced in the region by a company called Point Blank Design. It will be rolled out on the PSAC national website and on social media. It is available in French and English. Video may be found at the following links: <http://psacunion.ca/about-psac-video> or <http://youtu.be/R1pTHo1bwA>.

## **REFERRAL OF EMERGENCY RESOLUTIONS (2)**

*m/s Michael Ballard and Tom Hopkins:*

That the Emergency Resolution: Species at Risk, submitted by the National Aboriginal Peoples Circle, be referred to the General Resolutions Committee for review.

**MOTION CARRIED**

*m/s Terri Lee and Jamey Mills:*

That the Emergency Resolution: Temporary Foreign Workers, submitted by the Vancouver Area Council, be referred to the General Resolutions Committee for review.

**MOTION CARRIED**

**CONVENTION COMMITTEE REPORTS**

**BY-LAWS COMMITTEE**

**Resolution BLW 12 - Regional Convention – Delegate Entitlement (continued)**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution BLW 12, which reads as follows:

**BE IT RESOLVED** that Section 9, sub-section (1) and (2) be amended as follows:

locals/branches which have 20 members or more will be entitled to one (1) delegate;

locals/branches which have more than 20 members will be entitled to an additional delegate for each 300 members or major portion thereof (a major portion of 300 would be 201 to 299) over the initial 20 members.

**Rationale:**

The current formula for delegate selection to the B.C. Regional Triennial Convention is a model that achieves a balance between representing the interests of all members in B.C while providing funding for almost all of the delegates costs. In other regions, as discussed at past Regional and National PSAC Conventions, increasing delegate entitlement does not translate to increased participation in the process.

The Region has limited resources available for Conventions. If the delegate entitlement were increased then the current level of funding for delegates could not be sustained. Locals/Branches, components, Nationally and Regionally recognized Committees, Area Councils and DCL/ Separate Employer Units would bear the burden of the additional costs. This could then be a barrier to participation in the Convention and also the ability of those bodies to meet the needs of the members between Conventions.

**The following members wish to be recorded against the committee's recommendation:**

Bert Farwell  
Jack Gale



*m/s Tracy Shudo and Brittany Wiens:*

*That the resolution be tabled.*

**MOTION CARRIED**

**MOTION TO TABLE RESOLUTION BLW 12 CARRIED**

**GENERAL COMMITTEE**

**Resolution GEN 31A – Policy Paper on Water**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 31, which reads as follows:

**THAT THE PSAC B.C.** adopt the Policy Paper on Water as drafted by the B.C. Regional Council Environment Committee as a means to raise awareness on water and its importance to the economy and life, and as a means to advocate for the sustainability of this important natural resource for all Canadians with Government, Non-Governmental Organizations, and environmental groups.

**THAT THE PSAC** 2015 National Triennial Convention adopts PSAC BC Region's policy paper on water.

**Rationale:**

The Committee amended the original "That the PSAC" into two separate parts. The Committee felt that this amendment clarified the intention of the resolution that is the forwarding of the BC Region's Policy Paper on water to the PSAC National Triennial Convention for adoption. The Committee recommends that the policy paper (**see Appendix "E"**) accompany the resolution to PSAC National Triennial Convention.

**MOTION OF CONCURRENCE IN RESOLUTION GEN 31A CARRIED UNANIMOUSLY**

**Resolution GEN 4 – Regional Convention Subsidy**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 4, which reads as follows:

**BE IT RESOLVED THAT** the Regional Convention Subsidy line item be increased by \$50,000 per region per year to assist regions in holding Regional Triennial Conventions.

**Rationale:**

The Committee felt that increasing the participation of the membership at Regional Triennial Conventions is a move in the positive direction. The more members that are present, the more inclusive our Regional Conventions are. As each PSAC Region has different delegate entitlements

and funding for delegates, this is a step towards Regions being able to fully fund delegates in the future.

### ***MOTION OF CONCURRENCE IN RESOLUTION GEN 4 CARRIED***

#### **Resolution GEN 5 - National Triennial Convention – Delegate Entitlement**

m/s Linda Harding and Melvin Dureen:

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 5, which reads as follows:

**BE IT RESOLVED THAT** the PSAC amend Section 19, Sub-Section (1) to read as follows:

*For purposes of representation at any National Triennial Convention of the PSAC, each Component shall be entitled to elect delegates on the following basis:*

- *One (1) delegate for the first 300 members, defined here to include those who are recognized as members by the terms of their collective agreement; and*
- *One (1) additional delegate for every 300 members thereafter or major portion thereof defined.*

#### **Rationale:**

The Committee felt that an increase in membership participation at National Triennial Convention is inclusive and provides opportunity to hear from more of the membership.

### ***MOTION OF CONCURRENCE IN RESOLUTION GEN 5 CARRIED***

#### **Resolution GEN 13 - Young Worker Delegates to the National PSAC Triennial Convention**

m/s Linda Harding and Melvin Dureen:

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 13, which reads as follows:

**BE IT RESOLVED THAT** the PSAC allocate 1 (one) delegate seat from each constitutionally recognized Young Worker Committee to the PSAC National Triennial Convention.

#### **Rationale:**

As mentioned in the resolution, Young Worker Committees constitutionally recognized in Section 15 of the PSAC Constitution under Regional Committees. These constitutionally recognized committees are not however included as other regional committees are in Section 19, sub-section 7, which discusses delegate entitlement for regional committees to the PSAC National Triennial Convention.

The Committee feels that active Young Worker Committees should have the same opportunity as other Regional Committees to elect and send delegates to the PSAC National Triennial Convention.

***MOTION OF CONCURRENCE IN RESOLUTION GEN 13 CARRIED***

**Resolution GEN 6 - Participation of Members with Disabilities (MWD)**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 6, which reads as follows:

**BE IT RESOLVED THAT** the PSAC must involve Members with Disabilities (MWD) National Representatives at all levels of planning to ensure that any facilities considered allow for maximum participation; and

**BE IT FURTHER RESOLVED THAT** the PSAC ensure that a visit to such facility by a potentially affected member(s), who resides in the geographic area of the event, and that consultation with the MWD Working Group takes place well in advance of booking any facilities; and

**BE IT FURTHER RESOLVED THAT** the PSAC be 100% transparent in their decision making when discussing matters related to any and all MWD; and

**BE IT FURTHER RESOLVED THAT** the PSAC remove or accommodate every barrier to MWD in order to achieve maximum participation at any PSAC events.

**Rationale:**

The Committee agreed that barriers prevent full participation of Members with Disabilities and that these barriers should be removed. Also, the Committee agreed that it is important to include the persons who are affected by the barriers in the decision making process about identifying and removing those barriers.

*m/s Susan Wilmshurst and Tracy Shudo:*

*That the previous question be called.*

***MOTION CARRIED***

***MOTION OF CONCURRENCE IN RESOLUTION GEN 6 CARRIED UNANIMOUSLY***

**Resolution GEN 30 – Mental Health**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 30, which reads as follows:

**BE IT RESOLVED THAT** the PSAC be directed to pressure the employer to adopt Health Canada's National Standard on Mental Health, bringing wellness committees to our places of work.

**Rationale:**

The Committee believes keeping pressure on the employer to ensure that our workplaces are healthy, safe places is important and that wellness should be a key priority.

*m/s Gurbir Kaur Janet Henderson:*

*That the resolution be referred back to the Committee with the following instructions: to add a period after "mental health" and remove "bringing wellness committee to our place of work", and this resolution be brought back to this Convention for further discussion.*

**MOTION TO REFER DEFEATED**

**MOTION OF CONCURRENCE IN RESOLUTION GEN 30 DEFEATED**

**Resolution GEN 15 - End the Ban on Blood and Organ Donation**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 15, which reads as follows:

**BE IT RESOLVED THAT** the PSAC will Condemn the federal government policy, lobby Health Canada and work with all political parties to amend the regulations and policies that prohibit men who have sex with men from donating blood and make it difficult for them to be bone marrow and organ donors; and

**BE IT FURTHER RESOLVED THAT** The PSAC will partner with social justice organizations to educate about why ostracizing men who have sex with men is discriminatory.

**Rationale:**

Up until May 22, 2013, any man that has had sex with another man, even only once, was prohibited from donating blood for life. EGALE Canada has been actively lobbying to correct this discriminatory policy for decades. In May, the Canadian Blood Services received approval for a less stringent ban from Health Canada. The ban was relaxed from life to five years from the last relevant sexual contact. However, the policy remains deeply flawed, because it targets people based on their identity (being GLBT) instead of looking at their actual practice, and whether they have engaged in "at risk" behaviour.

**MOTION OF CONCURRENCE IN RESOLUTION GEN 15 CARRIED**

**Resolution GEN 16 - Anti Bullying Legislation for Schools Across Canada**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 16, which reads as follows:

**BE IT RESOLVED THAT** the PSAC-BC will lobby provincial and municipal governments to ensure school board policies and legislation promote the values of respect, dignity and fairness for all, in an environment that promotes and supports diversity as well as the equal attainment of life opportunities for all students, staff, parents and community members.

**Rationale:**

The Committee agrees with the resolution that schools should be safe, respectful and inclusive places for students, staff, parents and community members.

***MOTION OF CONCURRENCE IN RESOLUTION GEN 16 CARRIED***

**Resolution GEN 17 - Transgender Health and Inclusion, Medical Procedures**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 17, which reads as follows:

**BE IT RESOLVED THAT** the PSAC-BC will lobby the Provincial Government to fully fund sex reassignment surgeries, hormone treatments and gender transitioning related procedures and develop access to health care services with the ability to approve surgeries in each jurisdiction.

**BE IT FURTHER RESOLVED THAT** the PSAC lobby the Federal Government to fully fund sex reassignment surgeries, hormone treatments and gender transitioning related procedures and develop access to health care services with the ability to approve surgeries in each jurisdiction.

**Rationale:**

The Committee felt that regional and national lobbying would be an effective way to draw attention to the current financial burden placed on Transgendered individuals and that the changes to the current system, as outlined above, would promote inclusion, a value of the PSAC.

***MOTION OF CONCURRENCE IN RESOLUTION GEN 17 CARRIED***

**Resolution GEN 18 - Transgender Health and Inclusion, Government Documentation**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 18, which reads as follows:

**BE IT RESOLVED THAT** the PSAC-BC lobby the Provincial Government to amend the Vital Statistics Acts to allow Transgender people to change their gender on Government documentation (example: Birth Certificates) to reflect their lived gender, without sex reassignment surgery.

**Rationale:**

In March, the B.C. government introduced Bill 17 which included an amendment to the Vital Statistics Act that would remove sex reassignment surgery as a requirement for changing “male” or “female” on a birth certificate. The Committee feels that continued pressure needs to be placed on the B.C. government to ensure the proposed amendments are made.

***MOTION OF CONCURRENCE IN RESOLUTION GEN 18 CARRIED***

**Resolution GEN 19 - Transgender Health and Inclusion, Gender Neutral Washrooms**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee’s recommendation of **concurrence** in Resolution GEN 19, which reads as follows:

**BE IT RESOLVED THAT** The PSAC encourage its components and membership to initiate discussions with employers about creating “positive spaces” by implementing “gender neutral” washrooms and changing facilities where necessary.

**Rationale:**

As a union we should be promoting and encouraging the creation of positive spaces that are inclusive.

***MOTION OF CONCURRENCE IN RESOLUTION GEN 19 CARRIED***

**CONSTITUENCY ELECTIONS**

The following results were provided to the Convention floor:

DCL / SSE Coordinator – James Sidel  
DCL / SSE Alternate #1 – Joanne Hay

**AWARD OF MERIT – PATT HOLMES**

Sister Megyesi read the nomination that was presented to the PSAC National Board of Directors:

Sister Holmes has dedicated her life to helping others and this is evident in all that she does. She has held union positions for over 40 years within PSAC and her Component, CEIU. She has been a part of the PSAC North Women’s Committee for the past 30 years, and has contributed as a feminist, an activist and a community “Mrs. Claus”.

Her community contributions have been endless: feeding the poor, providing support for women, and taking children into her home to raise. She is a champion of diversity and dedicated to all human rights issues. She has a curious mind and is always looking to learn more. We would like to honour her contribution to our union.

Brother Bob Jackson presented Sister Patt Holmes with an Award of Merit as approved by the PSAC National Board of Directors in recognition of service of the greatest distinction and of singular excellence to the membership.

Brother Bob Jackson also presented Sister Patt Holmes with the Solidarity Excellence Award as approved by the Regional Honours and Awards Committee for service of the greatest distinction and of singular excellence benefiting PSAC members in British Columbia.

Sister Patt Holmes gave an acceptance speech and thanked all for these great honours.

## **REPORT OF THE CREDENTIALS COMMITTEE**

*m/s Jennifer Horsley and Crystal Warner:*

That the following report be adopted:

Delegates	132
Observers & Guests	<u>36</u>
TOTAL	168

### ***MOTION CARRIED***

## **CONVENTION COMMITTEE REPORTS**

### **BYLAWS COMMITTEE**

#### **Resolution BLW 13 - National Officers Coordinators**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution BLW 13, which reads as follows:

**BE IT RESOLVED** that Section 5 Sub-Section (1) be amended as follows:

Constituency # of Coordinators

7. National Officers – three (3)

#### **Rationale:**

The current structure of the B.C. Regional Council is inclusive and representative of all the members in B.C. We are the only region that has a Coordinator position for National Officers because we recognize the importance of their interests. However, increasing the number of National Officer positions would give that constituency a disproportionate number of representatives on the Regional Council. National Officers who have an interest in participating on the Regional Council are not precluded from seeking election for other coordinator

positions. National Officers are also entitled to attend Regional Council meetings as observers and are encouraged to participate in Regional activities. Furthermore, the Region has limited resources to ensure that regional programs and services are provided and that members' needs are met. Increasing the size of the Regional Council would result in less financial support for the Region's other activities.

**The following members wish to be recorded against the committee's recommendation:**

Bert Farwell  
Jack Gale

***MOTION OF NON-CONCURRENCE IN RESOLUTION BLW 13 CARRIED***

At this point, a motion was presented to the floor:

*m/s Paul Jones and Paul Croes:*

*That Resolution BLW 12, which had been tabled earlier, be reconsidered by the Convention delegates.*

***MOTION TO RECONSIDER RESOLUTION BLW 12 CARRIED***

**Resolution BLW 12 - Regional Convention – Delegate Entitlement (continued)**

*m/s Jayne Johns and Jamey Mills:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution BLW 12, which reads as follows:

**BE IT RESOLVED** that Section 9, sub-section (1) and (2) be amended as follows:

locals/branches which have 20 members or more will be entitled to one (1) delegate;

locals/branches which have more than 20 members will be entitled to an additional delegate for each 300 members or major portion thereof (a major portion of 300 would be 201 to 299) over the initial 20 members.

**Rationale:**

The current formula for delegate selection to the B.C. Regional Triennial Convention is a model that achieves a balance between representing the interests of all members in B.C while providing funding for almost all of the delegates costs. In other regions, as discussed at past Regional and National PSAC Conventions, increasing delegate entitlement does not translate to increased participation in the process.

The Region has limited resources available for Conventions. If the delegate entitlement were increased then the current level of funding for delegates could not be sustained. Locals/Branches, components, Nationally and Regionally recognized Committees, Area Councils and DCL/ Separate Employer Units would bear the burden of the additional costs. This could then be a barrier to participation in the Convention and also the ability of those bodies to meet the needs of the members between Conventions.



The following members wish to be recorded against the committee's recommendation:

Bert Farwell  
Jack Gale

*m/s Wayne Little and Marcelo Lazaro:*

*That the resolution be referred back to the Committee with the following instructions: to change the number of members from 20 to 75.*

*Brother Jackson requested a standing vote; the results were: yes 48 no 53*

*MOTION TO REFER DEFEATED*

*m/s Paul Jones and Paul Croes:*

*That the previous question be called.*

*MOTION TO CALL THE PREVIOUS QUESTION CARRIED*

### **MOTION OF NON-CONCURRENCE IN RESOLUTION BLW 12 CARRIED**

The following delegates wished to be recorded against the Convention decision:

Steve Portlock, Paul Jones, Rick Levigne, Barry Tchir, Marcelo Lazaro, Lance Jesson, Lyndsie Murphy, Colleen Girard, David Clark, Patricia Martin, Darren Morley, Ferzana Samnani, Benilde Gomes, Barry Cunningham, D. Jill MacNeill, Linda Woods, Ruby Langan, Jennifer Chieh Ho, Kehilla (Kay) Ahmadi, Rob Blair, Robert (Bert) Farwell, and Jack Gale.

