



**BC REGIONAL COUNCIL  
REVP and COORDINATOR REPORTS  
May 2012 through October 2012**

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## REPORT OF THE REGIONAL EXECUTIVE VICE-PRESIDENT TO THE BC REGIONAL COUNCIL May 2012 through October 2012

### *Political Action*

#### **“We Are All Affected” Campaign**

The “We Are All Affected” (WAAA) campaign was a primary focus for the BC Region this summer. Kicking off in late June, and building on the work of the “Standing Up for Public Services” activities, this campaign 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 for all Canadians.

As part of the WAAA campaign, our Region engaged the public through a variety of public events. Area Councils and BC 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; Labour Day picnics throughout the Region, to name a few. I must acknowledge the hard work and time that members contributed to these events, without which they would not have been successful.

On September 15th, the PSAC held another National Day of Action in tandem with the WAAA campaign. Members from every Region were invited to attend events and rallies organized to speak out against the federal service cuts. In BC, events took place throughout the Region and provided the majority of members with an opportunity to participate.

Along with our campaign, the public and community groups have engaged around the closure of the Kitsilano Coast Guard Station in Vancouver. The proposed closure of the facility has been met with some of the most vigorous opposition we have seen to date. Earlier this summer, I attended several meetings and rallies regarding this closure. At each one of them, the Conservatives have 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, and other stakeholders, we occupied the station with the aim to gain the attention and acknowledgement from the Federal Government regarding our position on the closure.

Even in advance of the occupation, there has been fantastic support for our bid to keep the Kits Coast Guard open from the opposition, provincial and municipal levels of government, as well as many concerned citizens and continues to be so despite little response from the



Harper Government. I would like to acknowledge the hard work of UCTE, and in particular Dave Clark, the National Officer responsible for the Region. We are not easing up on the Federal Government, and we are confident that they will have to back down in the face of the tremendous pressure we have applied. This is a fine example of groups of concerned Canadians fighting back against idiotic decisions of a government bent on destroying our country as we have come to know it. It has been made very clear in this fight that this Government does not have a mandate to put lives at risk as a result of ill-conceived decisions.

My thanks goes out to all the members who have volunteered their time and energy to National Day of Action and to the WAAA campaign. I'd also like to encourage those members and other to continue this important work over the next few months. It is now more important than ever to continue the work of the campaign and communicate the message that we are, in fact, all affected: every member, every family, every Canadian.

The National Day of Action was not planned as the acme of the campaign, but rather another stage in our ongoing battle to defeat the Harper Government. Together we have built alliances in communities within the Region and across the country to demonstrate that cuts to public service workers and the jobs that they perform affect all Canadians and these cuts cannot be tolerated.

The next funding phase of the WAAA campaign is slated to roll out in January 2013. Before then I am encouraging members to identify activities and/or events that can be used to promote and communicate the campaign to the public. As always, I welcome the suggestions or Regional Council and other PSAC members.

### **Harper Hates Me Buttons**

Even before we had them in our hands, the "Harper Hates Me" buttons were a hot commodity in the Region with both the Vancouver and Victoria the Regional Offices receiving a number of calls from both members and the general public with requests for them.

We have been handing out the "Harper Hates" buttons along with WAAA campaign materials at our campaign events – the different variations, including "Harper Hates ... Us, the Arts, the Environment, Health Care, Food Safety, Canada", are resonating with the public, many of whom I'm sure are still wearing the buttons today.

While the public has been in favour of the "Harper Hates" buttons, the employer doesn't appear to be. The employer considers the wearing of these buttons in the workplace to be in violation of various values and ethics codes in force across the public service and within various departments. As such, the employer has gone as far as to request that the National President



put out a message to all members discouraging us from wearing the Harper Hates buttons in the workplace. Sister Robyn Benson has not done this, but she has reminded members of the general approach to situations such as these: obey first, grieve later. This situation is somewhat different with regard to wearing the buttons outside of the workplace, but it too carries risk for members. The PSEA allows anyone to file a complaint against a public service worker for improper political activity. The extent to which an individual public service worker can be politically active depends on many factors, including the worker's visibility and duties. That said, because political activities are regulated by the PSC, there is a risk of investigation and non-adjudicable discipline if the PSC receives an allegation of improper political activity against one of our members. So a word of caution is directed to all members on this matter and I would encourage RC members to refer to the guidelines on speaking out as sent out by the Executive Branch in early July.

### **PSAC BC Commissioned Public Survey on the Federal Cuts**

In tandem with the WAAA campaign, in July the PSAC BC Region commissioned an online survey by Stratcom Strategic Communications, a full service opinion research and communications firm. The survey polled 1035 British Columbian adults on their opinions of the cuts to public services, asking six questions on specific public services affected by the government's plan to reduce spending by a cumulative \$5.2 billion per year.

The results of the survey overwhelming show that a clear majority of British Columbians across all demographics strongly opposed the cuts. This information will be incredibly useful as we continue with the WAAA campaign. Some of these statistics were released following the National Day of Action, garnering some media attention. Over the coming months we will continue to use these statistics to demonstrate the lack of support that Harper's austerity measures have with Canadians.

### **NPSW Boycott**

Shortly before our WAAA summer campaign kicked off, 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, PSAC members agreed to boycott NPSW activities and/or hold their own.

In BC this ranged from delivering official statements of non-participation to the employer to the cancellation of employer-organized BBQs and lunches to quasi-picket lines being erected in front of employer functions. In Victoria, UTE held a softball tournament for members, providing food and prizes. I also attended this event and found that many members had used



their own vacation time to participate in the event as the tournament was in no way endorsed by the employer.

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

### **Visibility in the workplace and community**

My commitment to making the PSAC more visible, both in our members’ worksites and communities throughout the Region, continues with several worksite tours, meetings and visits over the summer months. I was able to visit the BC Southern Interior, including stops in Kamloops, Revelstoke, Cranbrook, Nelson, and Trail. Some of these areas I didn’t have the privilege of visiting in my first year as REVP; I am pleased that I have now been able to meet with members face-to-face in this constituency. During this trip I had the opportunity to visit all CBSA Border Crossings in the area and meet with BSOs and admin. As I’ve commented before, my travel allows me to meet with members and discuss the impact of the job cuts and other issues relevant to their worksites.

During my stay in the area, we also held a meeting in Kamloops to gauge the desire to form an Area Council for the members located there. Overall, the feedback was positive and we will continue to work to achieve this goal over the coming months.

In June I also traveled to Tofino on Vancouver Island. The purpose of this trip was two-fold: to visit with members and to meet with the Tofino Chamber of Commerce regarding the Parks cuts to the Coast Guard in the Tofino-Ucluelet area. Together the Mayor and I spoke to media about the potentially dire and deadly implications that could result once the closure of the Coast Guard Marine Communications & Traffic Services centre is actuated and the Surf Guard Program is discontinued in Long Beach.

More recently, I traveled to the Okanagan area a couple times for worksite visits. My visit to the area with Martha Johnson allowed us to connect with members in isolated worksites who do not hear from the Union very often. My hope is that these visits will provide members with an opportunity and the tools to engage in the Union and with the work before us.

As I’ve mentioned in the past, PSAC visibility in the workplace and in the community is very important to our overall effectiveness. It is through actions such as those listed above that we are able to build solidarity and support for our affected members facing job losses and contribute to the public awareness of the negative impact federal cuts will have on all Canadians.



### **BC Provincial Election**

With less than eight months until the BC voters head to the polls, candidates are already hosting fund raising events and dinners to prepare for their campaigns. As such, the PSAC BC Regional Council has sponsored a number of tickets to BC NDP events over the last few of months, allowing members to attend and provide their support to the Party. I've also had the opportunity to attend a couple of these fund raisers. I can attest that the energy is high and the election outlook is very promising for our friends in the BC NDP. It appears that BC voters are just fed up with the BC Liberals and aren't going to change their minds in the absence of extraordinary circumstances.

In addition to our attendance at fundraising events, we will be calling on members to assist with the pre-election campaign efforts in targeted ridings this winter and spring. We will need volunteers to go into these ridings to lend their support and time on the phone and through a variety of activities. As we saw with the recent provincial By-elections, having members volunteer their time these kinds of ridings makes a significant impact on the election outcomes. We were quite successful with the By-elections, and we hope to be so again this May.

### **NDP Public Consultation Meeting on Bill C-38 (Omnibus Bill)**

In May, I attended the NDP budget consultation in Vancouver. The theme of the consultation was government transparency, accountability and ethics. The objective was to pressure the Federal Government to break up bill C-38, the nefarious Omnibus budget bill, and create public awareness on the Bill. The event was extremely well attended, with standing room only.

Regrettably, as we all know, the Omnibus bill did eventually go through the House; nonetheless, public opinion was generally onside with our views against lumping so much legislation into a single bill and forcing it through Parliament.

### **BCFL Teamsters Rallies**

On May 29th the BC Federation of Labour organized an emergency rally in Vancouver to protest against a bill that would force Canadian Pacific workers back to work. I attended the rally and was asked to speak on behalf of the PSAC. I spoke out against the Harper government's attempt to (yet again) legislate Collective Bargaining rights away. The crowd, including a large and varied spectrum the Labour community, echoed our message, "Say 'No' to Harper."

Just a month later, the BC Federation of Labour held another Vancouver rally in support of another Teamsters Local. The June 22nd rally marked the one year anniversary since the lockout began for Local 31 at Rocky Mountaineer. Three months later, I'm happy to report that the 15-month lockout ended when Local 31 ratified a new Collective Agreement in this past September.



### **XL Foods Beef Recall**

In September a massive recall of beef products was announced due to E. coli contamination at the XL Foods Ltd. in Brooks, Alberta. This recall confirmed our concern about cuts to the CFIA. The XL Foods voluntary recall is the perfect example of why we need to keep and strengthen food inspection, and the public need to be aware of this. During the recall, the PSAC, nationally and regionally, engaged the media to discuss the situation and bring to light our concerns on the connection between the cuts and the recall. Personally, I took a number of interview requests from media to discuss the recall over the course of September and October. My hope is that Canadians will understand that there can and will be serious and potentially life-threatening consequences that result from Harper's austerity measures.

### ***Health and Safety***

As you will likely be aware, Health & Safety has played a large part in my entire work life. So it will come as no surprise that I have fully embraced my assignment of the Health & Safety portfolio for the AEC. I have already been hard at work focusing on promoting OH&S in the workplace, both in my region and on the national level.

In the BC Region, Sister Sam Wiese (BC Regional Council Health & Safety Coordinator), Brother James Little (PSAC Regional Representation for OH&S) and I undertook a web-video series on health & safety issues. Our hope is that with these videos posted on the PSAC BC Regional website they will encourage members to get more involved with the BC Regional Union Safety and Health (BRUSH) Committee and take a heightened interest in OH&S issues.