## **GENERAL COMMITTEE**

### **Resolution GEN 9 - (which covers Resolution GEN 28) Loss of Salary Re-imburement**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 9 (covers resolution GEN 28), which reads as follows:

**BE IT RESOLVED THAT** a new process for reimbursement of salary be created by PSAC and made payable to the Employer; and

**BE IT FURTHER RESOLVED THAT** the PSAC institute a system whereby the Employer recovers a member's wages from the Union, versus from the member's pockets.

#### **Rationale:**

The Committee agrees that when members undergo hardship if they have an interruption in salary for their participation in union activities. The PSAC should make every effort to lessen this hardship and provide a mechanism for doing this.

### **MOTION OF CONCURRENCE IN RESOLUTION GEN 9 CARRIED**

## **Resolution GEN 8 - Union Representatives Protection**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 8, which reads as follows:

**BE IT RESOLVED THAT** the National PSAC Executive enter into negotiations with our employers with a view to obtain total immunity for all members elected to a union position in order to protect them when representing and defending our members in public interventions.

### **Rationale:**

In light of the recent workforce adjustment and attacks against the rights of workers by the federal government, the Committee agreed that strengthening the protection of union activists and representatives is important. Often our activists/representatives become the targets of the employer when they are simply challenging decisions or actions that adversely affect the membership in an unfair or unjust way. As well, there are occasions where member activists face discipline or termination as a result of exercising their right to engage in Union Activities. This is particularly true when elected members or officers publicly raise concerns about their Employers in the course of official union duties. Employers use codes of conduct and integrity as a way to intimidate activists and remind them that they are employees.

*m/s Michael Ballard and Benilde Gomes:*

*That the resolution be referred back to the Committee with the following instructions: to include "The new performance management reviews do not specifically mention that union activities are interfering with performance in the workplace."*

### **MOTION TO REFER CARRIED**

## **Resolution GEN 11 - Regulation 15 – voting**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in resolution GEN 11, which reads as follows:

**BE IT RESOLVED THAT** in the absence of an automated web or phone-based ballot system, all PSAC Locals/Branches have the option to administer all PSAC membership votes at locations as described in Regulation 15 and that all materials and resources relating to each vote be provided to Locals/Branches via their Regional Office; and

**BE IT FURTHER RESOLVED THAT** all sections of PSAC Regulation 15 dealing with membership votes be updated to reflect this Local/Branch responsibility and entitlement.

**Rationale:**

The Committee felt that although the Regional Offices do their best to arrange meetings for the membership the Committee agreed with the resolution and felt that this change would allow for more flexibility in arranging meetings for members. The Locals/Branches know the needs of the membership in their workplaces the best and are more equip with scheduling meetings at appropriate times for their Local/Branch.

***MOTION OF CONCURRENCE IN RESOLUTION GEN 11 CARRIED***

**Resolution GEN 29 – Union Cards**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 29, which reads as follows:

**THE PSAC WILL** certify true digital copies be utilized to expedite the processing of union cards.

**Rationale:**

The Committee agrees that the current process, although it is improving, still allows for delays in members receiving their membership cards in a timely manner and the Committee acknowledges that there are a number of factors that cause these delays. If the technology is available, and if it would help to make the process faster, then the Committee believes that the PSAC should investigate how to incorporate the process.

***MOTION OF CONCURRENCE IN RESOLUTION GEN 29 CARRIED***

**PANEL: LEGISLATIVE ATTACKS ON WORKERS & THEIR EFFECT ON PSAC MEMBERS**

Sister Jayne Johns assumed the Chair for the Panel discussion. The following three panelists, Bob Kingston, Chris Aylward and Patrick Bragg, spoke on the following issues:

**Bob Kingston, National President – Agriculture Union on Bill C-4**

*The Budget Implementation Act is an omnibus bill that has an impact on hundreds of pieces of legislation including the Public Service Labour Relations Act and the Canada Labour Code. The Harper government has overwhelmed, not only the opposition party, but its own caucus.*

*Members of Parliament and Ministers do not know what exactly is in Bill C-4.*

*Changes to the PSLRA include the way we establish essential services. While the employer must still consult the union, it is no longer obliged to negotiate and the unions can no longer appeal in front of a labour board (unless they designate more than 80 per cent of entire employee population).*

*Misinformation regarding the results of Health and Safety investigations to Parliament and that attending work refusals was a waste of time in order to limit our ability to do them.*

*Biggest issue in Health and Safety is getting employees to actually exercise their rights and to refuse unsafe working conditions.*

*Canada Labour Code changes include changing the definition of “danger” to “imminent danger”. They claim it changes nothing, but we know that changes occur for a reason, in this case to limit a definition. References to “Health and Safety Officer” have been removed, and now say “the Minister”. So now, the Minister decides everything, which makes it political.*

*Brother Kingston compared the former and current processes of a work refusal. The current process is more drawn out and if the refusal is deemed to be trivial, frivolous, vexatious or in bad faith, the Minister may, without further investigation, terminate the complainant. This termination cannot be appealed (per Section 282)*

*Research of the Employment and Social Development Canada (ESDC) database showed that over 50 percent of work refusals being investigated did result in an enforcement action. This means that the data presented to Parliament was incorrect and misleading. Next step is to file a complaint with the Integrity Officer of the Public Service to file charges against the ADM and the Director General of ESDC for lying to Parliament.*

*Proclamation and implementation of the Budget Implementation Act is due in the fall. What is in C-4 is absolutely terrible.*

### **Chris Aylward, National Executive Vice-President – PSAC on the PSAC’s National Action Plan**

*Since the last triennial convention, and particularly in the last year and a half, we have come together as a leadership to develop and implement a comprehensive strategy for fighting back against all the attacks.*

*We’ve set three priorities:*

- 1. Defending our collective agreement rights.*
- 2. Defending public services*
- 3. Defeating the Conservatives in the next general election.*

*We have also decided to take a strategic and focused approach to each of these priorities.*

*Our plan calls for the involvement of members in bargaining from the very start, and at every step until we reach a tentative agreement.*

*This is especially important for Treasury Board bargaining, and for all our other groups that fall under the jurisdiction of the Public Service Labour Relations Act.*

*That’s because the federal government changed the labour law in the last year through Bill C-4, making it more difficult for us to achieve a fair agreement.*

*The amendments give the Employer the unilateral right to designate employees as essential and take away their right to strike.*

*They also changed the rules of arbitration.*

*We have to build solidarity and prepare members to take action. If the government sees that we are ready and able to act with the full support of members, we are much more likely to avoid a major confrontation.*

*Another important part of our strategy is to build alliances with others.*

*Most important are strong alliances with other federal unions to help make sure that no other union under cuts us at the bargaining table.*

*On that front, we've successfully negotiated a solidarity pact with 16 of the 17 unions and we meet regularly to share information, and develop common approaches to the employer.*

*Also, important though, are alliances with other unions in both the private and public sectors. Next week PSAC will be at the Canadian Labour Congress convention and hopefully some of you in this room will be there as delegates. It's going to be an important event for us. For one thing, there is an election for President. And we are going to work hard to make sure that whoever is elected makes a strong commitment to have our backs when we are at the table.*

*The other important part of our strategy is winning public support. And this also ties into our defense of public services.*

*We think that the best way to get the public fully on our side, is to continue to take a strong stand against cuts to public services.*

*But the most important part of our strategy, as I've said, is member engagement and mobilization. And that involves all of you.*

*We need every local to recruit activists who can then reach out and connect with co-workers on an on-going basis. There is nothing better than face-to-face contact to build understanding of the issues, and to build solidarity and commitment. But it takes a lot of work and organization. There are no short cuts. And we do not have much time.*

*Our plan now calls for the organization of actions on a regular basis. In BC, you are going to start on May 1<sup>st</sup>. And then, across the country we will start to move towards some more strategic actions on June 19<sup>th</sup>, during National Public Service week. From there we will keep working with more locals, helping them to get better organized so that they too can join future actions.*

*Defending our collective agreements, defending public services, and defeating the Conservatives in the next general election won't happen through wishful thinking. But they can be achieved through hard work, and committed organization. And that's the task of the next months.*

*We've asked every PSAC region to put together a plan on how to move forward the strategy in the way that makes most sense for the region. We are resourcing the plan through our central political action budget. And we are providing support as required through our regional offices, and the different sections at the national office.*

*The National Board of Directors is fully committed. The AEC is fully committed. And we look to all of you for your commitment as well. Because it is going to take all of us, working together to make it happen.*

**Patrick Bragg, Communications Officer – BC REVP's Office on the Regional Action Plan**

*The BC regional action plan was kicked off by a telephone town hall at the beginning of April which saw approximately 2200 members participate.*

*Next will be bargaining meetings; having bargaining team members go out into the regions to talk to members.*

*There will be a rally on May 1<sup>st</sup> (International Workers' Day). We invite all of our members to take a moment at their workplaces with their co-workers and stand together with placards to take a picture.*

*Political Action Summit with representatives from the Political Action Committee of the Regional Council, Area Councils in the province and Component National Officers. This meeting will be all about planning.*

*We will be in touch early next week to begin coordinating where and when this will take place. We thought it would be good to involve Components, Area Councils and the Regional Council early in this process. Essentially, we want to know what we can do to help you essentially defeat the Harper government. The Political Action Summit is the first step in that process.*

*We will continue to work with the BC Federation of Labour and Metro Vancouver Alliance.*

*We will continue to work with the media, putting together a "media SWAT team", to respond quickly to negative media. Every region came up with this plan individually. It is important to be out there in the media, talking about our issues and countering the right-wing messaging that is coming at us every day. A national team of members and volunteers will be put together.*

*Looking ahead to the fall, we will be trying to include more political action training in the work that we do.*

Brother Jackson resumed the Chair.

## ELECTION OF B.C. REGIONAL COUNCIL WOMEN'S COORDINATOR

The following results were provided to the Convention floor:

Women's Coordinator - Virginia Vaillancourt (acclaimed)

Women's 1<sup>st</sup> Alternate – Kelly Sidhu

Women's 2<sup>nd</sup> Alternate – Angela Marafon

## **Sunday, April 27, 2014**

### REPORT OF THE CREDENTIALS COMMITTEE

*m/s Pete Charlie and Crystal Warner:*

That the following report be adopted:

Delegates	132
Observers & Guests	<u>40</u>
TOTAL	172

### **MOTION CARRIED**

### CHAIR OF THE NOMINATIONS COMMITTEE

At this point Robyn Benson, Chair of Nominations Committee assumed the Chair.

Robyn explained how the voting process will take place. The technician explained how to use the device and card; and ran some tests. It was reported that there were 132 voting delegates and 132 devices distributed.

### ELECTIONS OF THE B.C. REGIONAL EXECUTIVE VICE-PRESIDENT AND ALTERNATE, B.C. REGIONAL COUNCIL HEALTH & SAFETY COORDINATOR AND ALTERNATE

#### Regional Executive Vice-President:

Two (2) written nominations were received and none from the floor. At this point, the Chair called for further nominations from the floor. The Chair declared the nominations closed.

**1) Bob Jackson** - nominated by Jayne Johns and seconded by Nic Humphreys

Brother Jackson accepted the nomination.

2) **Pamela Abbott** – nominated by T. Mark Miller and seconded by Barry Cunningham

Sister Pamela Abbott accepted the nomination.

Each candidate made a presentation. Following their presentation, delegates were asked to vote.

Results

Bob Jackson	98
Pamela Abbott	32

Bob Jackson was therefore declared elected Regional Executive Vice-President, B.C.

**Alternate Regional Executive Vice-President:**

One (1) written nomination was received and no nominations from the floor.

1) **Jamey Mills** – nominated by Virginia Vaillancourt and seconded by Crystal Warner

Brother Jamey Mills accepted the nomination and was therefore ACCLAIMED as the Alternate Regional Vice-President, B.C.

**Health and Safety Coordinator:**

One (1) nomination was received from the floor.

1) **Linda Harding** – nominated by Nic Humphreys and seconded by Bob Kingston

Sister Linda Harding accepted the nomination and was therefore ACCLAIMED as the Health and Safety Coordinator.

**Alternate Health and Safety Coordinator:**

One (1) nomination was received from the floor.

1) **Kim Koch** – nominated by Jamey Mills and seconded by Sharon Hickey

Sister Kim Koch accepted the nomination and was therefore ACCLAIMED as the Alternate Health and Safety Coordinator.

**CONVENTION COMMITTEE REPORTS**

**GENERAL COMMITTEE**

**Resolution GEN 8 – Union Representatives Protection (continued)**

*m/s Linda Harding and Melvin Dureen:*



That the Convention adopts the Committee's recommendation of **concurrence** of the original resolution and non-concurrence of the referral (instructions).

**Rationale:**

Although the Committee agrees that union activities shouldn't be part of performance reviews, the referral changes the intent of the resolution. Therefore the Committee still recommends concurrence in the original resolution

***MOTION OF CONCURRENCE IN RESOLUTION GEN 8 CARRIED***

**Resolution GEN 2 - Rescinding of Dues Associated with Campaigns and Conferences**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 2, which reads as follows:

**BE IT RESOLVED THAT** any PSAC dues increase instituted for a campaign that has been completed be immediately rescinded; and

**BE IT FURTHER RESOLVED THAT** any PSAC dues increase instituted for a one time conference that has been held be immediately rescinded; and

**BE IT FURTHER RESOLVED THAT** any PSAC dues increase instituted as a result of a future campaign or conference be immediately rescinded upon the completion of said campaign or conference.

**Rationale:**

The Committee was given information that the budget passed at convention allows PSAC to function for the following three years and that the PSAC budget has line items that cover the cost of various resolutions passed after the budget has been passed. This would mean although the resolution passed had an one year time frame on the action it was to address, the funds required to cover the cost of the budget line are within the three year cycle not the end date of the action. The budget does not cover all campaigns, conferences or other such time restricted actions that incur a cost and thus a dues increase. For these the Committee was not able to determine if costing was calculated over the life of the budget or the campaign. Once a resolution with a dues increase is passed the increase is implemented; however there is never an indication or communication that the dues increase has been removed when the campaign or conference ends or is paid for. As such the Committee felt there was a need to have something in place to end the dues recovery for this campaigns and such when they are completed.

***MOTION OF CONCURRENCE IN RESOLUTION GEN 2 CARRIED***

**Resolution GEN 27 - Defined Benefit Program**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Resolution GEN 27, which reads as follows:

**THE PSAC WILL** undertake community based education program to inform Canadians about the reality of the public sector pension plan; and

**THE PSAC WILL** lobby diligently to protect the current defined benefit plan for public sector federal workers; and

**THE PSAC WILL** actively work in concert with the Canadian Labour Congress and other unions to inform Canadians about solutions to ensure all members retire with dignity and respect and not have to live in poverty.

**Rationale:**

The Committee believes that although the PSAC is already actively working with the broader labour movement to protect and dispel the myths about public sector pensions, due to the current political climate, reinforcing the importance of this campaign is important and should continue to be a top priority for the PSAC.

***MOTION OF CONCURRENCE IN RESOLUTION GEN 27 CARRIED UNANIMOUSLY***

**Emergency Resolution GEN 33 – Species at Risk**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Emergency Resolution GEN 33:

**BE IT RESOLVED THAT** the PSAC campaign to send a strong message to the Harper Conservatives and to other Canadians that PSAC workers do not accept the de-listing of the Northern Right Whale and Humpback Whale under the Species at Risk Act and that the Public Service Workers are committed to the Protection of these magnificent animals and the marine environment they rely on.

**Rationale:**

In recent years, the Harper government has continued to cut services and programs to the extent that very little of our waters and environment are protected. The Committee feels strongly that these cuts must be stopped and our environment and waters be protected by the Public Service as they once were.

***MOTION OF CONCURRENCE IN RESOLUTION GEN 33 CARRIED UNANIMOUSLY***

## **B.C. REGIONAL COUNCIL GEOGRAPHIC COORDINATOR AND ALTERNATE ELECTIONS**

The following results were provided to the Convention floor:

### **Metro Vancouver**

Metro Vancouver Coordinator – Jennifer Horsley  
Metro Vancouver Coordinator – Crystal Warner  
Metro Vancouver Coordinator – Terri Lee  
Metro Vancouver Alternate #1 – Barry Tchir  
Metro Vancouver Alternate #2 – Shawna Bundac  
Metro Vancouver Alternate #3 – Shane Polak  
Metro Vancouver Alternate #4 – Kieran Kennedy

### **South Vancouver Island**

South Vancouver Island Coordinator – Liz Oliphant  
South Vancouver Island Coordinator – Colleen Girard  
South Vancouver Island Alternate #1 – Lance Jesson  
South Vancouver Island Alternate #2 – Patricia Martin

### **North Vancouver Island**

North Vancouver Island Coordinator – Bert Farwell  
North Vancouver Island Alternate #1 – Richard May  
North Vancouver Island Alternate #2 – Christine Walker

### **East Fraser Valley**

East Fraser Valley Coordinator – Anthony Paller  
East Fraser Valley Alternate #1 – Ken Eastman  
East Fraser Valley Alternate #2 – Susan Wilmshurst

### **West Fraser Valley**

West Fraser Valley Coordinator – Johann Ackermann  
West Fraser Valley Alternate #1 – Michael Small  
West Fraser Valley Alternate #2 – Shirley Torres

### **Southern Interior**

Southern Interior Coordinator – Susan Yaciw  
Southern Interior Coordinator – Carolyn McGillivray  
Southern Interior Alternate #1 – Annette Hale  
Southern Interior Alternate #2 – Grace Maciver  
Southern Interior Alternate #3 – Harold Larson

**Northeastern B.C.**

**(all by acclamation)**

Northeastern B.C. Coordinator – Parveen Deepak  
Northeastern B.C. Alternate #1 – Pete Charlie  
Northeastern B.C. Alternate #2 – Kim Koch

**Northwestern B.C.**

Northwestern BC Coordinator – Benilde Gomes  
Northwestern BC Alternate #1 – D. Jill MacNeill  
Northwestern BC Alternate #2 – Barry Cunningham

**Constituency Elections**

**Aboriginal**

Aboriginal Coordinator – Ruby Langan  
Aboriginal Alternate #1 – Jill MacNeill  
Aboriginal Alternate #2 – Kieran Kennedy

**Racially Visible**

Racially Visible Coordinator – Jennifer Chieh Ho  
Racially Visible Alternate #1 – Shawna Bundac  
Racially Visible Alternate #2 – Stephen Torng  
Racially Visible Alternate #3 – Melissa Shih

**National Officers**

National Officers Coordinator – Nic Humphreys  
National Officers Alternate #1 – Melvin Dureen  
National Officers Alternate #2 – Maria Luiza Romano

**GLBT**

**(all by acclamation or concensus)**

GLBT Coordinator – Paul Croes  
GLBT Alternate #1 – Paul Jones  
GLBT Alternate #2 – Todd Smith  
GLBT Alternate #3 – Jennifer Chieh Ho

**REPORT OF THE CREDENTIALS COMMITTEE**

*m/s Crystal Warner and Jennifer Horsley:*  
That the following report be adopted:

Delegates	132
Observers & Guests	<u>42</u>
TOTAL	174

***MOTION CARRIED***

## CONVENTION COMMITTEE REPORTS

### GENERAL COMMITTEE

#### Resolution GEN 1 - Local Accessibility Fund

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution GEN 1, which reads as follows:

#### **THE ACTIONS REQUESTED:**

**THE PSAC** increase to 100% reimbursement to allow any disabled members to participate without any financial burdens to a Local component.

#### **Rationale:**

The Committee felt that the current guideline for the Local Accessibility Fund, which is part of the National Accessibility fund, is accessible to locals already. As per those guidelines, if there is a request over the \$500.00 maximum (as currently, one half of the cost of the request cannot exceed \$500.00), the submitting local can have the request forwarded to the Director of Membership Programs Branch for approval. There are also some Components that offer similar support if needed.

*m/s Ken Waldron and Lance Jesson:*

*That the previous question be called.*

**MOTION CARRIED**

#### **MOTION OF NON-CONCURRENCE IN RESOLUTION GEN 1 DEFEATED**

*m/s Paul Jones and Colleen Girard:*

*That Convention adopt **concurrence** of Resolution GEN 1.*

*m/s Colleen Girard and Lance Jesson:*

*That the previous question be called.*

**MOTION CARRIED**

#### **MOTION OF CONCURRENCE IN RESOLUTION GEN 1 CARRIED**

### **Resolution GEN 3 - AEC Remuneration**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution GEN 3, which reads as follows:

**BE IT RESOLVED THAT** Regulation 17 be amended as follows:

*The salaries of the elected officers of the Alliance Executive Committee shall be decided on the Convention floor and shall not exceed the average % increase of members of Treasury Board bargaining units in the previous three (3) years. Such increases shall take place on the 15<sup>th</sup> day of May of each year.*

#### **Rationale:**

The Committee felt that the current formula used is sufficient and more inclusive of the membership as the AEC represents all members of PSAC.

**The following member wishes to be recorded against the Committee's recommendation:**

Marcelo Lazaro

***MOTION OF NON-CONCURRENCE IN RESOLUTION GEN 3 CARRIED***

### **Resolution GEN 7 - Weekend Union Functions**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution GEN 7, which reads as follows:

**BE IT RESOLVED THAT** the PSAC dedicate at least one day of every weekend for the families of our brothers and sisters and therefore refrain from organizing union activities on this day.

#### **Rationale:**

The Committee felt that the resolution did not provide clear direction as to what the intention is. The Committee felt that with the current wording it meant that education offered could only occur on one weekend day. This may cause a problem if the course being offered is a two day course and the other day had to fall on a Friday or Monday, as loss of salary could be incurred for every participant.

**The following Committee member wishes to be recorded against the Committee's recommendation:**

Roberta Drinkwater

***MOTION OF NON-CONCURRENCE IN RESOLUTION GEN 7 CARRIED***

## **Resolution GEN 10 - Electronic Communications**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution GEN 10, which reads as follows:

**BE IT RESOLVED THAT** this system be implemented as it would eliminate or minimize ballot voting at numerous sites across the country.

### **Rationale:**

The Committee understands that as a result of NEG-029 adopted at the 2012 PSAC National Triennial Convention, a lot of work is currently under way to develop and pilot an electronic voting system at PSAC.

### ***MOTION OF NON-CONCURRENCE IN RESOLUTION GEN 10 CARRIED***

## **Resolution GEN 12 - Collective Bargaining – Membership Mandate**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution GEN 12, which reads as follows:

**BE IT RESOLVED THAT** the PSAC not enter into collective bargaining or re-opening of any Collective Agreements without a mandate from the membership; and

**BE IT FURTHER RESOLVED THAT** the PSAC Constitution and Regulations be amended to reflect the intent of this resolution.

### **Rationale:**

The Committee felt that tying the hands of PSAC by blocking the opportunity to re-open a collective agreement could be detrimental if there was a reason to re-open that could benefit the membership.

### ***MOTION OF NON-CONCURRENCE IN RESOLUTION GEN 12 CARRIED***

## **Resolution GEN 14 - Union Development Program and Young Workers**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution GEN 14, which reads as follows:

**THE PSAC WILL** reserve one (1) seat per region for young workers in the next Union Development Program (UDP).

**Rationale:**

The Committee believes that the current selection process seeks to have an equitable representation of the membership and already actively recruits and promote the inclusion of Young Workers, if they meet the criteria of the program. The goal of the UDP is to have a variety of participants regardless of age, which is essential for the experience and these participants are selected because they are active in their union and are ready for to further develop their skills as activists.

***MOTION OF NON-CONCURRENCE IN RESOLUTION GEN 14 CARRIED***

**Resolution GEN 20 – Union Dues**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution GEN 20, which reads as follows:

**THE PSAC WILL** not increase union dues.

**Rationale:**

Dues increases currently are decided by the memberships who attend PSAC National Triennial Convention. The membership ultimately decides if dues should increase or decrease. In light of the reduction of members over the last two years, dues are important as they help the union function, provide services, education and representation. The Committee felt that the resolution was too vague as it does not further elaborate or provide alternate solutions.

***MOTION OF NON-CONCURRENCE IN RESOLUTION GEN 20 CARRIED***

**Resolution Gen 24 - Member Resources for Grievances and Questions**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution GEN 24, which reads as follows:

**THE PSAC WILL** compare what PIPSC and other unions have as resources to help members during local grievances and health and safety questions.

**Rationale:**

The PSAC and its Components currently have a multitude of resources available to members and representatives who have issues arising in the workplace. Including but not limited to: local representatives and stewards, PSAC and Component education, online information (PSAC, Component and Regional websites), Component and PSAC political structures, PSAC Regional offices, Conferences and Conventions. The Committee suggests that more communication to members regarding these resources would be beneficial.

***MOTION OF NON-CONCURRENCE IN RESOLUTION GEN 24 CARRIED***



### **Resolution GEN 25 - Members on Extended Leave**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution GEN 25, which reads as follows:

**THE PSAC WILL** develop a system for members on extended leave without pay may remain on membership lists but flagged as on leave with a due to return date.

#### **Rationale:**

There is currently a process in place as outlined in Regulation 5 of the PSAC Constitution. The Committee feels however that continued increased communication to members on extended leave regarding the current process would be beneficial.

### ***MOTION OF NON-CONCURRENCE IN RESOLUTION GEN 25 CARRIED***

### **Resolution GEN 26 - Bargaining and Collective Agreements**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution GEN 26, which reads as follows:

**THE PSAC WILL** not enter into collective bargaining or re-opening of any Collective Agreements without a mandate from the membership; and

**THE PSAC WILL** make concrete efforts to repair the damage caused by the fallout from the loss of our "Severance Pay" in order to regain the trust of the membership.

#### **Rationale:**

The Committee felt that tying the hands of PSAC by blocking the opportunity to re-open a collective agreement could be detrimental if there was a reason to re-open that could benefit the membership.

### ***MOTION OF NON-CONCURRENCE IN RESOLUTION GEN 26 CARRIED***

### **Resolution GEN 32 – Regulation 15**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **non-concurrence** in Resolution GEN 32, which reads as follows:

**BE IT RESOLVED THAT** Regulation 15A, section 2.7.10 be rewritten to read as follows: "Bargaining team members must make a decision to accept or reject a proposed memorandum of settlement before it is sent to the members of the bargaining unit for a

vote. However, members of the bargaining team are free to express and share their approval or dissent on the proposed agreement to ensure the membership has all the information required to make an informed decision.”; and

**BE IT FURTHER RESOLVED THAT** the PSAC Constitution, Regulations and Policies be amended accordingly to reflect this change.

**Rationale:**

The Committee believes that the proposed changes to Regulation 15 as outlined in the resolution could cause division amongst a bargaining team. A bargaining team needs to be a united front and stand behind their recommendation to reject or accept a proposed agreement.

**MOTION OF NON-CONCURRENCE IN RESOLUTION GEN 32 CARRIED**

**Late Resolution GEN 34 – Temporary Foreign Workers**

*m/s Linda Harding and Melvin Dureen:*

That the Convention adopts the Committee's recommendation of **concurrence** in Late Resolution GEN34, which reads as follows:

The PSAC will:

- work with District Labour Councils, Federations of Labour, and the Canadian Labour Congress to stop the abuse by employers of the temporary foreign workers and the temporary foreign workers program; and
- lobby the Federal Government to strengthen protection for workers, by ensuring jobs are offered to Canadians first, that there are sufficient training programs to develop Canadian workers, and if there is a bona fide need for foreign workers, that they are treated in a safe and fair manner; and
- Call for an expansion of the review into other sectors, such as mining and domestic workers, where abuse has been reported by the labour movement.

**Rationale:**

The Committee agrees that the PSAC will continue to work with the broader labour movement, lobby the federal government and call for an expansion of the review of the temporary foreign worker programs.

**MOTION OF CONCURRENCE IN RESOLUTION GEN 34 CARRIED UNANIMOUSLY**

## INTRODUCTION AND SWEARING IN OF NEW B.C. REGIONAL COUNCIL

At this time, Sister Robyn Benson swore in the following elected officers:

REVP – Bob Jackson  
Alt REVP – Jamie Mills  
H&S Coordinator – Linda Harding  
H&S Alternate #1 – Kim Koch  
Young Workers Coordinator – Vanessa Miller  
Young Workers Alternate #1 – Liz Oliphant  
Young Workers Alternate #2 – Lindsay Murphy  
Members with Disabilities Coordinator – Ken Waldron  
Members with Disabilities Alternate #1 – Wendy Bruce  
Members with Disabilities Alternate #2 – Joyce Slett  
Members with Disabilities Alternate #3 – Shane Polak  
DCL / SSE Coordinator – James Sidel  
DCL / SSE Alternate #1 – Joanne Hay  
Women’s Coordinator - Virginia Vaillancourt  
Women’s Alternate #1 – Kelly Sidhu  
Women’s Alternate #2 – Angela Marafon  
Health & Safety Coordinator – Linda Harding  
Health & Safety Alternate #1 – Kim Koch  
Metro Vancouver Coordinator – Jennifer Horsley  
Metro Vancouver Coordinator – Crystal Warner  
Metro Vancouver Coordinator – Terri Lee  
Metro Vancouver Alternate #1 – Barry Tchir  
Metro Vancouver Alternate #2 – Shawna Bundac  
Metro Vancouver Alternate #3 – Shane Polak  
Metro Vancouver Alternate #4 – Kieran Kennedy  
South Vancouver Island Coordinator – Liz Oliphant  
South Vancouver Island Coordinator – Colleen Girard  
South Vancouver Island Alternate #1 – Lance Jesson  
South Vancouver Island Alternate #2 – Patricia Martin  
North Vancouver Island Coordinator – Bert Farwell  
North Vancouver Island Alternate #1 – Richard May  
North Vancouver Island Alternate #2 – Christine Walker  
East Fraser Valley Coordinator – Anthony Paller  
East Fraser Valley Alternate #1 – Ken Eastman  
East Fraser Valley Alternate #2 – Susan Wilmshurst  
West Fraser Valley Coordinator – Johann Ackermann  
West Fraser Valley Alternate #1 – Michael Small  
West Fraser Valley Alternate #2 – Shirley Torres  
Southern Interior Coordinator – Susan Yaciw  
Southern Interior Coordinator – Carolyn McGillivray  
Southern Interior Alternate #1 – Annette Hale  
Southern Interior Alternate #2 – Grace Maciver  
Southern Interior Alternate #3 – Harold Larson

Northeastern BC Coordinator – Parveen Deepak  
Northeastern BC Alternate #1 – Pete Charlie  
Northeastern BC Alternate #2 – Kim Koch  
Northwestern BC Coordinator – Benilde Gomes  
Northwestern BC Alternate #1 – D. Jill MacNeill  
Northwestern BC Alternate #2 – Barry Cunningham  
Aboriginal Coordinator – Ruby Langan  
Aboriginal Alternate #1 – Jill MacNeill  
Aboriginal Alternate #2 – Kieran Kennedy  
Racially Visible Coordinator – Jennifer Chieh Ho  
Racially Visible Alternate #1 – Shawna Bundac  
Racially Visible Alternate #2 – Stephen Torng  
Racially Visible Alternate #3 – Melissa Shih  
National Officers Coordinator – Nic Humphreys  
National Officers Alternate #1 – Melvin Dureen  
National Officers Alternate #2 – Maria Luiza Romano  
Pride (GLBT) Coordinator – Paul Croes  
Pride (GLBT) Alternate #1 – Paul Jones  
Pride (GLBT) Alternate #2 – Todd Smith  
Pride (GLBT) Alternate #3 – Jennifer Chieh Ho

## **CLOSING CEREMONIES**

Junior Elder Debra Sparrow did the Aboriginal Closing Ceremony; then the delegates sang “Solidarity Forever” led by Regina Brennan and Jan Wood.

## **ADJOURNMENT**

*m/s Jayne Johns and Jamey Mills:*

*That Convention be adjourned.*

***MOTION TO ADJOURN CARRIED***

**Speech to the PSAC B.C. REGIONAL CONVENTION  
by Robyn Benson, National President  
Vancouver, BC  
April 25, 2014**

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Sisters and Brothers, I am glad to be here with you today here in Vancouver for the 2014 B.C. Convention.

Yours is the first of the PSAC's 7 regional conventions, and then there will be 17 component conventions over the next 6 months.

All of the debates and decisions you make will help shape the future of our union. The direction we take – how we move forward – is in your hands.

You are the leaders who will set our course.

You are here as the representatives of the rank and file membership.

You work with members day in and day out and you give voice to their issues and concerns.

You are the most important leaders in our great union, and it is an honour and a privilege to stand before you now as your National President.

Sisters and Brothers, we are meeting together at a critical time for PSAC members in British Columbia and across the country.  
Our jobs are on the line, as are our working conditions.

All the equality rights that we have won through years and years of mobilization, legal action and determination are being stripped away.

Pay equity. Employment equity. Fair wages. Pensions. Health benefits. Social security. They are all under attack by every level of government and almost every employer in this land.