This fall I also attended the Canadian Centre for Occupational Health and Safety (CCOHS) Forum IV "Better Together" in Halifax. Some of the issues discussed at the Forum included mental health in the workplace and workplace harassment and bullying, two areas of focus that have been of heightened focus recently. I'm confident that the information and resources I gained at the Forum will aid the preparations for the National Health & Safety conference that are already underway: these topics are also being incorporated within the agenda for the PSAC national conference, scheduled for delivery in Montreal in April 2013.

### ***Education***

The Education Program in BC is now in the final phase of the current three-year cycle. As always, the BC Region continues to expand the variety of course offerings: in May we offered a new one-day course, "Representing Members with Mental Illness" with much success; and in early December we will be offering the revamped 2.5-day "Advance Duty to Accommodate" course. Another new course that received a lot of positive feedback was "Women Reaching High," a course offered to women activists in the Southern Interior. This course will continue





the momentum of building real equity in our Union through the strategies developed to advance women's issues and improve our Union. It is our hope that similar courses can be offered in other areas of the BC Region in the future.

Throughout this fall and winter, 17 courses will be offered. In addition to the Region's education offerings, Leadership Training is taking place nationally in late November, and we look forward to incorporating that training into other areas of our education program.

We are also in the beginning stages of planning for our next three-year cycle and are looking at ways to seek input from all concerned to ensure that we continue the strong, enthusiastic education program that BC is known for.

### **WFA Training Sessions**

We continue to offer WFA training sessions for members across the BC Region. These sessions are valuable for members for a variety of reasons beyond WFA education: members have commented that they really appreciated the in-person session and seeing the Union in their workplaces. In addition, the sessions provide us with another opportunity to speak about the We Are All Affected campaign and how they can contribute to the campaign.

Our Region will continue to provide this training for as many members and Local activists as possible throughout the Region that have, or will be, impacted by the federal job cuts.

### ***Equity***

#### **Regional Human Rights Committees**

The three Human Rights Committees in BC enthusiastically continue their work, and plan to hold a joint conference call to discuss regional issues.

#### **National Human Rights Committee**

As many of you are aware, in 2008 the PSAC commissioned the Labour Education Centre (LEC) to conduct a review of the EOC as mandated by the NBoD. This review was comprised of an assessment of the effectiveness of, and challenges faced by, the EOC. Also included in this review was an opportunity for re-imagining alternate structure or strategies in advancing the human rights agenda.

The result has been restructuring of the EOC into the National Human Rights Committee (NHRC) that aims to be proactive, coordinated and directly connected to existing Regional and Component Structures, including each Region's Regional Council. Through this review process, women have also been reconstituted as an equity group with this other four existing equity groups: Members With Disabilities, Pride, Racially Visible and Aboriginal. One of the



other conclusions of the review was the recommendation that the NHRC hold at least one face-to-face meeting per year in conjunction with Committee conference calls.

The next NHRC meeting is scheduled in Ottawa for December 3-5, 2012, which will include participation by our BC Regional Council equity coordinators. The aim of this meeting is to allow committee members to understand the changes resulting LEC review and the recommendations for the re-visioning of the NHRC. Also included in the meeting agenda is a discussion around the decision to hold joint equity conferences in Toronto in November 2013 and the planning thereof.

### ***Regional***

#### **Regional Office Renovations**

Renovations to the Vancouver RO are for the most part complete. Our two boardrooms have recently been equipped with much-needed A/V equipment that will better allow members to utilize the space. One of the last outstanding items on the renovations list was recently completed with PSAC signage installed on the exterior of the Vancouver Regional Office. Minor contractor deficiencies still outstanding will be addressed in the coming weeks (paint touch ups, mounting doors, etc.) which will finally conclude this renovation. I'd like to extend my thanks to the staff and members for their patience throughout this process.

While we had planned to host an open house this summer to cap off our office renovations, we thought it would be more appropriate to wait until a later date and focus our attention on the 'We Are All Affected' campaign and activities for the present.

#### **Regional Coordinator Competition**

This summer, Regional Coordinator Joanna Schultz announced that she had decided to pursue a personal business venture and leave her position at the PSAC after over twenty years of service with the Union. While we support Joanna in this difficult decision, we were saddened by her departure and felt the loss of her within the Region.

In her absence, and while a competition was underway to fill the vacancy, Garry Fraser agreed to step in as the Acting Regional Coordinator. Garry's experience and knowledge helped ease the loss of Joanna and allowed for a smooth transition between Joanna and the successful candidate.

While the competition is now complete, at the time of this writing announcements are still forthcoming as to who will assume this role in the Region. However, I am confident that this process allowed us to identify a candidate that will serve the Union as effectively and as passionately as our former Regional Coordinators have.



Please join me in welcoming the next Regional Coordinator and in extending our thanks to both Joanna and Garry for their hard work and commitment while in the role.

### **Regional Convention Planning**

Planning is already underway for the 2014 BC Regional Convention. In July, Gaelle Felix flew to Vancouver to assist us with site tours of some potential venues in the Metro Vancouver area. Already we have narrowed the two options to two Vancouver hotels and we are in the final stages of proposal and concession negotiations that will allow us to finalize on one site. While at the time of writing this report we have not selected a site yet, we anticipate that our venue will be secured in early November.

Once the venue has been secured, I looked forward to working with the Regional Council's Convention Committee. Going forward, the Convention Committee will be working collaboratively with the PSAC staff and REVP to plan the Convention's program, agenda and theme over the year and a half. I anticipate that the Committee's involvement will greatly benefit and enhance the experience for all delegates at the BC Regional Convention.

### ***National***

#### **AEC & NBoD**

It has been a busy fall with several AEC and NBoD meetings in Ottawa, including strategy sessions for the both the NBoD and the AEC. These meetings and strategy sessions will allow us to identify and direct the priorities for the new three-year cycle that begins this January.

As you know, we have decided to renew the "We Are All Affected" campaign in the next cycle. Our hope is that this campaign will enable us to continue our work toward defeating the Harper Government. Funding for this next phase in the campaign will become available in January and will follow a similar direction as the 2012 summer outreach activities we undertook throughout the Region.

In closing, I would like to take this opportunity to note that despite the devastating job cuts and large number of affected letters that have been received over the last eight months, our Region remains active and tenacious in our efforts to resist and fight against the Harper Government and in defending the quality public services that all Canadians deserve.

As REVP for BC, I will continue to ensure that our collective voice is heard as we move ahead into the new three-year cycle, both for the BC Region and for the PSAC nationally.

In Solidarity,

Bob Jackson  
Regional Executive Vice President, BC



## ITINERARY HIGHLIGHTS - January 2012 – November 2012

Date(s)	Event	Location
<b>JANUARY 2012</b>		
January 7	AGR 20060 AGM	Vancouver
January 9 – 11	AEC	Ottawa
January 30 – 31	BCFL Ranking Officer's meeting	Harrison
<b>FEBRUARY 2012</b>		
February 1	BCFL Ranking Officer's meeting	Harrison
February 2	BC 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	BCFL 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
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 BC Region Staff Conference	Vancouver
April 11	Metro Vancouver Area Council Meeting	Vancouver
April 12	CLC Heads of Unions Meeting	Nanaimo



## British Columbia

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

### MAY 2012

May 1-4	PSAC National Triennial Convention	Ottawa
May 9	BC 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	BCFL Teamsters Rally	Vancouver

### JUNE 2012

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
June 15	UTE Softball Tournament (NPSW Event)	Victoria
June 20	BRUSH Committee meeting	Vancouver
June 25-27	AEC	Ottawa

### JULY 2012

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

**AUGUST 2012**

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

**SEPTEMBER 2012**

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 & National Day of Action	Vancouver
September 18	Orientation Sessions on new National Human Rights Committee Structure	Vancouver
September 24	West Fraser Valley Area Council meeting	Surrey
September 28	UNDE Health & Safety Conference	Ottawa
September 30	NBoD Health & Safety Committee meeting	Ottawa

**OCTOBER 2012**

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



**NOVEMBER 2012**

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



PSAC Alternate REVP - Jayne Johns  
Report to the BC Regional Council

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Here is a list of my union activities since the last REC meeting in March 2012:

- PSAC National Convention April 28 to May 4, 2012 as Area Council Delegate
- **Workforce Adjustments** I received my WFA Affected notice while at the Convention so I volunteered for media interviews to denounce Federal Government cuts to services. On June 26, 2012, on behalf of Bob Jackson, I attended a UNDE meeting with WFA affected members and UNDE leaders.
- Monthly Executive and General meetings of the Fraser Valley Labour Council, providing union reports on PSAC activities, providing labour support for Provincial NDP and United Way activities,
- BC Fed Council meetings, reporting on PSAC activities, getting support for our We Are All Affected campaign activities such as the National Day of Action, providing support for other unions as they bargain for fair contracts (Teachers, BCGEU), the Provincial NDP and all workers in BC. Thanks to Jim Sinclair and Irene Lanzinger for supporting PSAC members at Kits Beach!!!
- Fraser Valley Area Council meetings, provided support for the successful NDP by-election campaign in Chilliwack
- Picketed with BCGEU members to support their demands for fair collective agreements
- Labour Day Picnic hosted by the Fraser Valley Labour Council, PSAC members booth to promote our We Are All Affected Campaign

A tremendous amount of my time during this period was devoted to the CLC Labour College Intensive Labour Studies Program. My studies began in March with reading volumes of reference material, attending a two week in residence session in Port Elgin, Ontario, May 5-18, 2012, more reading, research and completion of a project that was presented during the final two week in residence session from August 18-30, 2012.

My project for the College was "Public Service Alliance of Canada Regionalization: Bringing the Union to the Members," which explored the events leading to the adoption of Regionalization and the Founding of the BC Regional Executive Council. Unfortunately I can not attend the November meeting so I look forward to presenting my findings at our spring 2013 meeting.





I would like to thank Bob Jackson, Bob Kingston, Nic Humphreys, Deb Seaboyer and Marion Meagher for their support for the project.

In the meantime I've compiled a list of videos that were reference material for the Intensive Labour Studies program. Check them out. Share them with members at meetings, lunch and learns, post on you local web site, etc. The one titled 24 Hours in Brooks is particularly interesting considering the recent events at XL Foods.