And, sisters and brothers, it's our job collectively to stop the destruction. It's our job to turn things around, not just for ourselves and our families but for all the generations of workers to come. This is the time to draw the line in the sand. Now more than ever we have to say no. We cannot concede any more ground. Instead, we must fight to defend what is rightfully ours. We must move forward, not backward. And we must do this together, united as a union, united with other unions, and united with all Canadians who count on us to make our country a better place.

The next few years will be a big test for us, but I know we can succeed. I am determined that we will succeed.

The threats ahead are enormous. But we also have opportunities.

First, the Conservative landscape in Canada is starting to show cracks under the weight of eight years of harsh federal rule. Members of Stephen Harper's caucus are positioning themselves to replace him. What was once a tight ship is starting to get leaky and growing number of the Prime Minister's faithful crew are getting thrown off the deck, while others are scrambling for life-boats. The late Jim Flaherty's sudden break from Stephen Harper on income-splitting was an important sign that things for the Conservative government are becoming unglued.

But there are many other signs.

Consider Dimitri Soudas, Nigel Wright, Mike Duffy, Pamela Wallin.

Consider the robocall scandals.

Consider what the courts have said about the Conservatives' so called "tough-on-crime" laws.

Consider the fact that the Supreme Court had to slap Harper for not following the law in handpicking his nominee to the Court.

Even the Conservative-controlled Senate is putting on the brakes.

In a huge labour movement victory, it looks like Bill C-377 won't be going back to the House of Commons any time soon. This is the private members' bill that took special aim at the financial independence of unions, and that would have required us to spend hundreds of hours reporting on our expenses to the Canada Revenue Agency. It's hundreds of hours we all how would be better spent defending and representing our members.

The federal Conservatives are suffering in the polls too, and I am convinced that it's payback for all the suffering they have caused Canadians.

More and more Canadians are saying enough is enough.

They are fed up with the billions of dollars going to tax breaks for the richest one per cent, while billions of dollars are being cut from public services.

Canadians are worried about the future, and especially about the future of their children and their grandchildren. And for good reason. Youth unemployment has never been higher. Employment Insurance benefits are almost impossible to get, especially if you are a casual or seasonal worker. And all workers born after 1958 are going to have to work much longer to qualify for Old Age Security.

Simply put, Canadians are sick and tired of bad government in Parliament. They have had enough of scandals, the backroom deals, and the bullying tactics of those in power.

Canadians want their country back.

And we as PSAC members and leader can be proud of the role we have played in turning the tide against the Conservatives.

Here in BC, you have helped expose the damage being done and you have mobilized PSAC members to fight back. Bob and the Regional Council have lead this work with a lot of energy.

You were among the first to rally and demonstrate against the public service cuts announced after the Conservatives got their majority government in 2011.

You worked hand in hand with the BC Federation of Labour and UCTE in a campaign to save the Kitsilano rescue base. It didn't stop the closure but you made the cuts visible, and damage was done to the Conservatives in the process. Bob literally spent the night there trying to bring awareness to the impact closing this base would have on Canadians. The point, sisters and brothers, is—to—try.

The point is to organize opposition when they come after us – not to roll over or put our heads down.

Because win or lose, with every single battle, we get stronger.

But we are also winning, sisters and brothers.

When we fought back against the closures of the veterans' office, we won the support and respect of millions of Canadians. We worked hand in hand with the veterans, and made the issue headline news for weeks. That, sisters and brothers, is winning.

When we forced Treasury Board to respect the negotiated Work Force Adjustment language in our collective agreements including the right to alternation, we won jobs for hundreds of members who would otherwise have been thrown out of work.

We won pay equity for Canada Post workers, ending a battle that last more than 30 years, and that put 250 million dollars in the hands of members – plus interest.

When Treasury Board tried to put in place its new pay in arrears system, we fought back and won. Thanks in part to pressure from our members in BC, no government employee's pay will be clawed back as originally planned.

In a precedent setting case, we won Fiona Johnstone's right to work set shifts so that she could have access to day care. And with that win, every Canadian worker can now argue for accommodation in order to meet family responsibilities.

Every one of these victories has made us better organized, more credible, and better prepared to fight on other fronts. We have turned threats into opportunities, and that is what we have to keep on doing.

Sisters and Brothers, there is nowhere more important for this to happen than at the bargaining table. We have bargained and signed more than 120 collective agreements since the spring of 2012. Members at CFIA are about to start voting on their tentative agreement, and the CRA is headed to the Public Interest Commission. We are about to start the biggest round on behalf of more than 120,000 members who work for Treasury Board, the Canadian Border Services Agency and Parks Canada.

It's another challenge, another Conservative threat... but it's also another opportunity to damage the Harper government and strike a victory for all working people.

Let's be clear. Treasury Board wants to use this big round of bargaining to break our union and break many of our long-standing collective agreement protections.

The Harper government is determined to lower the working conditions and wages of workers, and it will try to make an example of its own federal government employees.

That is why this upcoming round is everyone's business. We all have a stake in mobilizing around these negotiations.

And if we fight back against the attack – all of us in this room, alongside every PSAC member from coast to coast to coast – we will set the example of what all workers and all unions everywhere can still achieve.

Our strategy for taking on this epic battle is straightforward.

We are saying no to contract concessions and claw-backs.

We are reaching out and involving members in bargaining and we are organizing a massive and powerful force of resistance. We are building solidarity with other unions.

We are building strong public support by showing that this fight is not only about us, but about all Canadians. It is about public services, and it is about keeping jobs and fair working conditions for everyone.

Our "We Are All Affected" campaign has already shown thousands of Canadians just how badly this government has been managing their services.



As part of our union's fightback strategy, your leadership has approved campaigns that target the interests of our members and their communities. So you can expect a call to action on the ill-conceived Employment Insurance reform and the ending of home delivered mail.

Through these campaigns, we will win allies and supporters. And this stronger solidarity will help us achieve better collective agreements, as well as better public services.

It is the way forward.

The more united we are, the stronger we are. That is why our strategy is based on reaching out to our partners in other federal unions.

Through the PSAC's leadership, we have united federal public sector unions under one roof and signed an historic solidarity pact for the upcoming negotiations with Treasury Board. This is a bold and unprecedented move.

But the most important piece of this strategy is right here in this room. You, the front line leaders.

It starts with every local being eager, energized and prepared.

I know many of you are already talking to members and many have been collecting signed pledge cards in support of our collective agreements, and public services. But we need to do much more to engage our members. And we need to organize concrete actions.

So as you know, on May 1<sup>st</sup> the B.C. Region is leading the way by organizing events outside workplaces to mark May Day and to make the public and our employers aware that our mobilization is under way.

On June 19<sup>th</sup>, during National Public Service Week, we will be identifying strategic targets and organizing workers to engage in more actions. This time it will be across the country.

Workers in some worksites may be organized to walk off the job at lunchtime for 19 minutes.

Some may take ever bolder action.

The decision on what to do on June 19<sup>th</sup> will be in your hands. The most important thing is that whatever you decide, it has to be a success.

We have to show ourselves to be strong and organized.

That's why we aren't going to try to bring everyone out at the same time and ask them to do the same thing.

It's all about being smart. It's about building. It's about mobilizing.

After June 19<sup>th</sup>, we will build from our success, and organize more actions in the following months. Each time, we will do it better. Each time, more members will be involved.

It's about building so that sooner, rather than later, we will be ready to take cross-country action, bold action – with other unions supporting us, and with the public on our side.

That, Sisters and Brothers, is how we are going to defend our collective agreements. That's how we will make gains.

Our Locals are where the work needs to take place.

As frontline activists, you are leading this charge and although I know you bear many responsibilities, let me stress this as loudly as I can: Mobilizing our Locals is the most important, crucial job you must accomplish.

Our success as a national union depends on our Locals being ready for the challenge. You and your officers and stewards play a critical role in engaging fellow members, co-workers, friends, neighbours, and communities.

Where you sense apathy and demobilization, you need to intervene.

You need to communicate our story and convince people around you of the value and the importance of this fight. You need to convince others that this fight is everyone's fight.

We have to rally together and push in the same direction, whether we are talking about Components, DCLs, Regional Councils, Area Councils, Committees—Everyone.

We need to make this commitment. And we need to follow through.

As your National President, my pledge to you is constant and unwavering support. I will work with you, stay connected to you and support you in any way that is needed.

Sisters and Brothers, I say again, we are at a critical time.

We are living in a time when right wing governments – the Conservative government in Ottawa, and the BC government in Victoria, have a single goal.

They want to set our country back 40 years.

They want to destroy the hard earned commitments that generations of Canadians have fought for and achieved over many decades. Commitments like social programs and public services. Commitments that take shape every day through the hard work of public service workers.

We fought for these public services and the values that underline them.

We fought for prosperity and wealth to be shared and benefit for all.

We fought for more equality and opportunity.

We fought for progressive and fair taxation.

We fought for social programs, access to healthcare and education.

We fought for decent wages.

We fought for the right to express ourselves, to organize and to bargain collectively.

These services, these values, these commitments were not handed to us on a silver platter. We fought to establish them, make them a reality in this country.

And we will fight just as hard to keep them.

They think that they can rip apart what holds us together. They believe they can impose more inequality, more wealth concentration, more inequity and more violence on us. They believe they can do it.

As front line leaders, as unions, we have a choice to make.

We can either roll over or put up a fight.

We can accommodate this destruction or refuse it entirely.

Ask yourself why the Conservative government is so intent on attacking us. Why is it so obsessed with us, with what we do and the people we represent?

It attacks us because we protect the promise that our society holds and the foundations on which it stands. To put it more bluntly, they attack us because they recognize our power. They know we are a force to contend with. And they know we have the people, the resources and the power to defeat them.

Brothers and Sisters, it's time to use that power.

It's time to stand together and fight. Sick leave claw back? We say no!

Roll back of pay equity gains? We say no!  
Performance management as a new termination tool? We say no!

Privatization of public services? We say no!

Unilateral moves on labour laws and Right to work? We say no!

And instead we say yes to getting our country back.

With the help of a strong B.C. Region, we will continue to build a better union for our members.

We will get the membership mobilized from the Locals on up and ready for action.

We will not bow down to the threat of back-to-work legislation.

We will sign fair and decent collective agreements.

We will continue to fight the conservative agenda and replace it with one that meets the very real needs of all Canadians.

We will stand together, as union leaders, as dedicated Sisters and Brothers on the front line.

And we will win.



## British Columbia

### REPORT OF THE REVP-B.C. REGION TO THE 6TH PSAC B.C. REGIONAL TRIENNIAL CONVENTION

It's a privilege to submit the report of the Regional Executive Vice-President (REVP) to the delegates, observers and guests of the 6th PSAC B.C. Regional Triennial Convention and to the membership of the Public Service Alliance of Canada in the B.C. Region.

This report highlights some of the Region's accomplishments and much of the hard work conducted by the members in the B.C. Region over the last three years.

#### *B.C. Regional Council*

At the 2011 Regional Convention, the membership elected a strong group of leaders and activists to the B.C. Regional Council. While some of the coordinators' faces changed over the course of the three-year cycle, the Council has remained constant in its fervent advocacy for members and the PSAC, and in the fight against the unprecedented cuts to public services. They have worked tirelessly for the members in the B.C. Region, supporting and participating in PSAC activities and making decisions in the best interest of the Region and the Union.

#### 2011-2014 PSAC B.C. Regional Council

##### **REVP-B.C.**

Bob Jackson

##### **Alternate REVP-B.C.**

Jayne Johns

##### **Metro Vancouver**

Jamey Mills

Terri Lee

Cheryl Oenema

Shawna Bundac (a)

##### **West Fraser Valley**

Jennifer Chieh Ho

Celine Ahodekon (a)

##### **East Fraser Valley**

Christine York

Antony Paller (a)

##### **North Vancouver Island**

Christine Walker

##### **South Vancouver Island**

Cindy Little

Virginia Vaillancourt

##### **Southern Interior**

Susan Yaciw

Keith Palmer

Roberta Drinkwater (a)

Martha Johnson (a)

##### **Northeast B.C.**

Patt Holmes

##### **Northwest B.C.**

Benilde Gomes

##### **Aboriginal**

Alberta Moreau

Heather DuDoward (a)

##### **Members With Disabilities**

Tracy Shudo

##### **Racially Visible**

Sargy Chima

##### **PRIDE**

Paul Croes

##### **Women**

Kelly Megyesi

##### **Youth**

Erica Yang

Daphne Ho (a)

##### **National Officers**

Nic Humphreys

##### **Health & Safety**

Sam Wiese

Linda Harding (a)

##### **DCL/Small Separate Employers**

Jason Salchert



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Since the 2011 Regional Convention, the B.C. Regional Council has conducted seven face-to-face meetings as well as several conference calls. In addition to Regional Council meetings, Coordinators participated on the Council's standing committees, including the By-Laws, Convention, Donations, Education, Environment, Finance, Political Action, International Solidarity, and Subsidies Committees. Together, Council members worked collaboratively and creatively to accomplish their committee goals.

### *Political Action*

#### **"We Are All Affected" Campaign**

The "We Are All Affected" (WAAA) campaign began in the Spring of 2012, building on the work of the "Standing Up for Public Services" activities. This campaign has allowed us to show our collective support for those members and their families who have received affected letters. At the same time, this campaign has enabled us to continue voicing the value of federal public services provided by our members and to communicate that we are all affected: every member, every family, every Canadian.



As part of the WAAA campaign, our members have engaged the public through a variety of public events. Throughout the summers of 2012 and 2013, we attended a number of community activities. Area Councils and B.C. Regional Council members took the lead on organizing booths and participation at various community events, including the Surrey Fusion Festival; Pride activities in New Westminster, Vancouver, Victoria and Surrey; the Cumberland Miners' Memorial Weekend; Nanaimo's Bathtub Festival; 'Justice Rocks' and Terrace River Days to name a few.

My thanks go to all the members who have volunteered their time and energy to this important campaign. Together we are building alliances with communities within the Region and across the country. With the support of these partners we have conveyed that the Government's reckless cuts to public services don't just hurt our members but that they hurt all Canadians.

#### **Member-To-Member Conversations**

In early 2013 the WAAA campaign entered a new phase, centering on the latest attempt by the Federal Government to conduct a concentrated and corporate assault on unions through a potential attack on the Rand Formula.

As part of that next phase, we scheduled three meetings across the B.C. Region with local representatives, B.C. Regional Council members and National Officers. At these meetings we explained the potential threat we face while reinforcing the value of our union. We also outlined a member-to-member engagement strategy that aimed to have a face-to-face conversation with every single PSAC member across the country about the value of the union.





It was clear from the beginning that the road ahead would not be quick or easy, but we understood the member-to-member engagement element of the WAAA campaign was necessary to fend off any further assaults by the Conservative Government that would weaken unions or the rights and working conditions of Canadians. It was more important than ever to continue the work of the WAAA campaign and vocalize our opposition to the Conservative Government, one member at a time.

### Campaign Set Backs and Renewal

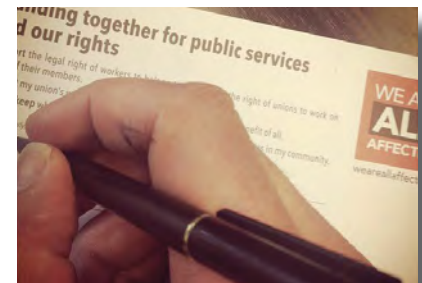
Following the initial WAAA meetings in the spring of 2013, a number of unavoidable regional priorities took precedence over the immediate delivery of the member-to-member campaign. Staffing issues, scheduled regional conferences and negotiations-related matters all played a part in the delay of the campaign's roll out within the Region. However, we were able to bring the campaign back on track and pledge cards began flowing into the Regional Offices.

And while a large number of pledge cards have been signed and submitted to the Regional Offices, the campaign is not over. This spring the PSAC National Board of Directors (NBoD) reconfirmed the PSAC's commitment with the WAAA campaign and drafted a new comprehensive strategy that will take us to the end of 2015. This refined WAAA action plan takes into consideration the challenges before us as we move into negotiations with the Federal Government's Treasury Board and with other federal agencies, crown corporations, and separate employers. All of these employer groups will be demanding significant rollbacks in our working conditions and collective agreements. At the same time, we can anticipate further federal cuts to public programs and services as we move ahead under the Conservative Government's regime.

In light of the challenges before us, the new action plan sets three main areas that we will work on in advance of the next National Triennial Convention in 2015:

1. Defending collective agreements
2. Defending public services
3. Building opposition to the Conservative Government and working toward its defeat in the next federal election

Moreover, the action plan seeks to engage and mobilize all members, build solidarity between our members and more generally within the labour movement, work with our community allies and affiliates, and move public opinion to our side. As with the work done to date, this latest phase in the





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WAAA campaign calls on all members to get involved. The work may not be easy, but we all know this fight is absolutely necessary for our very survival.