#### Leadership

[www.theworldcafe.com](http://www.theworldcafe.com)

[www.aikivision.org/en/resources/is-mediation-a-martial-art](http://www.aikivision.org/en/resources/is-mediation-a-martial-art)

#### Research

[www.cupe.ca/updir/Battle\\_of\\_the\\_wage\\_ENG\\_FINAL-O.pdf](http://www.cupe.ca/updir/Battle_of_the_wage_ENG_FINAL-O.pdf)

[www.policyalternatives.ca/documents/BC\\_office\\_Pubs/bc\\_2005/pains\\_privatization.pdf](http://www.policyalternatives.ca/documents/BC_office_Pubs/bc_2005/pains_privatization.pdf)

[www.policyalternative.ca/sites/default/files/uploads/publication/National%Office/2012/01/cut\\_Behind\\_Curtain.pdf](http://www.policyalternative.ca/sites/default/files/uploads/publication/National%Office/2012/01/cut_Behind_Curtain.pdf)

[www.genderwork.ca](http://www.genderwork.ca)

[www.canadianlabour.ca/sites/default/files/sault-ste-marie-on-en.pdf](http://www.canadianlabour.ca/sites/default/files/sault-ste-marie-on-en.pdf)

[www.caw.ca/whatwedo/research/justlabourcorporaterefines.pdf](http://www.caw.ca/whatwedo/research/justlabourcorporaterefines.pdf)

#### Theory of Neoliberalism

[www.globalissues.org/article/39/a-primer-on-neoliberalism](http://www.globalissues.org/article/39/a-primer-on-neoliberalism)

[www.youtube.com/watch?v=og2YUVURAI&feature=relmfu](http://www.youtube.com/watch?v=og2YUVURAI&feature=relmfu)

#### Walmart Film

[www.nfb.ca/film/wal\\_town](http://www.nfb.ca/film/wal_town)

#### Fix EI

[www.youtube.com/watch?v=iDtBjGnuZ68&feature=related](http://www.youtube.com/watch?v=iDtBjGnuZ68&feature=related)

#### Precariat

[www.youtube.com/watch?v=6aY2k33pmfc](http://www.youtube.com/watch?v=6aY2k33pmfc)

#### Working Class in Crisis

[www.youtube.com/watch?v=cg5HQvNa1Ao&feature=endscreen](http://www.youtube.com/watch?v=cg5HQvNa1Ao&feature=endscreen)



Brooks

[www.nfb.ca/film/24\\_days\\_in\\_brooks](http://www.nfb.ca/film/24_days_in_brooks)

If Women Counted

[www.nfb.ca/film/whos\\_counting](http://www.nfb.ca/film/whos_counting)

Hospital City

[www.nfb.ca/film/hospital\\_city](http://www.nfb.ca/film/hospital_city)

Fretrade

[www.youtube.com/watch?v=sp5HOLvKn2I&feature=related](http://www.youtube.com/watch?v=sp5HOLvKn2I&feature=related)

El Contrato

[www.nfb.ca/film/el\\_contrato](http://www.nfb.ca/film/el_contrato)

Life and debt Jamaca (full length)

<http://www.youtube.com/watch?v=ZCuOarmYkh4>

Communist Manifesto Illustrated by Cartoons

<http://www.youtube.com/watch?v=0KUI4yfABE4>

Decolonization in Africa

<http://www.youtube.com/watch?v=E6w8m0DK3hc>

Documentary on violence against women in Ciudad Juarez. A view of maquiladoras and anonymous violence at the border, including families whose children have been taken. It is the story of the under belly of our global economy.

<http://www.lourdesportillo.com>

## Report to B.C. Regional Council

<b>Name</b> Terri Lee	<b>Date</b> March 2012 – November 2012
<b>Constituency:</b> Metro Vancouver	
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
March 2 National Officers meeting	Information sharing, networking
March 2 VDLC Women`s Day event	Networking, support of VDLC, education, member mobilization
March 3 BC PSAC Pre-convention meeting	Education of resolution and participation in strategy around OSH and budget resolutions
March 11 CFIA Bargaining	PSAC representation with employer
March 26 – CCPA annual meeting	Education and support for progressive economics
March 29 Regional Council meeting	Representation of geographic constituency
April 28 – May 4 PSAC convention	Support of BC resolutions, Area council representation, networking, elections
May 5 – Regional Council conference call	Networking, representation & reporting of council activities
June 9 – Co development Canada annual dinner	Support of progressive organizations, networking with activists, community groups
June 13 - Regional Council conference call	Networking, representation & reporting & participation in council activities
Aug 5– Vancouver Pride parade, PSAC contingent	Education, participation in community events
Aug 18 – Vancouver Area Council picnic	Member education, networking, social
Aug 29 – Kathy Corrigan NDP fundraiser	Support for progressive Provincial candidates, networking
Sept 3 – Vancouver Labour Day Picnic	Community awareness of PSAC campaigns & affect of our members
Sept 6 - Regional Council conference call	Networking, representation & reporting & participation in council activities

Sept 15 – PSAC Day of Action	Networking, community education
Sept 21 – 22, BC Green Jobs Conference (see attached report)	Support of green initiatives, networking, education
Ongoing – participation in local, regional and area employee transition committees	Member representation & education on budget 2012 impacts
Ongoing – member representation & orientation	Accountability of management, new member exposure to union
Ongoing – Employment Insurance Board of Referees	Union sides member – ensure fair interpretation of EI legislation for workers
Ongoing – e-mail out of communication info to Vancouver activists	Education, mobilization, awareness of Reg Council & local activities
On going	Member Representation – dismissal, violations of collective agreement, harassment, conflict resolution, performance concerns, travel policy interpretation, staffing
<b>Challenges you had to cope with since the last meeting</b>	
<ul style="list-style-type: none"> <li>• Balance of work, family, union activities &amp; personal time</li> </ul>	
<b>What would you like to work on next?</b>	
<ul style="list-style-type: none"> <li>• Continue working within the local, component, Area Council, District Labour Council , CFIA bargaining</li> </ul>	

## **Good Jobs for a Green Future - Green Jobs BC Conference Sept 21 and 22, 2012**

### Goals:

- Advance policy initiatives that result in greater investment in and public support for green and community sustaining jobs
- Foster learning opportunities or discussion forums between labour and environmental organizations
- identify and evaluate opportunities to work with other sectors

Green Jobs BC exists to strengthen communication and cooperation between labour & environmental organizations. The Columbia Institute, houses the organization and moderated the event. The Green Jobs plan will be launched later in the fall. There were approximately 200 participants from labour unions, academia, government and business.

After a welcome by Doris Fox of the Musqueam First nations, the conference opened with a plenary featuring Jim Sinclair - BC Fed, Marc Lee - CCPA, Carla Lipsig-Mumme - Work in a Warming World and Tamara Vrooman - Vancity

**Carla Lipsig-Mumme** spoke about international research projects. Components of green jobs: new green jobs and greening the work itself. How we work can be transformed by adapting the labour process? For unions the benefits: bargaining climate issues, new stimulation for union members (youth) and good for adapting work. We must educate and mobilize the young.

**Tamara Vrooman** spoke about Vancity's experience with green jobs. Exploration around no trade offs, does not disconnect us with the community & environment. They made a decision to be carbon neutral - employee transportation was their biggest foot print. So they tried to hire staff within 5 km of where they lived. This was win-win. There needs to be a good dialogue with unions & employers about what green jobs look like.

**Marc Lee** spoke about what BC could look like in 2040 and how if started in 2012, we could reach a point where there is no longer reliance on fossil fuels. He really supports the implementation of a carbon tax, which could fund public transit hubs, education and shift funds to those with lower and moderately incomes. The biggest problem is money, the carbon tax has raise \$2.6B. It must be implemented to raise funds. It must be embraced in totality to build the support. We must engage the youth & diversity of this Province.

**Jim Sinclair** spoke about the crisis of the planet. We need to face it head on and huge powers against this crisis. The first crisis is the environment, the second is economic. The labour & environmental movement have to come together. We must find common ground where our children can have a clean environment and decent jobs. We want a world based on social justice, equality in the world. We need a large group a people to make the change. They have to create the will to do that. We have to have the hearts & minds of people.

Following was a series of concurrent case studies, of which, participants could choose 2 of 9. I chose the following:

**Shifting the Way Business is Done** - Creating empowering green jobs using the worker co-operative model. Shift Urban Cargo Delivery uses electric assisted cargo trikes that can transport 1.55 square meters of goods weighing up to 250 kg. They transport goods in downtown Vancouver that eliminates truck trips. They have applied a worker co-operative model to launch & grow the social enterprise and create green jobs. They are focused on regular scheduled deliveries for any product. They use the bike lanes & park on sidewalks. They also offer advertising on sides of trikes. B-line in Portland had a similar business model which they followed. In their first year over 14,550 deliveries, two full time trikes on the road and eliminated over 8000 kg of CO<sub>2</sub>. They are a for profit business co-op, where the workers are the owners. Each member employee purchases shares and had a profit of \$106,000 in the first year. They expect to break even next year with 4 full time trikes. The wage policy - they aim to pay a living wage, but are unable due to the financial risk. They are able to come to a consensus on wages. They want to transform the industry by replicating their model in other Canadian cities.

**Good Green Garden Jobs** School farms in Vancouver - partnership with "Fresh Fruits" and the Vancouver School Board - two 1/3 acre farms in secondary schools - Van Tech & David Thompson. There is only one elementary school now with a full partnership. They want to start & enhance food gardens. At least 60 of 109 schools have food gardens. Food will become more of a crisis because of global warming, etc. It is essential that people get the experience of growing some kind of food. They want to try to have food go into school board programs. Parents and teachers steward some gardens now. They are not funded by the VSB. "Fresh fruits" will bring in farmers & pack veggie boxes for Vancouver families. They want to have more farm to school programs growing in VSB. Some produce used in school programs, but there is still lots of room to grow.

Evening Keynote Speaker:

**Annabella Rosemberg** - policy officer on Environment and Occupational Health & Safety, International Trade Union Confederation.

On Aug 22, we exhaust nature's budget for the year. Sometimes communities consume more because they cannot afford other alternatives. 2.6 billion people have no adequate sanitation (40%), 3 billion have no clean drinking water (50%). The inequality gap is widening. 51/73 countries wages in total income has declined in the past 20 years. The risk of social unrest has increased. For example in Indonesia 3% of the GDP was lost due to flooding, including thousands of jobs. Green jobs are about employment, social protection and can reduce the environmental impact. Just transitions - a union proposal - make green opportunities real - a seed for systemic change, research impacts, collective bargaining & tri partisan alliances, training/skills, social protection, regional/local planning & workplace action/rights. We need to sustain the moments of change. We need to gain rights to challenge employers - such as right

to disclosure, empowering members, right to reorganize. For example, we need to challenge car ownership. We have variety of ways to move - balancing the way we move. We need to get stronger regulations to promote innovation - so companies will risk going green. Challenges - timing, territorial, intersectoral solidarity, balance of power. We are not organizing enough. Can/Will we integrate long term interest when we know short term decisions are going in the wrong direction? The majority of the world is not engage in something that is not of immediate benefit. What are the alternatives? Don't wait for someone to come with a sustainable choice for us. We need to anticipate change. If we don't inspire communities & show they are part of the future, then we will not succeed in a beautiful future that was envisioned (this morning by Marc Lee from the CCPA).

## Sept 22

The day started with a plenary with Charles Campbell - United Steelworkers, The role of Public Policy in Green Job Development. He discussed partnerships between unions and environmental groups. This includes Blue Green Canada - to obtain commitment to use unionized Canadian made steel from renewable sources. The Steelworkers continue to fight for sustainable forestry, energy and other green initiatives in BC. They have also reached out for a more sustainable renewable energy strategy, especially in Ontario.

The group then divided into Policy Development session; Energy, Forestry, Transportation, Service Sector and Building & Retrofits. The goal was to explore the policy recommendations that GreenJobs BC had developed, share feedback & discuss next step. I participated in Energy. The goal was not to come to consensus, but discuss, share additions/ommission and obtain ideas on the policy recommendations. The draft plan can be viewed at [www.greenjobsbc.org](http://www.greenjobsbc.org)

New growth in natural gas consumption is industry (oil, mining), who pay half of what commercial & residential customers pay. There is not a lot of incentive for reduction in this industry because it is subsidized. There is a global trend towards the development of renewable energy. We need to attract that money to create jobs. This year, more money was spent on the development of renewable energy jobs then gas & oil. Many of these jobs are in China & Germany. Recommendations of the group included setting specific targets & timelines, bringing BC Hydro into the process, having middle & big picture targets, including more education & marketing, broadening engagement, building a business case and holding the government accountable.

We then split into seven different workshops. I attended the two following:

### **The State of BC's Green Economy** - presenters by GLOBE advisors

BC is ranked 1st in Energy & buildings, transportation & innovation in Canada. The West Coast has the potention to produce many green jobs. Clean economy jobs lost less than other sectors on the coast. There is an increase in demand for electricity in BC. BC Powersmart has increase jobs by approx 6000 per year. Clean energy technology is being deployed across BC - using local resources to create energy. There has been a rise in carbon neutral communities. There are

growing export market opportunities such as biofuel and energy storage devices. Rising fuel costs drive efficiencies in transit. There is a trend in car/bike share program as urban density increases. We are adopting hybrids double other Provinces. BC is set to lead Canada in the roll out of electric vehicles. Increased focus on regenerative design in buildings. New technologies require new skills. Increase demand for energy & resource efficient green building products. The largest employment opportunities are in research & innovation, engineering services, computer science & IT, professional support services and technical operations & services.

### **Collective Agreement Language for Green Initiatives**

Many of the members won't put priority on environmental issues. Plus, we have to convince employers. Lately, employers have been asking for efficiencies in the agreement and members prefer money in their pocket rather than towards environmental issues. We shouldn't have to give something up to get this, but employers may not agree with this. CUPE & NUPGE has a booklet about bargaining language for their own employees and agreements, for example, a greater allowance for hybrid vehicles. There was a sharing between unions about what environmental changes have been made in worksites. Many unions talk about the environment through OSH committees. The formation of committees may also help attract younger members. BC Hydro green team audit at worksite - they gave stickers & advice on saving energy. We want co-operative gains.

Overall, I thought it was a good conference. It could have been more participatory, but speakers were good & very interested. I liked the young entrepreneurs present who had great ideas and were building small business in this new exciting sector.

In closing, here are some quotes from the conference:

"You are not just a physical body" - Doris Fox, Musqueam First Nations

"Doing the right thing for the environment is also the right thing for employees" - Tamara Vrooman, Vancity

"We must create an environment where our children can have a clean environment and decent jobs" - Jim Sinclair, BC Fed

"We are powerful people when we work together - and they can't beat us" - Jim Sinclair, BC Fed

"All jobs need to be transformed in a way to protect the planet" - Annabella Rosemberg

"In the union we are professional losers - this gives us the strength to continue" - Annabella Rosemberg

In solidarity,  
Terri Lee  
for PSAC BC Environment Committee  
October, 2012





PSAC Regional Coordinator for Metro Vancouver - Jamey Mills

Report to the BC Regional Council

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**PSAC National Convention (Ottawa)** I attended the convention as a delegate of the Vancouver and District Area Council. Per my previous report I was selected to sit as a member of the Collective Bargaining Committee. This was my first PSAC National convention and I had a great time. I did a lot of networking and lobbying for our regional issues. I spoke on behalf of a VAC resolution that was passed.

**May Day** I participated with other activists from the Ottawa area at the Prime Ministers' Office.

**Protein for People** The Vancouver AC had a presence at this wet, yet worthwhile event in the DTES. Hundreds of people from the community attended showing the need for this organization.

**Area Council BBQ** The VAC hosted a BBQ at Trout Lake Park, over 60 members and their families attended for an afternoon of sun and fun. Staff of the RO along with the REVP attended.

**Labour Day** The BC Federation of Labour put on a huge event with the band Chilliwack performing. Our "Stephen Harper Hates..." bean bag toss was well received. This was a worthwhile community engagement event.

**Kitsilano Coast Guard** I attended rallies and engaged the public in petition signing.

**Vancouver Area Council-AGM** We now have over 2400 members affiliated. This represents growth every year. We are looking forward to AGRI-CGC members in affiliating. I was re-elected as president and we look forward to having a very political year, raising issues from each affiliate.

**UTE National OHS Conference (Ottawa)** I was a delegate on behalf of my local committee. As one of the few components that host an OHS conference, activists from across the country gathered for education on changes in the workplace and to discuss regional strategies on issues such as workplace violence and harassment.

**Vancouver and District Labour Council** I continue to attend as a delegate of Agriculture 20044. Labour is under attack in all areas, participating in the VDLC allows me to share and learn about other affiliates of the CLC. I also participate in the Strike Solidarity actions.



**National Day of Action** Although our turnout wasn't great, we strengthened the bonds of our activists and had some great speakers including National Executive Vice-President Chris Aylward, MP Kennedy Stewart and VDLC President Joey Hartman. I also had a great opportunity to work on my public speaking.

**Regional Council conference calls** I participate on a monthly basis.

I'm looking forward to the next few months as we work to strengthen our presence in the community in general and ramp up to the provincial election. I am scheduled to take training from the BC Fed for political organizing and will be heading to Ottawa for the PSAC Leadership Summit.

## Report to B.C. Regional Council

<b>Name</b> Shawna Hall	<b>Date</b> October 25, 2012
<b>Constituency:</b> Metro Vancouver	
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
April 11  Vancouver Area Council Meeting	Networking with Metro Vancouver members about WFA, planned for May Day activities and upcoming PSAC National Convention
May 1  May Day Rally at Vancouver Art Gallery	Community presence/collaboration and union solidarity – event was cohosted by VDLC and Occupy Vancouver.
May 9  RC Conference Call	Regional Business Update – including a report back from RC members on the PSAC National Convention.
May 11-12  Protecting Rights, Building Solidarity – Workshops on issues facing temporary foreign workers and immigrants to Canada	Community presence and union solidarity – event hosted by BCGEU. Activity in line with International Solidarity portfolio – learned strategies to better support workers from all over the world in Canada and when they return home. Workshops covered TFW rights, protections available and challenges in accessing and/or defending their rights. Also spoke to a couple of other union members on active Young Worker committees about challenges and strategies for engaging younger and/or new union members
May 26  Representing Members with Mental Illness course	A pilot PSAC course being developed for BC based on a similar course from another region. Improved communication and outreach skills and was able to provide feedback on structure and content of course for future sessions.
June 21  BC Mainland Human Rights Committee Meeting	International Solidarity portfolio - discussed summer community events and HR Committee participation. Networking with Metro Vancouver members.

<p>June 27</p> <p>BC Young Workers Caucus Meeting</p>	<p>Networking with Metro Vancouver and other BC young workers. Organized for Mainland Young Workers Committee constitution, determined goals for YW and discussed the first-ever YW Conference for BC. Determined structure and strategy for formal recognition of Young Worker committees in BC.</p> <p><i>Oct 19 update:</i> 2 of 3 locals required have passed motions to formally recognize a BC Mainland Youth Committee.</p>
<p>Sept 6</p> <p>RC Conference Call</p>	<p>Regional Business update – discussions included BC Fed Convention delegates, planning for in-person meeting</p>
<p>Oct 16</p> <p>RC Conference Call</p>	<p>Regional Business update – discussions included updates on CBSA member shot at border, Day of Action feedback, WFA updates</p>
<p>Oct 24</p> <p>Vancouver Area Council AGM</p>	<p>Networking with Metro Vancouver members, elections, budget/financial statements and heard from TC bargaining team speaker</p>
<p><b>Challenges you had to cope with since the last meeting</b></p>	
<p>Personal: Undergoing treatment (physiotherapy, acupuncture, etc.) for injury to my hands (ongoing since January), and wedding planning.</p> <p>Union: the other shop steward in my office took an extended leave of absence over the summer and has since resigned. No other interested candidates came forward so I am the only steward at the moment and have had limited time to work with/meet with members.</p>	
<p><b>What would you like to work on next?</b></p>	
<p>I would like to be more active again in regional events and planning now that my health has improved and my wedding is over. I am particularly interested in the Human Rights committee and the soon-to-be formed Youth Committee activities.</p>	
<p><b>Please note:</b>  <i>At the time of the in-person meeting I will be in the process of changing my last name. My new last name will be Bundac and my email address is changing to <a href="mailto:shawna.bundac@gmail.com">shawna.bundac@gmail.com</a>.</i></p>	

## Report to B.C. Regional Council

<b>Name</b> Antony Paller		<b>Date</b> October 15, 2012
<b>Constituency:</b> Fraser Valley East		
<b>Activities since last RC meeting</b>		
<b>Activity</b>		
April 4 <sup>th</sup>	Fraser Valley Area Council held a meeting to focus on the upcoming PSAC convention in Ottawa. We discussed key resolutions that will be debated on the floor and what people's thoughts from the council of what they think. Also talked about resolutions that affect us here in the area but in BC as a whole.	
May 8 <sup>th</sup>	Convention Committee conference call in advance of the Regional Council conference call	
May 9 <sup>th</sup>	Regional Council conference call	
May 11 <sup>th</sup>	I attended my BC Agriculture union seminar in which we discussed outcomes of the recent budget and what it means to members as a whole and those who will be affected.	
June 13 <sup>th</sup>	Regional Council conference call	
June 18 <sup>th</sup>	I attended the Fraser West Area Council meeting as an observer but also to discuss upcoming joining events for Fraser Valley East and West	
June 24 <sup>th</sup>	We put on a Workforce adjustment course in Abbotsford at the Abbotsford Teachers association hall. We had eight members attend the course and had a good conversation of who has been affected in what areas, and the importance of the jobs they perform from day to day.	
July 21 <sup>st</sup>	Surrey Fusion Festival	
Sept 3 <sup>rd</sup>	We had a labour day picnic in Abbotsford at Mill Lake, at which the PSAC and other local area unions came together to celebrate Labour Day. We had a really good turn out of people. Members came out from different areas and we could not have asked for a better day – it was nice and sunny.	
Sept 15 <sup>th</sup>	I attended the Abby Festival (multicultural event) was a really good turn out and was good to talk to members of the public about cuts to public services that Canadians depend on and for some finding out that some jobs out there exist that makes life easier for the rest of us without even knowing. This was part of the We are all affected campaign. Could not	

	have done it with out the dedication of other union activates who came out to help for the day.
Date unknown	I attended a meeting and picketed with members of at the Chilliwack BC Liquor store for the 1 day action strike. They where very happy to see a representative from another union come out to talk with them and also stand with them in solidarity even though it was for a short time they appreciated it.
<b>Challenges you had to cope with since the last meeting</b>	
<ul style="list-style-type: none"> <li>• I had a list of local presidents who have members in the East Fraser Valley. When it came to asking members to come out to help with Labour Day and the We Are All Affected campaign events, it was a little difficult as I did not receive a big response.</li> <li>• Getting members to attend the workforce adjustment course we put on in the East Fraser Valley was a challenge: eight members attended, but I know more members than that have been affected.</li> </ul>	
<b>What would you like to work on next?</b>	
<ul style="list-style-type: none"> <li>• With what I have outlined above, I would like to work on my e-mail list with the local presidents. By doing so, in the future when we have an event to send out to the presidents with a request for a response or a request that they forward to message on to their stewarts and/or post the event details for members, I can ensure the information keeps flowing down until it gets to members rather than getting stuck on someone's desk or simply left in someone's e-mail account and forgotten.</li> <li>• How to get more members who have recently been hired on to attend a Union Basics course</li> </ul>	



PSAC Coordinator for the West Fraser Valley - Jennifer Ho  
Report to the BC Regional Council

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This report was not received in time to be included in this compilation of Coordinator Reports.