### **Think Public!**

Prior to the WAAA campaign, the PSAC engaged in the Think Public campaign. In the summer of 2011 a large portion of time and resources were focused on Think Public. The aim of the campaign was to educate the public and politicians on the depth and the importance of services provided by public employees and the impact federal spending cuts will have on all Canadians. This campaign was born out of the last PSAC B.C. Regional Convention and the subsequent Emergency Resolution. The Resolution was brought before the National Board of Directors, who unanimously voted in favour of launching a national campaign.

As part of the campaign, social media was used to connect with members and the general public. Online ads directed viewers send messages to the Prime Minister and Minister Tony Clement in support of public services. Along with the social media outreach, the B.C. Region engaged directly with the public at various summer community events and festivals, including Vancouver Pride, Car Free Day on Commercial Drive, the Langley City parade, Surrey's Canada Day celebrations, and the Surrey Fusion Festival.

### **PSAC B.C. Presidents Meeting – No Cuts Fightback**

Representatives from over 100 Locals and Area Councils in the B.C. Region met in October 2011 to discuss, mobilize, and plan regional activities to support the No Cuts campaign at the Region's Presidents' Conference.

Participants spent the day learning about the PSAC's political action plans and then split into regional groups to share information about how cutbacks and reduced spending have affected their work sites. They also spent time strategizing and planning for regional and Local-based activities to support the campaign.

### **No Cuts Rallies**

Following in the footsteps of the Think Public campaign, the PSAC BC organized lunch time rallies at Harbour Centre in Vancouver in the fall of 2011 to protest cutbacks to federal government departments. The rallies were attended by members from CEIU workplaces, Western Economic Diversification, Public Works, Grain Commission and Passport Canada, as well as a number of labour-friendly Members of Parliament.







## Food Safety First Campaign

With the news that Ottawa planned to unload the inspection of dozens of meat plants onto the Provincial Government, the PSAC B.C. Region teamed up with the Agriculture Union to host a press conference in August 2011. The event was designed to highlight the planned devolution of meat inspection to provincial regulators, the deficiencies in provincial regulations, and the risks to the public. In concert with the press conference, the Agriculture Union also launched an online petition that called on the Federal Government to change its course of action.



The Agriculture Union's National President Bob Kingston and I teamed up again in February 2012 for a second press conference regarding the negative impact that federal spending cuts will have on food safety for Canadians. This press conference was one of the many efforts that PSAC B.C. Region undertook to acknowledge the hundreds of needed public services that are being slashed by the Conservative Government.

## National Day of Action – March 1, 2012

At the February 2012 NBoD meeting, there was a unanimous decision of the Board to hold a national day of action to send a clear message to the Harper Government that we are strong and united. This was not to be just a PSAC-led action; there was a clear decision from the Board to act jointly with the involvement of all Components. With that in mind, members across the country were encouraged to congregate outside of their worksites on March 1st, hold signs that read "Standing Together for Public Services" and take photos of their action, no matter how big or small. In BC, there was an overwhelming response with many photos submitted to the Regional Office, which we published on our Facebook site at <http://bit.ly/NDoA-BC-march>



I attended the gathering at Library Square on that day and saw not only our members, but other supporters of public services standing with us. It was a great day and one that I am very proud of. I'd like to thank all of the members for their support and participation in the action. I hope that we can continue draw upon the positive energy that was created that day as we move toward the next federal election.

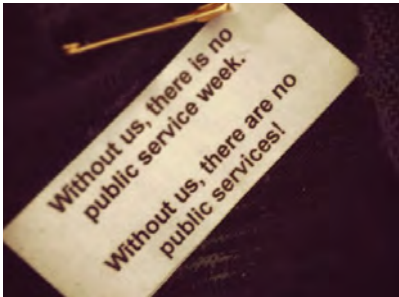
## National Public Services Week – Boycott and Alternative Events in the B.C. Region

Shortly before our WAAA campaign was first launched, the employer hosted its National Public Services Week under the ironic theme "Celebrating our Commitment." This week of so-called celebration was amidst thousands of members being handed their affected notices. As a result of this oblivious and audacious behaviour on the part of the employer, many PSAC members agreed to boycott NPSW activities and host their own alternative member activities for the past two years.





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In BC, boycott activities ranged from delivering official statements of non-participation to the employer to quasi-picket lines being erected in front of employer functions. Also included in these events was the creation of two large annual softball tournaments hosted in both Victoria and Vancouver, which have been well attended by members from several locals and Components. I'd like to acknowledge the hard work of the members who organized and hosted these events. Through their efforts, members were provided with opportunities to come together and support one another against the cuts.

No matter the level of participation in our own PSAC NPSW activities, the message to the employer has been clear from our members: there's no celebration without the services and the people who provide them.



### **Kitsilano Coast Guard Station**

Along with the WAAA campaign, PSAC members, community groups, provincial and municipal levels of government, as well as many concerned citizens rallied around the proposed closure of the Kitsilano Coast Guard Station in Vancouver. The closure was met with some of the most vigorous opposition we have seen to date. Several meetings and rallies were conducted in the months leading up to the closure. At each one of them, the Conservatives refused to attend.



These meetings and rallies culminated in our 24-hour occupation of the station on September 14-15, 2012. Together with elected officials of the BC Federation of Labour, UCTE, boaters, fishers, and other stakeholders, we occupied the station with the aim of drawing the attention and acknowledgement from the Federal Government regarding our position on the closure. Our actions were also met with exceptional media attention, both during the occupation and in the months that followed.

Despite our best efforts, the Kitsilano Coast Guard Station officially closed in February 2013 on the same day that the BC Provincial budget was delivered. This timing of the closure was a cowardly attempt by the Federal Government to close the doors of the station while the media was otherwise occupied.

### **Bill C-4 – Telephone Town Hall**

Less than a week after reconvening Parliament last fall, the Conservative Government introduced Bill C-4, an omnibus budget bill that radically changes our rights as federal public sector workers, puts our members' health and safety at risk, and, by extension, attacks the rights of all Canadian workers.

In an effort to inform and mobilize members against Bill C-4, the PSAC B.C. Region organized a telephone town hall (TTH) on November 14th with myself,



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PSAC National President Robyn Benson, NDP MP Peter Julian (Burnaby-New Westminster). Together we talked about the impact of the Bill on workers and took questions from PSAC members. The call was attended by over 3,000 PSAC B.C. members who asked excellent questions on the implications of the legislation and the next steps for the Union. Some the questions and answers from the TTH are posted to the PSAC B.C. Regional website at <http://bit.ly/BC-TTH-C4>.

As we're all aware, Bill C-4 was given royal assent in December despite our great efforts across the country. Nonetheless, following the TTH PSAC members were more determined than ever to continue the fight against the Conservative Government. And even though the Bill is now law, the fight is not over: we will continue to work with our allies and mobilize members against this extreme and radical labour legislation, especially in light of the next round of bargaining with the Treasury Board.

### Veterans Affairs Office Closures Campaign

This past fall the PSAC B.C. Region focused attention on the national campaign to stop the closures of eight Veterans Affairs Offices across the country. In the B.C. Region two offices were targeted for closure, one in Prince George (which was already closed by the Conservatives in 2013) and the other in Kelowna.

To support the campaign, in early November we placed several ads in community papers in the Victoria, Prince George and Kelowna areas. Our aim was to bring greater public attention to the situation with Veterans Affairs and with the WAAA campaign. We also purchased two month ad space on eight bus shelters in Victoria to address the Veterans Affairs office closures and the WAAA campaign. This activity received exceptional feedback from PSAC membership, particularly from our members at UNDE and DCL 20500, the Commissionaires Local, many of whom are veterans themselves. Public response was also very positive. Our advertising resonated with the public and garnered support for our fight against the Conservative Government.

In December and January we were able to schedule meetings with Conservative MPs Ron Cannan (Kelowna–Lake Country), Dick Harris (Cariboo-Prince George) and Bob Zimmer (Prince George-Peace River) regarding the closures of Veterans Affairs Offices in those areas. During those meetings we asked the MPs to speak with Minister Julian Fantino about our concerns on the office closures and further requested that the Prince George Veterans Affairs office be reopened with its staffing levels reinstated. As a result of those meetings, we received some good local media attention. All of these meetings took place in the MPs' Offices and I was joined by veterans and UVAE members.



**SPEAKING OUT  
AGAINST  
BILL C-4**





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Despite widespread public opposition, the Conservative Government refused to reverse its decision to close the eight offices in addition to the Prince George office that was closed a year earlier. While we denounce the Conservatives' shameful actions against veterans, our hope is that this blatant disrespect for those who have served this country will be remembered by voters when they cast their ballots in 2015.

### **BC Provincial Election**

After many discussions and after prudent consideration, the PSAC B.C. Region decided to take a harder line on the 2013 provincial election in terms of encouraging members to vote for the BC NDP. The REVP Office sent a mail-out to every PSAC member in the province, identifying the importance for voting for a progressive party that defends the rights of working people. In addition, we asked Area Councils to play an active role in the campaign, supporting candidates within their constituencies with either financial support or in terms of volunteer hours.

The response from Area Councils was tremendous. Several Area Councils committed their support to candidates and played active roles in the election. In particular, the Victoria Area Council voted to contribute funding to all seven of the candidates running in the Greater Victoria Area and have focused considerable energy into the Oak Bay-Gordon Head riding. The Area Council produced and sent out a letter to all PSAC members living in the riding, urging them to support the BC NDP candidate.

The Vancouver & District Area Council also committed time and energy to Janet Routledge's campaign. Janet, who formerly worked for the PSAC, ran as a BC NDP candidate in the Burnaby North riding. Area Council members spent time in Janet's office phone banking. The Area Council also set a letter out to PSAC members in Janet's riding, encouraging them to support her at the ballot box.



The PSAC BC was also involved in the BC Federation of Labour's "WE VOTE" campaign. This campaign encouraged members to vote at the advanced polls. In early April all PSAC members in the Region were also invited to participate in one of the BCFED's telephone town hall meetings with BC NDP Leader Adrian Dix. The call included members from various Unions in the province including UFCW, BCGEU, and HSA.

Regardless of outcomes, though, I'd like to acknowledge and thank all of our members who dedicated considerable time and energy to the election run. I look forward to 2015 when we all work together to show the Conservative Government that Canadians have had enough!



## **Municipalities Matter**

In November 2011 PSAC BC participated in the CLC Municipalities Matter campaign. The campaign, which endorsed and promoted labour-friendly and progressive candidates in the BC municipal elections, was designed to build Labour visibility and power at city halls throughout the province. Several PSAC Area Councils, in conjunction with their CLC District Labour Councils, participated in the endorsement process.

The Region also mailed poll cards to the entire PSAC membership in BC. Response from the membership was good: a large number of members commented positively on our participation in the campaign and appreciated receiving the information, which helped them make an informed choice when faced with the large number of candidates in most municipal contests. The campaign managed to help over 250 progressive candidates throughout the province get elected.

Municipal elections are coming up this fall, and I know our members will be working hard in their communities to elect candidates that will work with us to achieve our goals.

## *Member Outreach*

### **Visibility in the Workplace**

When I was elected REVP, I committed to making the Union more visible in our members' worksites. Over the course of my three-year mandate I spent as much time as possible attending Local and Committee meetings, lunch and learn sessions, bargaining information sessions, as well as many work site visits. I have been fortunate to travel throughout the Region, spending a great deal of time in each of the Region's eight geographic constituency areas.

These one-on-one and group meetings held at work sites were an excellent way of connecting with rank-and-file members and learning more about the work being performed by members across the Region. Moreover, by visiting some of the more remote areas in the Region I have been able to connect with members who don't hear from the Union very often. During these conversations I know these visits provided members with an opportunity and the tools to engage in the Union going forward.

As I've mentioned in the past, PSAC visibility in the workplace is critical to our overall effectiveness. It is through member-to-member contact that we're able to build solidarity and support for our affected members facing job losses. As our National President said, we have to "connect with our members, and find opportunities to talk to those we don't see at meetings





or demos. We have to go to them, not just invite them to come to us. We need to tell them what their union has done and is doing for them” during this difficult time. I agree whole-heartedly with Sister Benson. Through good communication and visibility we are able to regain momentum and refuel members with the encouragement they need to continue the fight against this government.

In May of 2013, PSAC National President Robyn Benson traveled to the B.C. Region and accompanied me on some of these work site tours. We scheduled several worksite tours in downtown Vancouver, in the Fraser Valley and on Vancouver Island. Members were excited to having the opportunity to speak with Robyn in person. She and I were equally excited to meet with the members and hear from them directly. It is my intention to continue with these work site visits and reach out to more PSAC B.C. members across the province.



### Regional Roundup Video Series and Communications

Over the course of the last cycle we began producing and publishing a series of web videos designed to educate and connect with members in BC. As with worksite visits, the Regional Roundup Videos have allowed me to increase PSAC visibility in the Region. In addition, the videos enable me to reach out to members for their assistance with PSAC activities at the national and regional levels. The videos are available on the web at <http://bit.ly/youtube-psacbc>

In addition to the web videos, we have continued to reach out to members through our other communications efforts: The distribution list for our regional newsletter continues to grow monthly. Over 3,500 members are receiving the newsletter and provide regular content feedback. We have also increased our presence on social media. Presently, we have over 1,500 likes – the most of any PSAC Region – on our Facebook page and over 700 followers on Twitter. We hope that our work to engage our members in these fora keeps the union relevant and current in their daily lives.

### *Building Alliances and Supporting the Labour Community*

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

In late November 2012 the BC Federation of Labour hosted its 55th Convention in Vancouver. This Convention proved to be highly political, both with a leadership challenge and a number of resolutions addressing government attacks on provincial and federal public services that affect our members. Our Regional Political Action Committee put forward three of these resolutions including one on the Kitsilano Coast Guard Station, one on the DFO Habitat Protection Plan, and one on the Canada Grain Act.





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For these reasons and more, the PSAC BC and the REVP Office strongly encouraged our members to register as delegates and attend the BC Fed Convention. As a result, the PSAC had its largest delegation ever attend. Together, we were able to speak on the impact of the Conservative Government's cuts to an audience of over 2,000 labour members.

The Convention encouraged our delegates to communicate our concerns and further secure strong allies within the greater labour movement with respect to the cuts to public services. These interactions with community partners will be integral to the next phase of the WAAA campaign our success in defeating the Conservative Government in the next federal election.

### CLC Political Action Conference

At the end of March 2013, I attended the CLC Political Action Conference in Toronto along with my counter-parts from the other Regions. Several members from the B.C. Region also attended the conference. The aim of the conference was to "serve as a launching pad for a focused motivational campaign to elevate and advance labour's issues and vote determining issues, as well as building the next generation of successful union campaigns." The conference included hands-on workshops and exposed activists to the latest modern tools, tactics, and strategies for effective campaigning.

In addition to the conference's heavy agenda, the day before the conference began every national union leader met, including representatives of unions not affiliated to the CLC. This unprecedented meeting was called to talk about the current state of affairs and the work ahead of us as trade union activists. This was a rare opportunity for union leaders to come together and talk about common priorities and how to work cooperatively to protect unions and the rights of their members.

### Metro Vancouver Alliance

While the PSAC B.C. Region has been involved with the Metro Vancouver Alliance (MVA) for a number of years, the Region formally joined as a member in 2013. The MVA is a broad based alliance of community groups, labour, faith and educational institutions working together for the common good. It aims to build strong relationships amongst diverse groups in the community. When these groups come together through the MVA they listen to the concerns of members and agree on issues that can be worked on together. Some of the issues that have already been identified are the lack of public services, affordable housing and safe, quality transit in Metro Vancouver.

The PSAC B.C. Region's Vancouver & District Area Council has been actively involved with the MVA and with other MVA members on common issues. One of the motivations for being more involved with this organization is





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that some of the common issues faced by members can be linked to the negative impacts of the cuts to federal services. By working with the MVA, we can continue to fight against the cuts and foster strong relationships with community allies.

### United Way

As in previous years, the PSAC has been actively involved in the annual workplace United Way campaigns. However, at the start of this year's campaign a concerted effort was made to bring greater attention to our union members who lead and support the workplace campaigns. The success of the United Way employer campaigns rests largely on the contributions and hard work of our members, and we need to recognize ourselves for this.



This new approach to the campaign was met with exceptional results. Members reengaged with the campaign and we received positive feedback from the community. In fact, the PSAC B.C. Region was honoured with the 2013 Labour Award of Distinction from the United Way of the Lower Mainland. This award is presented to a union and its members that have demonstrated a commitment to community and to furthering the values shared by the United Way and the labour movement.