## Report to B.C. Regional Council

<b>Name</b> Susan Yaciw	<b>Date</b> March 1, 2012 to October 26, 2012
<b>Constituency (area, women, etc.):</b> Southern Interior (Okanagan/Kootenays)	
<b>Activities since last Regional Council meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
Regional Council Meeting	Meet and plan with other members of the council
Area Council meetings and Okanagan Regional Women's Committee meetings	Communicate with other locals in the region. Set goals and training for the Southern Interior and encourage participation and engage members.
UTE monthly executive meetings	Involvement in my component local. Share with my local; regional and local activities
BRUSH Conference Calls	Discuss issues around Health & Safety.
BC Regional Council Conference calls	Conduct business of the region and helps keep the lines of communication open between council representatives.
BC Federation of Labour Okanagan Conference	Allowed me the opportunity to connect with other activists in the Okanagan (see additional report attached)
PSAC National Convention	To connect with other activist and to conduct the business and develop action plans for the next three years.
Okanagan Regional Women's Host Committee Conference calls	Planning sessions for the Naramata Women's Retreat in September
Meeting with Martha	I met with Martha to discuss our roles as regional coordinators. Tried to come up with a strategy to engage the members. We also developed a pamphlet which we distributed at the Naramata event which described the function of an Area Council and the roles of the BC regional Council
Women Reaching High Naramata Weekend	I was part of the host committee for Naramata. This event brought together women activists from the Okanagan region.  On September 15 <sup>th</sup> , we played the Stephen Harper cut out board game and everyone was a winner, except Stephen he got kind of beat up...



PSAC Health & Safety Training	To develop my skills in Health & Safety and to connect with other H & S activists
UTE President's Conference	To connect with other members of my component and to discuss union issues
UTE National H & S Conference	<p>To connect with other H &amp; S activists in the region and to discuss health and safety issues within our work places.</p> <p>A learning activity which will enable me to share the information with my local, the Area Council and the Regional Women's Committee. We had panel discussions on Regulations 19 and 20</p>
<b>Challenges you had to cope with since the last meeting</b>	
<ul style="list-style-type: none"> <li>• Balancing work, home and union activities. Have been under a severe amount of stress due to a change in job.</li> <li>• Connecting with all members in the Region due to the wide spread territory</li> <li>• Member apathy and getting others involved</li> </ul>	
<b>What would you like to work on next?</b>	
<ul style="list-style-type: none"> <li>• To increase the member attendance of our Area Council</li> <li>• Encourage the Area Council participants take on a more active role in our community and to create a more cohesive Area Council</li> </ul>	

## **BC Federation of Labour Report – Thompson Okanagan Regional Conference May 25 & 26, 2012 in Kelowna, BC**

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Thank you for supporting and giving me the opportunity to attend the BC Federation of Labour Thompson Okanagan Regional Conference.

The theme of the conference was “The Union Makes Us Strong” and the focus of the conference was on Visioning our Future; The Growing Voice of Labour, Increasing Union activism and Building an Action Plan.

The Conference was chaired by Sister Carole Gordon, President of the North Okanagan Labour Council and the NDP candidate for the Westside Kelowna riding and brother Ken Robinson, president of the Hospital Employees Union (HEU).

The conference was opened with the traditional aboriginal welcome and an address by Jim Sinclair; President of the BC Federation of Labour. Jim talked about getting back to the basics and the need for taking our solidarity and ethics out of our worksites and bringing them out into our communities. Bruce Nelson, a UBC Okanagan Graduate of Studies, addressed the conference on the future for the Okanagan Thompson region and Labour Rights.

We heard three different panel discussions:

- 1) Growing the voice of Labour, Building the community
- 2) We are the Union – increasing member activism and
- 3) Political Action, Why the ballot box matters to working people.

Panel presenters for Growing the Voice of Labour, Building Community were:

**Michael McCarthy Flynn** – Micheal has a Masters Degree in Community Development and has worked for a decade on a variety of antipoverty and social inclusion programs. Since 2009 Michael has been in Vancouver working on and organizing the Living Wage for Families Campaign. Michael provided an overview of the Living wage campaign and what they hope to accomplish with this campaign. One of the captions used in the campaign is “Work should lift you out of poverty, not keep you there.”

**Karl Wolfe** – Karl is a member of the BC Government & Services Union and has been a union activist for years. He spoke about the power of community outreach. Karl is currently campaigning to stop the privatization of the BC Liquor Distribution Centre’s and he highlighted the successful community coalition that he helped to coordinate to fight the privatization of the Coquihalia.

**Lucy Luna** – Lucy, a member of UFCWA, spoke about the struggles temporary and migrant workers face on a daily basis while performing their jobs. Lucy works on behalf

of both domestic and migrant agricultural workers in Canada. She spoke about the challenges workers face when they want to unionize, or to be covered fairly under health and safety laws, and the right of migrant workers to be treated equitably under the federal EI system. Lucy gave a very passionate and emotional plea for everyone to help them fight their battles with unfair labour practices and for everyone to stand up and fight for the Canada of their dreams and for all workers.

Panel presenters for “We are the Union – Increasing Member Activism”:

**Deborah Bourque** – Deborah is a member and long time activist of the Hospital employees Union. She spoke about how to increase member activism and about how the members of her union are faced with contract flipping regularly. She indicated that every time this happens they lose activists.

**David Westmacott** – David is the Executive Director of the Okanagan College Student’s Union. He spoke about the struggles trade students have and their feeling of disconnect from the rest of the student body. David believes that cooperation between the student movement and the labour movement is essential to advancing progressive policies in Canada.

**Kassandra Cordero** - Kassandra is the Director of Young Workers for the BC Federation of Labour. She spoke about engaging young workers and to ask a young worker to participate as all young workers like to do things and participate. Kassandra highlighted some of the successful campaigns that the young workers have engaged in; the \$10 Now Campaign, Grant’s Law and their continued battle with the recent amendments to this law and the new Employee Action & Rights Network (EARN). Kassandra showed a couple of video clips from the local news station showcasing their efforts and lobbying for the Grant’s Law and the Bad Boss Award they presented to a local employer.

I was unable to attend the panel presentation on Political Action: Why the Ballot Box Matters to working People. Speakers for this panel were:

**Summer McFadyen** – Summer serves as the Director of Political Action at the B.C. Federation of Labour. In addition to her ongoing work for motivating union members to engage at the ballot box, Summer also represents the Federation on the BC Health Coalition Steering committee and serves on the Executive of the BC NDP.

**Scott Lunny** – Scott is the Assistant to the Director for District 3 of the United Steelworkers. In addition to being a key member of the union’s bargaining committee in the BC Forest Industry, Scott has worked to spearhead the union’s political action and organizing programs.

**Lynn Bueckert** – Lynn is the Director of Research, Campaigns & Communications with the BC Government and Services Employees Union. Lynn is also the Vice President of the BC NDP. Prior to joining the BCGEU she was the Executive Director and Director of Occupational Health and Safety of the BC Federation of Labour.

Additional Guest speakers were:

Mohini Singh, Councilor, City of Kelowna. Mohini is a community activist; she has participated in a wide range of activities, many helping those who are disadvantaged or building bridges within and between communities. She has advocated for women and children who have experienced violence and has promoted cultural tolerance and understanding. She has worked on issues as diverse as avalanche safety, spousal abuse, literacy and the plight of orphans in India.

Both Adrian Dix, Leader of the BC NDP and Jinny Sims, NDP MP for the Newton-North Delta riding in BC addressed the conference.

Throughout the conference we broke plenary and attended workshops.

- 1) Visioning our Future – Labour in the Thompson Okanagan
- 2) Labour in the Community
- 3) Strategies to Increase Member Activism
- 4) Working People Vote; Building Our Action Plan

For the workshops, participants were divided into their electoral ridings. I felt that the time spent in our workshop was unproductive and very unorganized, however, during the workshop we determined what we wanted to achieve in our community, why we want to achieve this for our community, who we need to involve to reach our goal and who are our allies. My group's action plan is to work on changing the government. We need a government that will work with unions and for the people. Although our group came up with many things we would like to achieve for our community; our first and primary goal is to elect an NDP MLA and from there build on electing an NDP MP. We have a lot of work to do in our community.

During one lunch period we joined members from the BCGEU for a rally on behalf of Seniors and Spring Valley Health Care Workers. BCGEU members were protesting the contracting out of Seniors Health Care Services. The passage of Bill 29, allowed care facilities to contract out care and support services to reduce wages. The Supreme Court of Canada struck down key parts of Bill 29, but it did not restore contracting out protections to health care workers. BCGEU members believe this is one more example

of how Liberal policies have failed seniors and their families. At the same time it continues to drive down wages of health care workers, most of whom are women. This rally was held outside the office of Liberal MLA Steve Thomson. The rally had very good television and newspaper coverage.

On the Thursday evening we were treated to a wonderful reception at the one and only unionized wineries in the valley, Mission Hill Estate Winery. We enjoyed the awesome views from the spectacular grounds, toured the cellars and were treated to appetizers and glasses of red and white wine.

Again, I want to thank you for allowing me the opportunity to connect with members of my local District Labour Council and the union activists in my region.