In addition, the Fraser Valley Labour Councils received the Labour Participation Spirit Award from the United Way of the Fraser Valley. As many of you will know, the Fraser Valley Labour Council and their executive include strong participation by several PSAC members who live and work in the Valley.



Finally, PSAC members on Vancouver Island received a number of recognitions this year from the United Way of Greater Victoria: GSU Locals on Vancouver Island received a nomination for the Labour Participation award, the Victoria Labour Council (which has strong participation from PSAC members) won an Innovation award, UEW with Natural Resources Canada – Pacific Forestry Centre won the Naden Band Spirit of Excellence award, and UNDE with the Department of Nation Defense won the 'Half Million Dollar Award.' These honours are ones that I regard proudly. As activists, we all know that when people care about those around them, the result is a stronger community. By supporting the United Way across the Region we are making our communities better places to work and live.





## *Education*

Due to unforeseen circumstances, the Region was without an Regional Education Officer for a number of months in 2013. This was a challenging period for both staff and members. Nonetheless, PSAC staff worked very hard to ensure the successful delivery of the Region's education program. In late December 2013 Deb Seaboyer was named permanently to the position. Previously Deb acted in this position for a period of time, and is already back in the swing of things as the permanent REO. My thanks go to staff for their efforts and to the members for their patience during REO absence.

### **Advanced Union School – “We Are All Affected and We Are Fighting Back”**

In June 2013, 60 of our Region's activists participated in our Advanced Union School. The school took place over five days and was organized under the theme of “We Are All Affected and We Are All Fighting Back.” The school's format included plenary sessions, open space and four intensive courses including the Advanced Health & Safety Course, the Advanced Unions Work for Women Course, Advanced Local Officer Training, and the Advanced Representation Course.

Feedback received on the school was positive, and I'm confident that the information presented equipped our members with the tools to stand up and advocate for the rights of workers, especially in light of the ongoing barrage of abuse our union has received from the Conservative Government.

## *Health and Safety*

As you are likely aware, Health & Safety has played a large part throughout my entire work life. So it will come as no surprise that I fully embraced my assignment of the Health & Safety portfolio for the PSAC at the national level.

In this role I chair a committee comprised of PSAC staff and members of the National Board of Directors. We have re-energized the important work providing information and advice to our members through newsletters, website content, and policy development. We are also working on the Health and Safety toolkit for members, which we hope will assist them in their duties as representatives and workplace Health and Safety Committee members.

In the B.C. Region, we developed a web-video series on health and safety issues. The videos were posted to the PSAC B.C. Regional website to encourage members to get more involved with the BC Regional Union Safety and Health (BRUSH) Committee and take a heightened interest in occupational health and safety.





Now that Bill C-4 has been enacted into law and changed the Canada Labour Code Part II, it's critically important that the BRUSH Committee be active. This is part of the reason why the Committee decided to move to six meetings per year from their previous four per year. There is a lot of work to do on health and safety, and it will be easy for the employers to let this area slide in light of other priorities such as collective bargaining. Therefore, we need to ensure that mandatory health and safety training still takes place for our members and that health and safety issues are still addressed in the workplace.



### **PSAC B.C. Regional Health & Safety Conference**

The PSAC B.C. Regional Health & Safety Conference took place in February 2012 under the theme "Health and Safety - Our Power Our Responsibility." Conference participants focused on the Canada Labour Code, Workplace Committees and Mental Health. Along with Brother Bob Kingston, I delivered a workshop for participants explaining how to make OHS Committees function well in the workplace. On the second day of the conference guest speaker Dr. Gary Namie delivered an eye-opening presentation on psychological bullying.

### **PSAC National Health & Safety Conference**

The National Health & Safety Conference, which took place a year ago in Montreal. The Conference ran under the banner of the We Are All Affected campaign and placed an emphasis on workplace mental health issues as well as ensuring harassment free workplaces. On the last day the delegates convened in the regional meetings and made plans to 'operationalize' the activities identified during the conference. This work continues and is part of all meetings of the regional committee.

### *Regional*

### **Financial Reporting Procedures for Area Councils and Regional Committees**

In the spring of 2013, the REVP Office hosted a workshop for executive members of the Region's Area Councils and Regional Committees (Young Workers Committees, Regional Women's Committees, and Human Rights Committees) to begin a discussion on the best operating practices and financial reporting procedures for these structures.



This one-day workshop provided an opportunity for Executive members to come together to discuss their challenges and the solutions they've discovered. At the same time, they talked about common issues such as political action planning and member engagement. Part of that discussion involved determining ways to collaborate with the Regional Offices and other Regional Committees and Area Councils. We identified some of the



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differing practices these structures have been using to operate independent of one another over the years. The goal is to have a common set of practices and tools that will make the task of reporting and financial accounting much more streamlined and understandable. The plan is to hold an additional session in the near future to discuss the plans further.

### National Officers Meetings

Over the last cycle, we have made a concentrated effort to bring the Region's National Officers together to discuss the issues facing members in BC. Two in-person meetings were held in addition to a conference call in the fall of 2011.

The March 2012 meeting allowed the National Officers to come together in advance of the National Triennial Convention to talk about the Region's priority resolutions, Component campaigns, as well as the anticipated workforce adjustments in light of the then impending federal budget cuts.

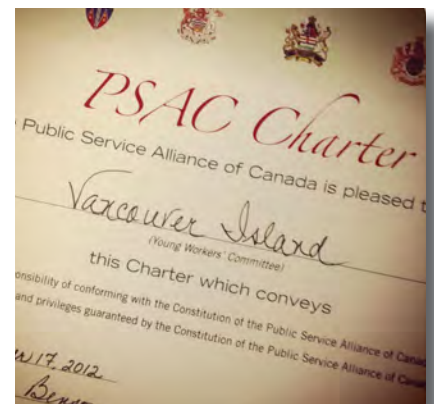
The National Officers came together for a second in-person meeting in September 2013 to address the status of the WAAA campaign within the Components and to address cross-Component issues including threats to sick leave and collective bargaining, the potential for pay in arrears, and political engagement by PSAC B.C. members as we head toward the next federal and municipal elections.

I believe these meetings are invaluable. By working with all of the Region's National Officers, we're able to inform one another or what's happening within the Components and share our support to one another. These meetings also allow us to align the work of Components with the PSAC Regional structures such as the B.C. Regional Council, the Regional Committees and Area Councils so that we can effectively serve the members of this Region.

### Regional Youth Committees

On February 28, 2013 I had the privilege of attending the Union's first ever constitutionally recognized meeting of a Young Workers Committee. That meeting took place in Victoria when the Vancouver Island Young Workers Committee meeting held its inaugural meeting and elected an executive and adopted terms of reference. In my address to the Committee I was pleased to acknowledge the effort our young workers put in to make the Committee happen and the fact that the B.C. Region continues to lead the way on Young Workers' issues.

One week later, I attended the first official meeting of the B.C. Mainland Young Workers Committee in Vancouver, the second Young Workers Committee in the Region. Again, I witnessed our history take place as an executive was





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elected and priorities were set for the busy year ahead of the Committee.

Before these Committees were formed, we hosted our first Regional Young Workers conference in November 2012. I attended the successful conference and provided an opening address to the Young Workers. In speaking with members at the conference, I saw firsthand that there is strong contingent of young workers wanting to engage in the Union and advocate for our principles and values, and our members.

It's already evident from their growing participation and activism that they are willing to take on the work before us and continue to fight for the PSAC in the years to come. Together with the support and engagement of these young brothers and sisters, we as a union will fight and take on the agenda of governments like the one currently in Ottawa.

### **Regional Women's Committees and December 6th Vigils**

In the B.C. Region we have four vibrant and active Regional Women's Committees: one in Victoria, one in the Okanagan, one in the North and one in Metro Vancouver. All four committees have been involved in activities that engage members and the public with women's issues. In particular, both the Victoria RWC and the Vancouver & District RWC hosted candlelight vigils to commemorate December 6th, the National Day of Remembrance and Action on Violence Against Women. Media coverage of the annual vigils has been excellent and participation from the community continues to grow from year to year. In 2011 and 2012, I attended the vigils in Victoria and this past December I attended the event in Surrey and saw the incredible community support that the event has gained. On these occasions I spoke a few words from a man's perspective, noting that men and boys need to participate in the struggle to end violence against women because it's not just a women's issue, it affects everyone.

I am proud to say that these vigils have become the focus of December 6th ceremonies in the communities of Victoria and Surrey and I would like to congratulate and thank our Regional Women's Committees for the tremendous amount of time and energy they devote to these important events.

### **Regional Women's Conference "PSAC B.C. Women Hold More Than Half the Sky"**

Last spring the B.C. Region held its Regional Women's Conference in Richmond. It was a conference of empowerment for our sister activists in BC, and the theme of the conference was "PSAC B.C. Women Hold More Than Half the Sky." Under this theme, participants took a focused look at issues affecting aboriginal women and discussed how to turn oppression into opportunity for women across different ethnicities.





I had the privilege of addressing the conference attendees, and offering my support and praise for all the work they've done to advance women's issues. As I've said before, these issues are important to all of us.

### **Advocating for Affordable, Accessible Child Care**

Another focus of both the PSAC B.C. RWCs and the B.C. Regional Council has been accessible and affordable childcare. In April 2013, the B.C. Regional Council voted in favour of the PSAC B.C. Region initiating a sustaining membership with the Coalition of Child Care Advocates of B.C. and supporting the \$10/Day Child Care Plan. The plan calls for a community based, non-profit child care system that is of high quality, affordable, accessible, publicly funded and accountable. Like other Regional Council members, I strongly believe that this is an issue for both women and men and acknowledge that women often bear a disproportionate amount of the childcare burden. The \$10/Day Child Care Plan is a viable solution to the current childcare crisis, which will dismantle some of the barriers to equity in our workplace and society.

### *National*

### **PSAC National Equity Conferences**

In November 2013, the PSAC brought nearly 600 union members together in Toronto for five simultaneous equity conferences. Together, the Union's equity communities participated in workshops, planned political actions, and worked to ensure that the PSAC will continue to be front and centre in the fight for human rights despite the Federal Government's attacks on unions and cuts to public services. I had the pleasure of attending the National Equity Conferences, and found the delegates' energy and enthusiasm for the work of our Union truly inspiring.

Building on the conferences' momentum, a PSAC B.C. caucus meeting was held on the final day to identify plans and set priorities for the B.C. Region regarding human rights activism. A common objective of all identified plans was to build awareness within the membership and community regarding human rights and the threat the Conservative Government poses to the achievements to date. With a list of priorities already drafted and a schedule of events underway, I'm confident the PSAC B.C. equity communities will be focused and determined in the months ahead as we mobilize for the federal election.





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### National Bargaining Conference

More than 300 members gathered at the PSAC National Bargaining Conference in Ottawa this past February to discuss the next round of Treasury Board bargaining. I also attended the conference and was inspired to see the delegates come together and commit to defending workplace rights and benefits in the next round of bargaining. Delegates pledged to stand up for public sector workers and the services they provide for Canadians.

Conference participants heard from experts on the issues we'll be facing in the next round of negotiations, including sick leave and job security. We also talked about the importance of mobilizing members and working on solidarity to achieve success at the bargaining table. On the last day of the conference, the delegates elected the bargaining teams for the five PSAC Treasury Board groups: the PA group, the FB group, the TC group, and SV group and the EB group.

### *Collective Bargaining*

#### TC Bargaining

As part of my AEC assignments, I am responsible for the TC bargaining unit. As you may recall in August 2013 a tentative agreement was reached after a marathon 18-hour bargaining session. The new agreement was ratified and was formally signed in October. It was a long and difficult round of bargaining lasting more than two years. I believe that the duration and the difficulty of that round are indicative of what all Treasury Board groups will be up against as we move into this next round of bargaining.

Regardless of what we face at the bargaining table, your bargaining teams and the PSAC will work to ensure that members get the best possible terms and conditions of employment. We are not prepared to give up what we have worked so hard to achieve; we will not agree to the rollbacks and concessions that the Conservative government and other employers will bring to the bargaining table. Instead we will fight for changes that will make the public service a better, healthier, more productive, and safer place to work.

#### Regional Bargaining

Over the last three years, bargaining has been equally challenging at the regional level. Despite our struggles with employers at the bargaining table, we have still managed to find successful contracts for our regional units, albeit at the eleventh hour for several groups. Having seen the support and mobilization efforts from our members, I'm confident that much of our bargaining success could not have been realized without the solidarity shown by members.





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New agreements were negotiated for Canadian Corps of Commissionaires - Victoria, The Islands and Canadian Corps of Commissionaires - The Yukon, CMHC Granville Island, Purolator, ARINC, Globeground Fuelers, Globeground Supervisors and Admin, and Airport Authorities in Prince George, Prince Rupert, Vancouver, and Victoria. Since those agreements, some of the groups are now re-entering the bargaining process once again. And as these groups head back in the negotiations in perhaps an even more difficult climate, the PSAC B.C. Region and its 18,000 will support these members in any way that we can.

### *Regional and National Staff*

One thing I was absolutely sure of when I was elected in 2011 was the fact that I would not be able to carry out the ideas and actions I was about to undertake without the support of the PSAC staff. I now have a renewed sense of just how much we all, as members, rely on the incredible work of our staff. When the chips are down and the heavy lifting needs to be done, our staff jump in with both feet and get it done. I am certain I can speak for the entire B.C. Regional Council when I say we would not be able to advance our agenda without the dedication, effort, and commitment of the Sisters and Brothers in the regional and national offices. Thank you!

### *Concluding Remarks*

It has been an honour to serve as the REVP for the B.C. Region over the last three years. I've had the privilege to meet members from across the Region and to convey their thoughts to the AEC and the National Board of Directors. Now more than ever, I'm confident that the members in the B.C. Region bring an innovative perspective to the PSAC, one that I'm proud to represent.

I would like to thank the members of the B.C. Regional Council for their outstanding work on behalf of the members in the B.C. Region. Despite the hardships we as a Union have faced over the last three years, the Council has persevered and remained steadfast in their commitment to our union and to our principles. I would also like to thank them for the support and knowledge they shared with me. Each of them brought unique and invaluable insights to the Council that helped me gain a better understanding of the challenges facing the members in our diverse and Region.

To those Regional Council members and activists who will be retiring or moving on, I extend my heartfelt congratulations and my thanks for your contributions to the Region and to the PSAC. And to our young workers who will be accepting and raising the torch from our departing Sisters





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and Brothers, I welcome you. Your new energy and ideas will ensure our continued success. Know that your Union needs your voices and your involvement as we move forward.

It has not been an easy three years, as I'm sure we can all admit. Nonetheless, I'm certain the PSAC is resolute in our commitment to take on this government and the Conservatives' brazen attacks on unions. Tied with this pledge is our aim to reinstate our members' sense of pride in the union, a belief in the principles of trade unionism and a confidence in their elected leaders. We may all be affected, but we are not defeated. And together in solidarity we will hold the Conservatives accountable for their actions when we defeat them in 2015.

In Solidarity,

A handwritten signature in black ink, appearing to read "Bob Jackson".