Susan Yaciw  
Kelowna Local 20003



PSAC Regional Coordinator for Southern Interior - Martha Johnson

Report to the BC Regional Council

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Since the Committee ratified the decision for me to take over the role vacated by Keith Palmer, my activities have been as follows:

- Sent an email to constituents introducing myself as newest member on Council. Advised which sub-committees I have been assigned to as well as my role on Okanagan Area Council and Women's committee. Urged members to contact me about workplace issues and community events that would make good venues to promote the Labour movement.
- Sent an email to chairs of respective sub-committees to touch base and enquire about work-in-progress or action items left outstanding upon Keith's resignation.
- Met with Susan Yaciw to discuss role as Coordinator and plan outreach to Kootenay and area. Reviewed success of Area Council road trip through Kootenays in 2010 and discussed possibility of doing this again next summer (2013)
- Received visit from REVP at Penticton Veterans Affairs Office. Gave Bob the office tour and he was well received by the membership as well as the Area Director.
- Accompanied REVP on site visits in Penticton. Depts/Agencies visited were: Veterans Affairs Canada, CRA, Service Canada and Measurement Canada. Discussed impacts of Budget 2012 in respective sites and canvassed members about their specific issues and area council involvement.
- Provided support to Women Reaching High Retreat, Naramata as member of host committee, Sept 13th – 15th. I cooked incredible burgers for incredible women!!
- Susan and I prepared a pamphlet describing role of Area Councils and Regional Council which included contact information for all Council Members. This info was delivered to the Women Reaching High participants as our contribution to the Day of Action Events on Sept 15th.



### Challenges:

Assuming the role of Council Member so far into the year put me at a handicap for planning attendance at community events. As a result, my contribution to sub-committee work pretty much started and ended with my email to the chairs. By the time I got into my research, most events were booked or over. I hope to contribute something of value to each committee in the future. Not sure what that will look like.

As a result of Budget 2012, I received an affected letter on April 11 along with 252 of my Client Service Agent peers at Veterans Affairs Canada. Members were made to go through a full blown competition process for the SERLO (selection for retention or layoff). We lost 75 members during that process. Sadly, some members disregarded union advice and simply volunteered to retire rather than face a competition. In doing so, they essentially gave the employer a gift as they did not receive WFA options. Final notifications went out July 19th. In my office, 2 were WFA'd. In early August, the BC Interior was amalgamated with the Vancouver District who lost their local President, Secretary and Treasurer. Between July 19 to present I have spent a great deal of my time mentoring the Vice President and prepared 4 staffing tribunal complaints during that period as well. One complaint was subsequently dismissed as untimely and 3 others were voluntarily withdrawn by the complainants.

The VAC ADM has since announced that Senior Management is embarking on an “aggressive workforce management initiative” in the coming months. FTE reductions are targeted at 804. So far, just over 200 jobs have been eliminated – the worst is yet to come.

We are finding that the emotional fallout from the process has been immense and staff are still reeling from the impacts. Client service agents in some areas are handling caseloads more than double the standard as we have absorbed all the work from positions we supposedly no longer need. The employer didn't bargain on most wfa'd staff leaving their jobs immediately and now the backlog of work is huge. As a result, Senior management has deemed that “meaningful work” to be done by the few CSA's who have selected Option A, will indeed be CSA work. This is adding to the stress in the workplace and the union has advised that the employer can get away with this as there is no legal description of what constitutes “meaningful work” under the WFA policy.

The impact on our Veteran clients is also appalling as they are being abandoned by the Department when they need us the most. Meanwhile, Harper and Blaney have smilingly assured Canadians that Veterans will see less red tape and now have over 600 service locations across Canada. Sadly, this is far from the truth.



In fact, what follows is an example from a co-worker and shop steward: Recently a 92 year old Veteran client attended the Service Canada Office in Kelowna where our VAC office is co-housed. The Veteran stood in line with his walker for 40minutes to be told by Service Canada that he can no longer access the VAC staff in the same building. He was led to a computer terminal and given brief instructions on how to apply for benefits. At 92 years old, it's no surprise that this gentleman wasn't able to comprehend what the agent was telling him and requested that she assist him. She apologized and advised the client that she is not authorized to assist in this manner. This War Veteran then returned to his vehicle and made the lengthy commute back to his home where he called the toll free number and started his enquiry all over again. How appalling that our War Veterans and our elderly are being treated so poorly.





PSAC Regional Coordinator for Northeast BC - Patt Holmes  
Report to the BC Regional Council

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Our Prince George Immigration office has closed! There is one member left at Veteran's Affairs! I have heard 12-15 members at CRA/UTE have been affected by Workforce Adjustment measures. Do you know we have lost our Agriculture Farm, UNDE Local, Department of Indian Affairs and other Northern Federal offices/services have shut down?

**Service Canada:**

We have gone from five departments that will soon be reduced to only two. There will be front end staff and Integrity staff left. There will be front end staff and Integrity staff left. In respect of those who have left or are being workforce adjusted, the members want others to know that they are not just numbers to be "muttered." There are names attached to each person being workforce adjusted. All of us are affected ... Our membership at Service Canada used to be 110, and it will be reduced to what I believe will be less than 45 members.

We use to have three separate unions in our office: CEIU, UVAE and PIPS. There will only be CEIU members in our building in the future. Will we relocate to a smaller office? Or be gone?

Since the last Vancouver Regional Council meeting, I have participated or being invited to a number of events. I did my best to attend as many of the Regional and Union functions as time permitted.

<b>Date</b>	<b>Description of the event</b>
March	Various "Standing Together" events with my local and the RWC
April 21	WFA Training and Reactivated the NE Area Council
June 13	Regional Council Conference Call
June NPSW	Union Information Sessions
Sept. 5	Area Council Meeting - Planning for Sept 15th Day of Action
Sept. 6	Missed Regional Council Conference Call
Sept. 15	We're All Affected - Demo at the Farmers Market & BCGEU Hall
Sept. 14-16	Disappointed not accepted at the Naramata Womens' Conference
Oct. 1	RWC Conference Call



Oct. 16	Regional Council Conference Call
Oct. 24	Chaired RWC Meeting North-Halloween Meeting
Oct. 30	One of many Oct Enbridge Pipeline forums
Oct 1-31	Union support for the United Way Campaign
Nov. 13	Diwali celebration
Nov. 15 & 16	Worksite visits
Nov. 17	NDP Fund Raiser Dinner
Nov. 17	BC Federation Political Action Campaign School
Nov. 23-25	Vancouver Regional Council Meeting
Nov. 26-30	Northern delegate to BC Federation of Labour Convention
Dec. 8	Christmas Social for RWC North Regional Seasonal Meeting re "Stop the Cuts"

### **PSAC Challenges for 2012 in the North: (input from general membership)**

- Retention of Federal offices, jobs and services in the North East portion of BC and from coast to coast to coast in Canada. Rural areas are being hit hard with the cuts.
- Recruitment for PSAC members to attend Northern PSAC training. Courses are still being cancelled or postponed due to low participation.
- For Sept 15th Day of Action, the PSAC Regional Office shipped the materials to the wrong address and there was a mix up in the distribution of funding for this event. The Area Council will take corrective funding actions.
- The RWC members in the North were not allowed to attend the Naramata Women's conference. In the past the RWC members have attended such a conference in the North. Hopefully more training will be available for RWC participants to build capacity of our movement and solutions to our issues.
- With job cuts, it is difficult to get a full executive in some of our locals.



In the North East our Locals have centered on membership engagement and mobilization activities, complemented by political lobbying, communications and other initiatives designed to promote the value of federal public services and the workers who deliver them.

A very big thank you to all the Northern PSAC activists for your participation and support at union activities and meetings. Thank you to the Regional Council Members and PSAC staff who have made my job as a Council member worthwhile and easier in 2012.

In closing, I want to wish everyone a safe holiday season. I hope you enjoy the company of family and friends during our holiday season. I wish you all the best in retaining your jobs in the locale of your choosing and the union challenges that we will face in 2013. Together we are "strong."

In Solidarity We Stand,

PSAC Patt of the North

## Report to B.C. Regional Council

<b>Name</b> Benilde Gomes	<b>Date</b> 2012 October 25
<b>Constituency:</b> Northwest BC	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
<b>March 2012</b>	
PSAC BC Regional Council Meeting	In house meeting with Regional Council members
NDP Leadership Campaign	Continued with support and work for the NDP Leadership Campaign which consumed much of my time
Kitimat-Terrace and District Labour Council meeting	Attended the meeting to discuss mainly the budget and its impacts. Strategic action was to incorporate more awareness with local MP and MLAs
<b>April 2012</b>	
Kitimat-Terrace and District Labour Council meeting	MP and MLAs attend to request some worksite tours in Terrace, Kitimat and Prince Rupert. As well as to plan tours regarding the impact of the Northern Gateway Project
NDP Leadership Campaign	Continued with support and work for the NDP Leadership Campaign, which consumed much of my time
<b>May 2012</b>	
Kitimat-Terrace and District Labour Council meeting	Continued strategic planning for No Tankers – No Pipelines and providing more awareness of the constant contracting out issues with other projects in Kitimat.
NDP Leadership Campaign	Continued with support and work for the NDP Leadership Campaign, which consumed much of my time
<b>June 2012</b>	
Seafest in Prince Rupert	This year's theme "Celebrate the Coast Guard" Coast Guard had a float in the parade. At the DFO parking lot was the annual dunk tank with community dignitaries and UEW members. Always a big favorite for the community and draws huge crowds. Campaign materials were not available at this event but did speak to the issues with overwhelming support.

<p>USGE National Presidents Meeting in Ottawa</p>	<p>Robyn Benson attended this meeting. Q&amp;A as to what the strategies are forthcoming for the current campaign and future campaigns. Spoke mostly with the current status of the members at the penitentiaries who just recently got their Notices that were not previously scheduled as part of the budget cuts.</p>
<p>Joint Review Panel presentation regarding Northern Gateway Project</p>	<p>Presented to Joint Review Panel on behalf of Labour as to opposition for the project. Some of the presentation included the Environmental Committee's report</p>
<p>Enbridge Pipeline and Tankers on BC's Coast Public Forum</p>	<p>MP Nathan Cullen (NDP House Leader) hosts Megan Leslie (NDP Deputy Leader, Critic for the Environment and MP for Halifax) and BC NDP MPs for a tour of Terrace and Kitimat. Construction of a 1,172 km pipeline from Alberta to Kitimat, British Columbia. Raw bitumen would be transported along B.C.'s pristine North Coast in more than 220 super-tankers per year. These coastal waters are home to a diverse and delicate marine ecosystem including more than 120 species of sea birds, 27 species of marine mammals, and important salmon, halibut and other fish stocks. The significant environmental impact of a potential spill cannot be understated. Megan Leslie travelled to Kitimaat Village on June 26th to observe the Joint Review Panel Public Hearings taking place on that day. Megan and Nathan were joined by the following NDP BC Members of Parliament: <b>Randall Garrison</b>, MP for Esquimalt-Juan de Fuca and Public Safety &amp; LGBTT Critic; <b>Fin Donnelly</b>, MP for New Westminster-Coquitlam and Western Economic Diversification Canada; <b>Alex Atamanenko</b>, MP for B.C. Southern Interior; <b>Denise Savoie</b>, MP for Victoria and Deputy Speaker of the House</p>
<p>Striking Shoppers Drug Mart employees</p>	<p>Attended to two (2) Day of Action to show Solidarity with other unions for the striking workers at Shoppers Drug Mart in Terrace</p>
<p>Petition: Liquor Distribution Branch</p>	<p>In Solidarity with other unions to get signatures on this petition</p>
<p><b>July 2012</b></p>	
<p>NDP / Community BBQ Fundraiser Terrace</p>	<p>Annual fundraiser inviting community representatives raising funds for local charities – this was for Terrace Volunteer Society</p>

NDP	Membership drives, person to person contacts, fundraising drives and events
Striking Shoppers Drugs workers	Attended to two (2) Day of Action to show Solidarity with other unions for the striking workers at Shoppers Drug Mart in Terrace
No Tankers – No Pipelines	Weekly meetings / monthly events: rally in Prince Rupert Assisting in key speakers notes, event planning
<b>August 2012</b>	
Riverboat Days – Terrace	Annual event in Terrace. Table set up for “We Are All Affected” campaign
No Tankers – No Pipelines	Weekly meetings / monthly events: rally in Kitimat Assisted MP Nathan Cullen with speakers notes and event planning
NDP	Membership drives, person to person contacts, fundraising drives and events. Networking like-minded persons ie: no tankers-no pipeline; quit the contracting out; we are all affected issues
<b>September 2012</b>	
Labour Day Picnic – Kitimat	Annual event in Kitimat. Table set up for “We Are All Affected”
USGE Local 20071 AGM	Attended USGE AGM in Terrace, representing seventeen communities
NDP	Membership drives, person to person contacts, fundraising drives and events
BCGEU - Terrace	Day of Action events – Liquor Store and Assisted Living offices (not at the residences)
Kitimat-Terrace and District Labour Council meeting	Addressing to membership of the “We Are All Affected” campaign continuing actions and the No Tankers – No Pipelines events
No Tankers – No Pipeline	Weekly meetings / monthly events: strategic planning meeting in Smithers and Kispiox
Coffee Social	Membership drive to recruit new and old PSAC members to the Northwest BC Area Council
Workplace conflicts	Dealing with multiple / multi-jurisdictional workplace conflicts

**October 2012**

USGE Local meeting	Getting more active with the local and their membership
USGE Regional Labour Management Meeting at RCMP E Div HQ	Discussed the reporting and action on harassment / bullying the in the workplace, amalgamations in the region, commitments from management on broader communiqué with Public Servants
PSAC Regional Council conference call meeting	Discussing campaign updates, upcoming rallies/demonstrations, BC Fed convention, Leadership Summit and preparations for the upcoming Regional Council meeting
Workplace conflicts	Dealing with multiple / multi-jurisdictional workplace conflicts
Kitimat-Terrace and District Labour Council meeting	Strategic planning with MPs and MLAs regarding contracting out and how we are all affected
No Tankers – No Pipelines	Weekly meetings – monthly events: rallies in Prince Rupert, Smithers, Hazelton, Terrace, Kitimat
NDP	Fundraising events in Terrace and Kitimat

**Challenges you had to cope with since the last meeting**

- Too many volunteer hats and not enough hours in the day
- Lack of interest and support by other members within my own local
- Lack of engagement as members from other locals and components struggle with who(m) is getting the cut next and workforce adjustments
- Spending more time on Nathan Cullen's Leadership campaign/fundraising events gearing up for Provincial election/ No Tankers – Pipeline events and meetings
- Lack of interest in planning attendances for annual events
- Major burnouts

**What would you like to work on next?**

- Making some decisions on life/work/volunteer balance for quality of sanity/life.
- No more surgeries
- Finding a better representative who may engage members in this Region
- Attend/seek requests to attend local meetings/events

## Report to B.C. Regional Council



<b>Name</b> Cindy Little	<b>Date</b> October 25, 2012
<b>Constituency:</b> South Vancouver Island	
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
March 21, 2012	Attended Victoria Regional Women's Committee meeting to celebrate International Women's Day. Presentation from nutritional consultant.
March 29-31, 2012	Attended March Regional Council meeting & Federal Budget Watch.
April 10, 2012	Sent letter to Stephen Harper on Food Safety First website.
April 12, 2012	Attended Vancouver Island Human Rights Committee meeting. Discussed human rights stories posted on VIHRC FB page, purchase of swag, Region wide Human Rights committee meeting scheduled for May, Convention resolutions and Terms of Reference.
April 17, 2012	Attended Victoria Area Council meeting. Discussed resolutions for PSAC National Triennial Convention, Budget 2012, WFA training and CFIB campaign.
April 19-22, 2012	Attended UTE Regional Equal Opportunities Conference in Vancouver.
April 29 <sup>th</sup> to May 4 <sup>th</sup>	Attended PSAC National Triennial Convention in Ottawa as the delegate for the Victoria Area Council. Participated in rally outside Stephen Harper's office. Networking with other Area Council delegates.
	



May 8, 2012	Summer Outreach Activities Conference Call. The committee discussed ideas and decided to coordinate with Area Councils, and use AC flags at events. Ideas included Labour Day Picnics, Surrey Fusion, Pride events.
May 9, 2012	Regional Council Conference Call – discussed donations and plans for Summer Outreach.
May 16, 2012	Attended Victoria Regional Women’s committee meeting. Topics included Convention review, event in Naramata, Dec 6 <sup>th</sup> , Women’s health week, and Labour Day
May 17, 2012	Participated on WFA webinar – PSAC staff provided information on the process and explained the options. Members had lots of questions and great answers were provided by staff.
May 23, 2012	<p>Attended Vancouver Island Public Forum organized by Vancouver Island MPs Denise Savoie (Victoria), Randall Garrison (Esquimalt-Juan de Fuca) and Jean Crowder (Nanaimo-Cowichan) to discuss the impact of the Federal Budget on Vancouver Island’s communities.</p> <p>One third of Bill C-38, the federal budget bill, has repercussions for the environment. Gutting the environmental assessment regime for the proposed Enbridge pipeline and all future large energy projects has a direct impact on First Nations and their territories, and on future generations of all Canadians, as do changes to eligibility for Old Age Security and employment insurance, food inspections, health-care and services for a new generation of veterans. Fisheries habitat protection, supports for youth, archival programs that preserve Canada’s historical records and both of Vancouver Island’s Citizenship and Immigration offices have been axed. Is this government acting for the public good?</p>
June 5, 2012	Attended Victoria Area Council meeting where WFA situations were discussed
June 13, 2012	Participated on Regional Council Conference Call. We were asked to assist with getting members to attend Vancouver RWC meeting on June 23 <sup>rd</sup> and discussed Summer Outreach plans, the NBoD strategy session in fall, PSAC Leadership summit and NPSW.
June 15, 2012	UTE/PSAC Softball Tournament
June 19, 2012	Vancouver Island Human Rights committee meeting – update on swag purchase, AGM to be held Sept 13 <sup>th</sup> , Victoria Pride Parade.

<p>July 8, 2012</p>	<p>Attended the Victoria Pride Parade and participated in manning booth at the Pride Festival following the parade.</p> 
<p>September 3, 2012</p>	<p>Attended Victoria Labour Council Labour Day Picnic. I talked to members and public about cuts to public services and gave out "Stephen Harper Hates Me" buttons.</p>
<p>September 6, 2012</p>	<p>Participated on Regional Council Conference Call, where the BC Fed Convention, provincial election in the spring and donations were discussed.</p>
<p>September 13, 2012</p>	<p>Attended Vancouver Island Human Rights Committee 3<sup>rd</sup> Annual AGM. Guest speakers from JLP discussed Duty to Accommodate course. Elections were held for new executive.</p>
<p>September 15, 2012</p>	<p>I participated at the <i>We Are All Affected</i> event at Centennial Park in Victoria. The event included a family picnic, guest speakers, a bouncy castle, and balloons for kids. During the event, I had the opportunity to discuss cuts to public services, in particular the closing of counter enquiries and cash at the CRA with MP Randall Garrison.</p> 

September 18, 2012	Victoria Area Council AGM. At the AGM, we discussed the <i>We Are All Affected</i> Campaign, BC Fed Political Action Campaign School in preparation for provincial election and the Defend Our Coast rally. At the AGM, I was re-elected as President, Ian Wiggs as Vice-President, Ken Waldron as Treasurer, and Astrid Stoker as Secretary.
September 19 to 22, 2012	<p>Attended UTE Presidents' Conference in Ottawa. While there, I attended a workshop for local Treasurers and a Workforce Adjustment Presentation.</p> <p>PSAC National President Robyn Benson was a guest speaker and was joined by Chris Aylward, PSAC National Executive Vice-President.</p> <p>A quote from Robyn: "As the Harper government cuts take hold, the services that we provide to Canadian will be diminished and members of our society will be worse off than they have been for decades."</p> <p>She emphasized the fact that we have to continue to be smart, focussed and united. Robyn added that our <i>We Are All Affected</i> campaign strikes the right cord with members and the public at large. With this campaign, we put "We are all Affected" into the public consciousness. She stated that September 15<sup>th</sup> was a start, not an end, and we are going to continue to assert that the Harper's austerity budget and his cuts are not just about our jobs, they are about services that Canadians don't just need but deserve if our society is to be civilized and compassionate.</p> <p>Robyn concluded stating that she and Chris were committed to working as a team and that they were elected to represent the members, to hear their voices and they will."</p>
September 27, 2012	Attended Victoria Regional Women's committee AGM. Elections were held and plans for the December 6 <sup>th</sup> Candlelight Vigil and MP lobbying were discussed.