Bob Jackson  
Regional Executive Vice-President, B.C. Region







**ITINERARY HIGHLIGHTS - January 2012 – March 2014**

<b>Date(s)</b>	<b>Event</b>	<b>Location</b>
<b>MAY 2011</b>		
May 16-17	AEC	Ottawa
May 26	BC Federation of Labour Ranking Officers Meeting	Vancouver
May 30	AEC	Ottawa
May 31	NBoD Meeting	Ottawa
<b>JUNE 2011</b>		
June 1-3	NBoD Meeting	Ottawa
June 14	NPSW Trade Show	Vancouver
June 14	Victoria Area Council meeting	Victoria
June 15	UEW Lunch and Learn	Vancouver
June 16	BC Federation of Labour meeting	Vancouver
June 19	Car Free Day	Vancouver
June 21	BRUSH meeting	Vancouver
June 22	ADLC BBQ	Abbotsford
June 24	Meeting with Seth Klein, CCPA	Vancouver
June 27-28	AEC	Ottawa
June 29	Cohen Commission Meeting	Vancouver
June 30	CEIU Local Lunch and Learn	Vancouver
<b>JULY 2011</b>		
July 4	CCPA meeting	Vancouver
July 6-8	AEC Strategy Session	Ottawa
July 12, 14	USGE Convention	Vancouver
July 16-17	Surrey Fusion Festival	Surrey
July 18	MP Rally on Public Services	Vancouver
July 19	BRUSH conference call	Via Teleconference
July 27	AEC conference call	Via Teleconference



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### AUGUST 2011

August 10	Food Safety First Press Conference with Bob Kingston	Vancouver
August 16	UEW Convention	Victoria
August 17-19	Agriculture Convention	Vancouver
August 23-26	Work site tours	Vancouver Island

### SEPTEMBER 2011

September 5	Fraser Valley Area Council Labour Day Picnic	Abbotsford
September 7	AEC conference call	Via Teleconference
September 19-20	AEC	Ottawa
September 26-28	Work site tours	Vancouver
September 29	No Cuts Rally at Harbour Centre	Vancouver

### OCTOBER 2011

October 3	AEC	Ottawa
October 4-7	NBoD	Ottawa
October 19	Vancouver Area Council AGM	Vancouver
October 20-22	B.C. Regional Council meeting	Vancouver
October 24-26	Work site visits	Kelowna, Vernon
October 29	Presidents' Conference	Vancouver
October 31	AEC	Ottawa

### NOVEMBER 2011

November 1	AEC	Ottawa
November 2	National Negotiations meeting	Ottawa
November 4	Work site visits	Prince Rupert
November 4	Northwest B.C. Area Council AGM	Prince Rupert
November 8	No Cuts Rally at Harbour Centre	Vancouver
November 16	BC Federation of Labour meeting and Provincial Lobby	Victoria
November 16	Agriculture Local 20060 meeting	Vancouver
November 17	BC Federation of Labour Executive Council meeting	Vancouver
November 21	West Fraser Valley Area Council meeting	Surrey



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November 22-23	National Health & Safety Policy Conference	Ottawa
November 25-26	Work site visits	Prince George
November 28	BC Federation of Labour Union Renewal Conference	Vancouver
November 29-30	National EOC meeting	Ottawa
<b>DECEMBER 2011</b>		
December 1	Special NBoD meeting	Ottawa
December 2	Agriculture Local 20044 AGM	Burnaby
December 6	Candlelight Vigil	Victoria
December 7	Young Workers Caucus meeting	Vancouver
<b>JANUARY 2012</b>		
January 4	AEC conference call	Via Teleconference
January 7	AGR 20060 AGM	Vancouver
January 9 – 11	AEC	Ottawa
January 30 – 31	BC Federation of Labour Ranking Officer's Seminar	Harrison
<b>FEBRUARY 2012</b>		
February 1	BC Federation of Labour Ranking Officer's Seminar	Harrison
February 2	B.C. Regional Council Conference Call	Vancouver
February 3	CIU 20040 Branch AGM	Vancouver
February 6	AEC	Ottawa
February 7-10	NBoD meeting	Ottawa
February 13-17	PSAC Pre-Convention Committee meetings	Ottawa
February 25-26	BC Regional Health & Safety Conference	Richmond
February 29	Victoria Airport Regional Strike Committee Coordinating conference call	Vancouver
<b>MARCH 2012</b>		
March 1	BC Federation of Labour Executive Council meeting	Burnaby
March 1	PSAC National Day of Action	Vancouver
March 2	National Officers' meeting	Richmond
March 3	BC Delegates Pre-Convention meeting	Richmond



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March 5-6	AEC	Ottawa
March 23-24	Union School	Vancouver
March 29	Budget Watch Press Conference	Vancouver
March 29-31	BC Regional Council Meeting	Vancouver
<b>APRIL 2012</b>		
April 3-5	PSAC B.C. Region Staff Conference	Vancouver
April 11	Metro Vancouver Area Council Meeting	Vancouver
April 12	CLC Heads of Unions Meeting	Nanaimo
April 16-17	AEC	Ottawa
April 20-21	Worksites & Local Tours	Prince George
April 21	North East Area Council Meeting	Prince George
April 29	Pre-Convention BC PSAC Caucus Meeting	Ottawa
April 30	PSAC National Triennial Convention	Ottawa
<b>May 2012</b>		
May 1-4	PSAC National Triennial Convention	Ottawa
May 9	B.C. Regional Council Conference Call	Vancouver
May 11	Agricultural Union Regional Seminar	Burnaby
May 14-15	AEC	Ottawa
May 22	NDP Public Budget Consultation on Bill C-38	Vancouver
May 24-26	BC Federation of Labour Regional Conference	Kelowna
May 28	Worksite tours	Kamloops
May 28	CLC Heads of Union Meeting	Kamloops
May 29	BC Federation of Labour Teamsters Rally	Vancouver
<b>June 2012</b>		
June 4-8	AEC & NBoD	Ottawa
June 8	Meeting with Chamber of Commerce on Parks cuts	Tofino
June 9	Worksite Tours	Tofino
June 11	UEW Vancouver Island Regional Conference	Victoria
June 13	BC Regional Council Conference Call	Vancouver



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June 15	UTE Softball Tournament (NPSW Event)	Victoria
June 20	BRUSH Committee meeting	Vancouver
June 25-27	AEC	Ottawa
<b>July 2012</b>		
July 8	Pride Parade and Festival	Victoria
July 9	BRUSH Committee meeting	Vancouver
July 16	Kamloops AC formation meeting	Kamloops
July 16-17	Worksite and Local Tours	Kamloops
July 17-18	Worksite and Local Tours	Revelstoke
July 23-24	Worksite and Local Tours	Cranbrook
July 25-26	Worksite and Local Tours	Nelson
<b>August 2012</b>		
August 13-14	Worksite and Local Tours	Trail
August 15-16	Worksite and Local Tours (CBSA Border Crossings on BC's interior border)	Penticton
August 19	Metro Vancouver Area Council Barbeque	Vancouver
August 23	Italian General Labour Confederation Reception	Vancouver
August 24	NBoD Health & Safety conference call	Vancouver
August 25	Rally to Save Kitsilano Coast Guard Station	Vancouver
<b>September 2012</b>		
September 3	Labour Day Picnic	Abbotsford
September 6	BC Fed Executive Council meeting	Vancouver
September 6	BC Regional Council Conference Call	Vancouver
September 10-12	AEC	Ottawa
September 13	Site visits	Kelowna/Vernon
September 14-15	Occupation of Kitsilano Coast Guard Base and National Day of Action	Vancouver
September 18	Orientation Sessions on new National Human Rights Committee Structure	Vancouver



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September 24	West Fraser Valley Area Council meeting	Surrey
September 28	UNDE Health & Safety Conference	Ottawa
September 30	NBoD Health & Safety Committee meeting	Ottawa
<b>October 2012</b>		
October 1-4	AEC & NBoD	Ottawa
October 16	BC Regional Council Conference Call	Vancouver
October 17	BRUSH meeting	Vancouver
October 22	AEC	Ottawa
October 23-25	NBoD Strategy Session	Ottawa
October 29-30	COHSS Forum	Halifax
<b>November 2012</b>		
November 1	BC Fed Executive Council meeting	Vancouver
November 1	Vancouver Human Rights Committee Meeting	Vancouver
November 2	Worksite Tours	Kelowna
November 3	Young Workers Conference	Richmond
November 5-9	AEC Meeting & Retreat	Ottawa
November 13-15	TC Bargaining Table PIC	Ottawa
November 23-25	BC Regional Council meeting	Vancouver
November 26-29	BC Federation of Labour Convention	Vancouver
November 30	Leadership Summit	Ottawa
<b>December 2012</b>		
December 1-2	Leadership Summit	Ottawa
December 11	Vancouver RO Open House	Vancouver
December 14	TC Bargaining Meeting	Ottawa
December 15	National H&S Conference Steering Committee meeting	Ottawa
December 17-18	AEC Meeting & Special NBoD Meeting	Ottawa
December 19	AEC Media Training	Ottawa



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### January 2013

January 8	TC and CFIA Bargaining Meeting	Via Teleconference
January 9-10	Health & Safety Conf. Steering Committee	Via Teleconference
January 10	BC Federation of Labour Ranking Officers Meeting	Vancouver
January 14-15	AEC Meeting	Ottawa
January 17	B.C. Regional Council Conference Call	Vancouver
January 19	Kitsilano Coast Guard Station Rally	Vancouver
January 21	YVR Living Wage Meeting	Richmond
January 27-30	BC Federation of Labour Ranking Officers Seminar	Harrison

### February 2013

February 4-7	AEC & NBoD Meetings	Ottawa
February 6	Health & Safety Conference Steering Committee	Ottawa
February 18-19	AEC Meeting	Ottawa
February 23	BC NDP Fundraiser for Candidate Janet Routledge	Burnaby
February 28	B.C. Regional Council Conference Call	Victoria
February 28	Vancouver Island Young Workers Committee Meeting	Victoria

### March 2013

March 2-3	Agricultural Union Regional Seminar	Calgary
March 4	West Fraser Valley Area Council meeting	Surrey
March 6	BC NDP Leader's Network Reception	Vancouver
March 7	BC Federation of Labour Executive Council Meeting	Vancouver
March 7	YVR Living Wage Meeting	Vancouver
March 7	BC Mainland Young Workers Committee Meeting	Vancouver
March 8	Prince George Worksite Visits	Prince George
March 9	IWD Breakfast	Prince George
March 12	East Fraser Valley Area Council meeting	Abbotsford
March 13	CCPA Annual Fundraising Dinner	Vancouver
March 14	Metro Vancouver Alliance Leadership Summit	Vancouver
March 14	UNE 20140 AGM	Vancouver
March 18-20	AEC Meeting	Ottawa



## British Columbia

March 22-24	CLC Political Action Conference	Toronto
March 26	BC Election Meeting with ACs and PAC	Via Teleconference
March 27	Meeting with PIPSC regarding FNHA	Vancouver
March 28	Employer Meeting regarding FNHA	Vancouver
<b>April 2013</b>		
April 4	Best Practices Workshop with Area Councils and Regional Committees	Vancouver
April 5-7	B.C. Regional Council meeting	Vancouver
April 8	BC Federation of Labour Ranking Officers meeting	Vancouver
April 11-14	PSAC National Health & Safety Conference	Montreal
April 15-16	AEC Meeting	Ottawa
April 19	WAAA Regional Meeting	Kelowna
April 19-21	Agriculture Union Regional Seminar	Kamloops
April 22	WAAA Regional Meeting	Victoria
April 23	BC Federation of Labour Reception for BC NDP Election Candidates	Victoria
April 24	BRUSH Meeting	Vancouver
April 26	WAAA Regional Meeting	Surrey
April 28	BCFED National Day of Mourning Event	Richmond
<b>May 2013</b>		
May 1	May Day Rally and March	Vancouver
May 2	BC Federation of Labour Ranking Officers meeting	Vancouver
May 3	Opening of Regional Women's Conference	Richmond
May 4	North Vancouver Island Area Council meeting with National President	Nanaimo
May 4	Worksite Tours with National President	Victoria
May 6	Worksite Tours with National President	Fraser Valley
May 7	Worksite Tours with National President	Vancouver
May 7	BC Members' Forum	Vancouver
May 11	AEC Strategy Session	Via Videoconference
May 14-15	FNHA Meetings with PIPSC	Vancouver
May 22-23	AEC Meetings	Via Videoconference





## British Columbia

### June 2013

June 4	Opening of PSAC BC Advance Union School	Richmond
June 4	USGE Regional Conference Reception	Vancouver
June 5	United Way Labour Campaign meeting	Vancouver
June 6	BC Federation of Labour Executive Council meeting	Vancouver
June 10-14	AEC & NBoD meetings	Ottawa
June 17	B.C. Regional Council conference call	Via Teleconference
June 22	UEW Regional Conference	Victoria
June 24	AEC conference call	Via Teleconference
June 26-27	FNHA/PIPSC/PSAC meetings	Vancouver

### July 2013

July 4	PSAC BC Mainland Human Rights Committee BBQ	Vancouver
July 7	Victoria Pride Parade and Festival	Victoria
July 8	AEC meeting	Via Videoconference
July 9, 16	FNHA/PIPSC/PSAC conference call	Via Teleconference
July 20	Fusion Festival	Surrey
July 29-31	TC Bargaining	Ottawa
July 30	B.C. Regional Council conference call	Via Teleconference
July 30-31	NBoD Standing H&S Committee meetings	Ottawa

### August 2013

August 10	Vancouver Area Council picnic	Vancouver
August 12	Shandong Provincial Federation of Trade Unions	Vancouver
August 13	FNHA Hearing	Vancouver
August 13	CIU/FB Meeting	Vancouver
August 14	AEC conference call	Via Teleconference
August 14	TC Bargaining conference call	Via Teleconference
August 21-22	TC Ratification meetings	Vancouver Island
August 28	TC Ratification meeting	Penticton
August 28	BRUSH meeting	Via Teleconference



# British Columbia

## September 2013

September 2	Labour Day Celebrations	Abbotsford
September 4	TC Ratification meeting	Esquimalt
September 5	BC Federation of Labour Ranking Officers meeting	Vancouver
September 9-11	AEC meeting	Ottawa
September 12	TC Ratification meeting	Prince Rupert
September 12-13	Northwest BC Area Council AGM & worksite tours	Prince Rupert/Terrace
September 19	PSAC BC National Officers meeting	Vancouver
September 20-22	B.C. Regional Council meeting	Vancouver
September 26-28	Nav Can Bargaining Conference	Ottawa

## October 2013

October 1	NBoD Standing Committee on Health & Safety meeting	Via Teleconference
October 3	BC Federation of Labour Executive Council meeting	Vancouver
October 7-11	AEC & NBoD meetings	Ottawa
October 15	West Fraser Valley Area Council meeting	Surrey
October 16	Fraser Valley LC United Way Past Night fundraiser	Abbotsford
October 17	Honours & Awards Committee meeting	Via Teleconference
October 18	UPCE Vancouver meeting	Vancouver
October 22-24	PSAC B.C. Staff Conference	Vancouver
October 23	BC Federation of Labour Ranking Officers meeting	Vancouver
October 23	BRUSH Committee meeting (H&S)	Vancouver
October 25	Meeting with BCFED Officers and Honourable Thomas Mulcair	Vancouver
October 28	FNHA Talks at BCLRB	Vancouver
October 30	Vancouver Area Council meeting	Vancouver

## November 2013

November 1	Meeting with Roger Rashi	Vancouver
November 3	Rally at Conservative Party of Canada Convention	Calgary
November 4-5	AEC meetings	Ottawa
November 6	Special NBoD meeting	Ottawa
November 7	B.C. Region Council teleconference re Bill C-4	Via Teleconference



## British Columbia

November 12	Presentation at FSNA luncheon re C-4 and federal cuts	Chilliwack
November 13	UNE All Presidents Conference Call	Via Teleconference
November 14	PSAC B.C. Telephone Town Hall re Bill C-4	Via Teleconference
November 18-22	National Equity Conferences	Toronto
November 23	Rally at IKEA with BCFED and Teamsters	Coquitlam
November 25-27	BC Federation of Labour Union Renewal Conference	Vancouver
November 27	USGE Local 20054 AGM	Matsqui
November 29	Agriculture 20044 AGM	Vancouver
<b>December 2013</b>		
December 2	West Fraser Valley Area Council meeting	Vancouver
December 4	United Way Labour Campaign meeting	Vancouver
December 4	Honour & Awards Committee meeting	Via Teleconference
December 5	UW Labour Appreciation Dinner	Burnaby
December 6	Dec. 6 Candlelight Vigil with West Fraser Valley Area Council	Surrey
December 7	UNE Regional Seminar	Vancouver
December 8-9	AEC meetings	Ottawa
December 13	AEC Conference Call	Via Teleconference
December 16	AEC Conference Call	Via Teleconference
December 17	Preparation discussion for meetings with MPs regarding Veterans Affairs Office Closures	Via Teleconference
December 19	Meeting with Conservative MP Ron Cannan	Kelowna
December 20	Meeting with Conservative MP Richard Harris	Prince George
<b>January 2014</b>		
January 9	BC Federation of Labour Ranking Officers meeting	Vancouver
January 11	Agriculture Local 20060 AGM	Vancouver
January 13-14	AEC meetings	Ottawa
January 16	Regional Council Finance Committee meeting	Vancouver
January 17-19	B.C. Regional Council meeting	Vancouver
January 20	FNHA Mediation at BCLRB	Vancouver
January 21	Northeast B.C. Area Council AGM	Prince George



## British Columbia

January 22	Meeting with Conservative MP Bob Zimmer	Prince George
January 22	Vancouver Area Council meeting	Vancouver
January 25	North Vancouver Island Area Council AGM	Nanaimo
January 29	BRUSH Committee meeting (H&S)	Vancouver
<b>February 2014</b>		
February 2-5	BC Fed Ranking Officers Seminar (during CLC Winter School)	Harrison
February 7	CIU Local 20040 AGM	Burnaby
February 10-11	AEC meetings	Ottawa
February 13-16	National Bargaining Conference	Ottawa
<b>March 2014</b>		
March 2-5	BC Federation of Labour Executive Council Meeting & Prov. lobby	Victoria
March 7-9	Agriculture Regional Seminar	Harrison
March 10	West Fraser Valley Area Council meeting	Surrey
March 11	United Way of the Lower Mainland Community Spirit Awards	Vancouver
March 13	CCPA Annual Fundraising Dinner	Vancouver
March 17-18	AEC	Via Videoconference
March 19	MVA Founding Assembly Convention	Vancouver
March 20	BC Mainland Human Rights Committee meeting	Vancouver
March 21	BCFED Rally to support striking UNIFOR Truckers	Vancouver
March 24	United Way Labour Meeting	Vancouver
March 25	B.C. Regional Council conference call	Via Teleconference
March 26	BC Federation of Labour CFIB Summit	Vancouver
<b>April 2014</b>		
April 2-3	National Bargaining Team Meeting	Ottawa
April 9	CUPE BC Annual Convention	Vancouver
April 11	UNDE Regional Conference	Parksville
April 14-15	AEC	Ottawa
April 16	Fraser Valley Labour Council meeting	Abbotsford
April 24	B.C. Regional Council meeting	Vancouver
April 25-27	PSAC B.C. Regional Triennial Convention	Vancouver

## APPENDIX “C”

**Public Service Alliance of Canada**  
**B.C. Regional Council**  
Financial Statements  
Year ended 31 December 2013

**Public Service Alliance of Canada**  
**B.C. Regional Council**  
Statement of Financial Position  
31 December 2013

	General Fund	Political Action Fund	Total 2013	Total 2012	Total 2011
<b>Assets</b>					
<b>Current Assets</b>					
Cash	226,150	49,432	275,582	80,066	20,043
Receivable from PSAC	687	0	687	1,567	701
	226,837	49,432	276,269	81,633	20,744
<b>Liabilities and Net Assets</b>					
<b>Current Liabilities</b>					
Accounts payable and accruals	0	0	0	1,402	12,814
<b>Net Assets</b>	226,837	49,432	276,269	80,231	7,930
	226,837	49,432	276,269	81,633	20,744

## Public Service Alliance of Canada

### B.C. Regional Council

#### Statement of Operations – General Fund Year ended 31 December 2013

	2013	2012	2011
<b>Revenue</b>			
PSAC Regional Council Allocation	154,361	154,361	154,361
Regional Convention subsidy and registration fees	88,815		196,930
Reserve and Other			
	243,176	154,361	351,292
<b>Expenses</b>			
Regional Convention	0	2,500	268,163
Regional Council Meetings	42,834	51,509	73,694
Donations and Memberships	5,500	5,500	5,272
Coordinator's Allowance	6,026	9,551	14,482
Conference/Meeting Assistance	2,000	1,300	5,157
Advertising and Visibility	5,170	2,602	5,289
Audit	400	0	0
Special Events/Meetings	2,798	1,873	6,293
Other	0	0	0
Assistance to Attend BC Fed	1,402	9,788	12,793
PSAC Convention Strategy Meeting	0	13,407	0
Reserve Expenses	0	0	17,485
	66,130	98,030	408,628
Excess (deficiency) of Revenue over Expenses	177,046	56,331	(57,336)
Net Assets (beginning of year)	49,791	(6,540)	50,796 *
Net Assets (end of year)	226,837	49,791	(6,540)

\* Per the *Net Asset (end of year)* amount found in the PSAC B.C. Regional Council 2010 audited financial statements

## Public Service Alliance of Canada

### B.C. Regional Council

#### Statement of Operations – Political Action Fund Year ended 31 December 2013

	2013	2012	2011
Revenue			
PSAC Political Action Allocation	33,000	33,000	33,000
Reserve and Other			
	33,000	33,000	33,000
Expenses			
CCPA Affiliation	4,000	4,000	4,000
Campaigns/Elections	7,208	8,719	42,438
Political Action Committee	0	1,000	0
DLC Affiliations	300	600	4,200
Communications	4,500	711	0
	16,008	15,030	50,638
Excess (deficiency) of Revenue over Expenses	16,992	17,970	(17,638)
Net Assets (beginning of year)	32,440	14,470	32,108 *
Net Assets (end of year)	49,432	32,440	14,470

\* Per the *Net Asset (end of year)* amount found in the PSAC B.C. Regional Council 2010 audited financial statements



# Public Service Alliance of Canada

## B.C. Regional Council

Notes to Financial Statements

Year ended 31 December 2013

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### 1. General and basis of presentation:

Public Service Alliance of Canada – B.C. Regional Council was established in March 1999 as the governing organization of the Public Service Alliance of Canada (“PSAC”) in British Columbia. Its mandate is to unite all BC members of PSAC into one organization to meet the needs of membership in BC through regional programs and services.

PSAC is a labour organization, which is exempt from income tax under the provisions of paragraph 149(1) of the Income Tax Act. These financial statements report only the assets, liabilities, revenues and expenses attributable directly to the B.C. Regional Council.

### 2. Significant accounting policies:

#### (a) Use of estimates

The preparation of financial statements in accordance with generally accepted accounting principles requires that management make estimates and assumptions that impact the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the recognized amounts of revenues and expenses during the reporting period. Actual amounts may differ from these estimates.

#### (b) Revenue recognition

Revenue, which consists mostly of allocations and subsidies from PSAC, is recognized as revenue when receivable. Other contributions are recognized as revenue when received or receivable if the amount can be reasonably estimated and collection can be reasonably assured.

#### (c) Financial instruments

The Council’s financial instruments consist of cash, accounts receivable and accounts payable. Cash has been designated as held for trading and is measured at fair value. Accounts receivable and accounts payable have been designated as loans and receivables and other financial liabilities and are measured at amortized cost. It is management’s opinion that the Council is not exposed to significant interest,

currency or credit risks arising from financial instruments, and that their fair value approximates their carrying value due to their short term maturity or capacity of prompt liquidation.

**3. Statement of cash flows:**

No statement of cash flows is presented for the current year as it would not provide meaningful information.

**Public Service Alliance of Canada**  
**B.C. Regional Council**  
Financial Statements  
Year ended 31 December 2012

**Public Service Alliance of Canada**  
**B.C. Regional Council**  
Statement of Financial Position  
31 December 2012

	General Fund	Political Action Fund	Total 2012	Total 2011
<b>Assets</b>				
<b>Current Assets</b>				
Cash	48,329	31,737	80,066	20,043
Receivable from PSAC	864	703	1,567	701
	49,193	32,440	81,633	20,744
<b>Liabilities and Net Assets</b>				
<b>Current Liabilities</b>				
Accounts payable and accruals	1,402	0	1,402	12,814
<b>Net Assets</b>	47,791	32,440	80,231	7,930
	49,193	32,440	81,633	20,744

## Public Service Alliance of Canada

### B.C. Regional Council

#### Statement of Operations – General Fund Year ended 31 December 2012

	2012	2011
Revenue		
PSAC Regional Council Allocation	154,361	154,361
Regional Convention subsidy and registration fees		196,930
Reserve and Other		
	154,361	351,292
Expenses		
Regional Convention	2,500	268,163
Regional Council Meetings	51,509	73,694
Donations and Memberships	5,500	5,272
Coordinator's Allowance	9,551	14,482
Conference/Meeting Assistance	1,300	5,157
Advertising and Visibility	2,602	5,289
Audit	0	0
Special Events/Meetings	1,873	6,293
Other	0	0
Assistance to Attend BC Fed	9,788	12,793
PSAC Convention Strategy Meeting	13,407	0
Reserve Expenses	0	17,485
	98,030	408,628
Excess (deficiency) of Revenue over Expenses	56,331	(57,336)
Net Assets (beginning of year)	(6,540)	50,796 *
Net Assets (end of year)	49,791	(6,540)

\* Per the *Net Asset (end of year)* amount found in the PSAC B.C. Regional Council 2010 audited financial statements

## Public Service Alliance of Canada

### B.C. Regional Council

#### Statement of Operations – Political Action Fund Year ended 31 December 2012

	2012	2011
Revenue		
PSAC Political Action Allocation	33,000	33,000
Reserve and Other		
	33,000	33,000
Expenses		
CCPA Affiliation	4,000	4,000
Campaigns/Elections	8,719	42,438
Political Action Committee	1,000	0
DLC Affiliations	600	4,200
Communications	711	0
	15,030	50,638
Excess (deficiency) of Revenue over Expenses	17,970	(17,638)
Net Assets (beginning of year)	14,470	32,108 *
Net Assets (end of year)	32,440	14,470

\* Per the *Net Asset (end of year)* amount found in the PSAC B.C. Regional Council 2010 audited financial statements

# Public Service Alliance of Canada

## B.C. Regional Council

Notes to Financial Statements

Year ended 31 December 2012

---

### 1. General and basis of presentation:

Public Service Alliance of Canada – B.C. Regional Council was established in March 1999 as the governing organization of the Public Service Alliance of Canada (“PSAC”) in British Columbia. Its mandate is to unite all BC members of PSAC into one organization to meet the needs of membership in BC through regional programs and services.

PSAC is a labour organization, which is exempt from income tax under the provisions of paragraph 149(1) of the Income Tax Act. These financial statements report only the assets, liabilities, revenues and expenses attributable directly to the B.C. Regional Council.

### 2. Significant accounting policies:

#### (a) Use of estimates

The preparation of financial statements in accordance with generally accepted accounting principles requires that management make estimates and assumptions that impact the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the recognized amounts of revenues and expenses during the reporting period. Actual amounts may differ from these estimates.

#### (b) Revenue recognition

Revenue, which consists mostly of allocations and subsidies from PSAC, is recognized as revenue when receivable. Other contributions are recognized as revenue when received or receivable if the amount can be reasonably estimated and collection can be reasonably assured.

#### (c) Financial instruments

The Council’s financial instruments consist of cash, accounts receivable and accounts payable. Cash has been designated as held for trading and is measured at fair value. Accounts receivable and accounts payable have been designated as loans and receivables and other financial liabilities and are measured at amortized cost. It is management’s opinion that the Council is not exposed to significant interest, currency or credit risks arising from financial instruments, and that their fair value

approximates their carrying value due to their short term maturity or capacity of prompt liquidation.

**3. Statement of cash flows:**

No statement of cash flows is presented for the current year as it would not provide meaningful information.



**Public Service Alliance of Canada**  
**B.C. Regional Council**  
Financial Statements  
Year ended 31 December 2011

**Public Service Alliance of Canada**  
**B.C. Regional Council**  
Statement of Financial Position  
31 December 2011

	General Fund	Political Action Fund	Total 2011
<b>Assets</b>			
<b>Current Assets</b>			
Cash	5,573	14,470	20,043
Receivable from PSAC	701	0	701
	<b>6,274</b>	<b>14,470</b>	<b>20,744</b>
<b>Liabilities and Net Assets</b>			
<b>Current Liabilities</b>			
Accounts payable and accruals	12,814	0	12,814
<b>Net Assets</b>	<b>(6,540)</b>	<b>14,470</b>	<b>7,930</b>
	<b>6,274</b>	<b>14,470</b>	<b>20,744</b>

## Public Service Alliance of Canada

### B.C. Regional Council

#### Statement of Operations – General Fund Year ended 31 December 2011

	2011
Revenue	
PSAC Regional Council Allocation	154,361
Regional Convention subsidy and registration fees	196,930
Reserve and Other	
	351,292
Expenses	
Regional Convention	268,163
Regional Council Meetings	73,694
Donations and Memberships	5,272
Coordinator's Allowance	14,482
Conference/Meeting Assistance	5,157
Advertising and Visibility	5,289
Audit	0
Special Events/Meetings	6,293
Other	0
Assistance to Attend BC Fed	12,793
PSAC Convention Strategy Meeting	0
Reserve Expenses	17,485
	408,628
Excess (deficiency) of Revenue over Expenses	(57,336)
Net Assets (beginning of year)	50,796 *
Net Assets (end of year)	(6,540)

\* Per the *Net Asset (end of year)* amount found in the PSAC B.C. Regional Council 2010 audited financial statements

## Public Service Alliance of Canada

### B.C. Regional Council

Statement of Operations – Political Action Fund  
Year ended 31 December 2011

	2011
Revenue	
PSAC Political Action Allocation	33,000
Reserve and Other	
	33,000
Expenses	
CCPA Affiliation	4,000
Campaigns/Elections	42,438
Political Action Committee	0
DLC Affiliations	4,200
Communications	0
	50,638
Excess (deficiency) of Revenue over Expenses	(17,638)
Net Assets (beginning of year)	32,108 *
Net Assets (end of year)	14,470

\* Per the *Net Asset (end of year)* amount found in the PSAC B.C. Regional Council 2010 audited financial statements

# Public Service Alliance of Canada

## B.C. Regional Council

Notes to Financial Statements

Year ended 31 December 2011

---

### 1. General and basis of presentation:

Public Service Alliance of Canada – B.C. Regional Council was established in March 1999 as the governing organization of the Public Service Alliance of Canada (“PSAC”) in British Columbia. Its mandate is to unite all BC members of PSAC into one organization to meet the needs of membership in BC through regional programs and services.

PSAC is a labour organization, which is exempt from income tax under the provisions of paragraph 149(1) of the Income Tax Act. These financial statements report only the assets, liabilities, revenues and expenses attributable directly to the B.C. Regional Council.

### 2. Significant accounting policies:

#### (a) Use of estimates

The preparation of financial statements in accordance with generally accepted accounting principles requires that management make estimates and assumptions that impact the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the recognized amounts of revenues and expenses during the reporting period. Actual amounts may differ from these estimates.

#### (b) Revenue recognition

Revenue, which consists mostly of allocations and subsidies from PSAC, is recognized as revenue when receivable. Other contributions are recognized as revenue when received or receivable if the amount can be reasonably estimated and collection can be reasonably assured.

#### (c) Financial instruments

The Council’s financial instruments consist of cash, accounts receivable and accounts payable. Cash has been designated as held for trading and is measured at fair value. Accounts receivable and accounts payable have been designated as loans and receivables and other financial liabilities and are measured at amortized cost. It is management’s opinion that the Council is not exposed to significant interest,

currency or credit risks arising from financial instruments, and that their fair value approximates their carrying value due to their short term maturity or capacity of prompt liquidation.

**3. Statement of cash flows:**

No statement of cash flows is presented for the current year as it would not provide meaningful information.

**Appendix A: 2012-2014 Priority Proposal as passed at the 2011 PSAC  
B.C. Regional Triennial Convention**

**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

**Appendix A: 2012-2014 Priority Proposal as passed at the 2011 PSAC  
B.C. Regional Triennial Convention**

**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
	33,000	33,000	33,000
<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
	33,000	33,000	33,000
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



## APPENDIX “D”

**Public Service Alliance of Canada**  
**B.C. Regional Council**  
Priority Proposal  
2015-2017

# Public Service Alliance of Canada

## B.C. Region

### Priority Proposal – General Fund

	2015	2016	2017
<b>Revenue</b>			
PSAC Regional Council Allocation	154,361	154,361	154,361
Regional Convention			177,630
Regional Political Action and Campaigns	33,000	33,000	33,000
	187,361	187,361	364,991
<b>Expenses</b>			
Regional Convention			299,250
Regional Council Meetings	49,875	49,875	49,875
Donations and Memberships	5,500	5,500	5,500
Coordinator Allowances	24,000	24,000	24,000
Conferences and Conventions Subsidies	6,000	6,000	6,000
Advertising and Visibility	6,000	6,000	6,000
Audit	3,000	3,000	3,000
Special Events/Meetings	7,000	7,000	7,000
BC Federation of Labour Convention Subsidies	0	15,000	0
PSAC Convention Strategy Meeting	19,000	0	0
Honours & Awards Committee	500	500	500
Other	250	250	250
Regional Political Action and Campaigns*	33,000	33,000	33,000
	-154,125	-150,125	-434,375
Excess (deficiency) of Revenue over Expenses	33,236	37,236	-69,383
Net Assets (beginning of year)	0	33,236	70,472
Net Assets (end of year)	33,236	70,472	1,088

\*Note: Per the PSAC Budget 2013-2015 pages C-19 to C-21, the Regional Political Action and Campaigns budget enables regions to supplement national political action priorities, and to fund political action activities that are specific to the regions where members live and work. These funds can also be used to forge region-specific coalitions and membership participation in municipal elections.

Such expenditures may include political action of standing committees of the PSAC B.C. Regional Council, CCPA affiliation, District Labour Council affiliation fees, etc.

## **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.