<p>October 22, 2012</p>	<p>Attended the Defend Our Coast rally at the Legislature in Victoria. I didn't get arrested as the rally turned out to be a peaceful demonstration.</p> 
<p>October 24, 2012</p>	<p>Attended the Defend Our Coast rally at MLA Carole James' office in Victoria.</p> 
<p><b>Challenges you had to cope with since the last meeting</b></p>	
<p>As always, balancing work, union and family responsibilities is a challenge. On a personal note, I received my second affected letter in eight months on June 27, 2012. I have found the past year extremely stressful and therefore assisting other affected members has been difficult. I received a reasonable job offer on October 1, 2012, which I accepted after negotiating a temporary lateral move back to my previous job for another year.</p>	
<p><b>What would you like to work on next?</b></p>	
<p>Mentor someone to take over responsibility for the Victoria Area Council and the geographic coordinator position on Regional Council.</p>	

**Report to B.C. Regional Council  
for Virginia Vaillancourt  
Coordinator for South Vancouver Island & Alternate BC Women's Rep**

**Activities since Last Regional Council Meeting February 2012**

<b>Date</b>	<b>Activity</b>
Feb 25 & 26, 2012	Attended PSAC BC Regional H & S Conference. Networked with new members.
March 1, 2012	National Day of Action – took Local members outside through our Atrium with the “Standing Together for Public Services” posters and stood outside, had group photo done. Bringing members together during
March 1, 2012	Local AGM Meeting; elections, discussed Cuts to Public Services, PSAC BC education, Buttons/Posters
March 8, 2012	Chair of the Victoria Regional Women's Committee; we held a International Women's Day Event celebration, looked at the history of Women through the Labour Movement
March 13, 2012	Attended Victoria Area Council Meeting
March 29 to March 31, 2012	Regional Council Meeting Vancouver; worked in Council Committees to continue work on Terms of Reference; presentation from Youth; reviewed Council Finance reports; reviewed Coordinator Reports
April 18, 2012	UVAE WFA Western Region Teleconference
May 8, 2012	Convention Committee Conference Call – discussed Terms of Reference with REVP & Regional Coordinator, made amendments & sent final to REVP
May 9, 2012	Regional Council Conference Call
May 15, 2012	Attended PSAC Webinar on WFA
May 16, 2012	Chaired Victoria Regional Women's Committee, networking with members, discussed Lobbying of MP's on Childcare, had presentation & Q & A's with a nutritional consultant. PSAC Triennial Convention Review; discussed Dec 6 <sup>th</sup> .
June 7, 2012	Attended BC Fed Women's Rights Committee Meeting in Vancouver. <b>Report attached separately.</b>
June 21, 2012	Chaired Victoria Regional Women's Committee; continued discussion on Lobbying, and Dec 6 <sup>th</sup> event planning. Discussed Aboriginal Day

Sept 3, 2012	Attended Victoria Labour Day Picnic; networked with the Chair of the Victoria Labour Council Women's Committee, discussed common goals, networked with members.
Sept 13, 2012	Attended VIHRC AGM – assisting new President of Committee and I took on role of VP of Committee to assist and mentor. I am really looking forward to being able to mentor another member in the labour movement.
Sept 15, 2012	National Day of Action – Assisted with set up; worked the popcorn machine, talked with members and public about the Public Service Cuts and the impacts the cuts are having.
Sept 18, 2012	Presentation by Mariam Abidou – Orientation to the New Human Rights Committee Structure
Sept 24, 2012	Attended the Victoria Labour Council Women's Committee Meeting as a guest speaker. Saw the new flag that they just had made for their committee which consists of a design from one of their previous committee members; I was asked to provide information on Dec 6 <sup>th</sup> event and how their committee could help promote event and collect donations, a couple of their members volunteered to read a name at event. It was a great networking opportunity. We also discussed the Red Umbrella Event in December.
Sept 25, 2012	Local meeting – donation to Brother Spencer, discussed BC Fed Convention & funding.
Sept 27, 2012	RWC AGM – elections, discussed Dec 6 event
Oct 1, 2012	BC RWC Chairs Teleconference – Dec 6 events; Oct 4 <sup>th</sup> Sisters In Spirit Vigils; 2013 Women's Conference; IWD 2013
Oct 16, 2012	Regional Council Teleconference
Oct 17, 2012	BRUSH meeting – attended via teleconference
Oct 18, 2012	Participated in SHAKE OUT BC as part of our H&S Committee

I, Virginia Vaillancourt attended the BC Fed Women's Rights Committee meeting June 7<sup>th</sup>, 2012 as your Alternate PSAC BC Regional Women's Rep.

The women in attendance were:

Joie Warnock, CEP, (Chair of BCFED WRC)	Virginia Vaillancourt, PSAC BC
Donisa Bernardo, HEU, (Co-Chair BCFED WRC)	Trena Legge, USW
Janet Rutledge Facilitator	Stephanie Smith, BCGEU
Anne Davis, HAS	Joey Hartman, VDLC
Louella Vincent, HEU	Joan Merrifield, BCTF
Irene Lanzinger, BCFED Secretary-Treasurer	Janet Andres, IAM&AW
Betty Carrasco, TWU	Michelle Fedosoff, UFCW
Ruth Armstrong, CAW	Lori Mayhew, COPE
Terri Van Steinburg, FPSE	Lesley Burke-O'Flynn, FPSE
Gail Chaddock-Costello, BCTF	Summer McFadyen, BCFED Director - Political Action

Our facilitator Janet had us stand up and find someone who we didn't know and we did an Ice Breaker called "Undivided Attention"

There were two separate questions and we were in pairs; one person answered the first question and then the other person answered the second question.

The first question was: "Tell me a time when you have experienced sisterhood."

Second question was: "What can the NDP Government do to make things better for Women?"

We then had discussion in plenary about the answers. It was a great icebreaker, when we had plenary discussion and people were sharing their stories, it made you think about times you have had or ideas you have about what the NDP Government can do.

We then moved into plenary discussion about "Being Strategic"

- Plan
- Choosing moment
- Objective
- Celebrate
- Step back - strengths & weaknesses
- Goal - short & long
- Expect opponents & challenges

Summer put up an Events Calendar on the wall and all the women on the committee added dates for events on the calendar. These will be updated onto the BCFED events calendar.

Then we looked at "Forecasting Political Climate" Themes and Patterns. We moved into groups and went through newspapers, magazines, and articles pulling out anything we found on women, federal/provincial politics. We then put them up on the wall on a bull's eye diagram; each article was placed in different spots on the bulls eye depending on if it was happening now, if it could hurt us in the future, etc. Once they were placed all the women went up to review the articles that had been pulled by fellow WRC members.

In plenary we discussed the themes and patterns to these articles and what was missing.

- absent of "women" in news
- missing - Gun control info
- missing - Repro rights
- "feminism"

**Themes:** Conservatives, body image, poverty, negativity against women, created truths.

We then had a pizza lunch with salad and fruit.



We then discussed "Over next year for Women's Rights Committee"

- Goals
- Objectives
- Issues
- Allies
- Benchmarks
- opportunities
- Challenges - taxes/volunteerism
- Opponents

### **Goals**

- Raise women's profile
- Raise Women's Right Committee
- Women's lens
- Women's agenda
- Cultivate solidarity

### **Issues**

- Harpers track record on Women

### **Framework**

- Society
- Internal union structures
- Politic : Policy

### **Objectives**

- Continue to work with NDP to reinstate women's equality
- National childcare provision
- Resolutions
- Make women's issues = union issues
- OUTREACH
- International Women's Day and December 6<sup>th</sup> events
- How do we strengthen our voice?
- "Take back the Tea Party on legislature"

Talked about BC Fed and Affiliates going into high schools, etc or bring high school kids into conferences, etc to explain to them about what "feminist" is.

The group discussed working on Childcare as one of their objectives for the committee over the next year, we moved into groups again and each group took a topic and had discussions about childcare within Provincial elections, Federal politics, Internal to the Labour movement - put through collective agreement, how do we link childcare to other issues affecting women with other groups. We used the following 4 things to guide our discussions. What our arguments would be?; what our opportunities would be; how to do things differently, our timelines.

I was in the group that discussed Federal politics with relation to childcare.

### **Arguments**

- Public funded & delivered
- Investment in our futures
- Increase the economy
- Contributes to taxes
- Frees women to work in the workforce
- Would decrease child poverty
- Helps to decrease violence & minimum pay to foreign workers

### **Opportunities**

- At political events/dinners, leafleting
- 1 on 1 lobbying - take kids
- Women's Committees Lobbying
- Grandmothers to Grandmothers/ Raging Grannies
- Labour Day Picnics

### **How to Do Differently**

- Bring kids to lobbying
- Pooling campaigns/resources
- Resolutions passed at conventions but not done yet, pool campaign/funds

Next Women's Rights Committee Meeting: Sept 10<sup>th</sup> 1-4pm then the next meeting is Oct 15 1-4pm. The September meeting time may be

extended to 5pm as the committee is going to look at having a presentation by the Coalition for Childcare Advocates of BC.

Talked about having a "Let the Kids Loose on the Legislature" event on Family Day in February on the Legislature in Victoria. Discussed purchasing Salvation Army Dolls to put on the legislature to represent kids not having childcare. Maybe look at t-shirts.

At the September meeting committee members will be discussing:

- 1) "What are the other pillars to Women's economic equality?"
- 2) Events for December 6<sup>th</sup> and IWD
- 3) Will look at ad-hoc committees who would meet via skype, email, webinar

Concern noted was flying in for 2hrs. The meeting minutes are sent to the reps on the WRC and each rep decide to share out to their Women's reps/committees.

#### Decisions from meeting

Childcare speaker at next WRC meeting

NUPGE Kit at next WRC - Stephanie will bring this

Further discussions re: longer meetings/frequency


Book regular meeting dates

Conference call ability

Discussed report to Constitutional Convention, the WRC will be finalizing report at the September meeting. Any suggestions/recommendations must be in before Sept meeting and Irene will be sending out opportunities for the 3<sup>rd</sup> week of June for people to work on the report - can attend via teleconference.

Joey Hartman advised that the VDLC would be holding an IWD Dinner March 8<sup>th</sup>, 2013.

**Report to B.C. Regional Council**

<b>Christine Walker</b>	April 2012 through to end of October 2012 North Vancouver Island Regional Co-ordinator
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
April 2012 to September 2012	Labour Council attendee and delegate. Other Union updates as to campaigns and political action.
April 21, 2012	Attended Area council AGM meeting in Courtenay. Trying to encourage more participation from the membership and strengthen the north Island's voice in their communities and at regional PSAC
May 12 <sup>th</sup> & September 8th	CEIU Retirement seminar pilot courses; initial one held in Victoria and then brought to Nanaimo. It was coordinated through the training budget and me as one of the two directors in the Vancouver Island district.
June 13, 2012	Rally at Conservative MP's office, Budget protest
July 20 - 21, 2012	PSAC BC Awareness for We are all affected campaign at Bathtub Days in Nanaimo. Assisted with setup and manned the booth on Saturday
August 11, 2012	WAAA booth at Logger Sports in Campbell River
September 3, 2012	Volunteer and booth at Labour Day Picnic at Transfer Beach in Ladysmith – NDDLK yearly event
September 15, 2012	Coordinated WAAA event for National Day of Action at Deverill Square Park in Nanaimo which included rally at MLA/MP's office location. Bring awareness to public service cuts and the role of the PSAC in communities
	
	MLA Leonard Krog with Christine (PSAC BC Council), Lynn (CEIU), Richard (UEW) and Richard's son

CHRISTINE WALKER'S REGIONAL COUNCIL REPORT – OCTOBER 2012

Continued – We Are All Affected Rally outside MLA Leonard Krog and MP Jean Crowder's office location in downtown Nanaimo



MLA Leonard Krog with Peter Midgley, local president at the Pacific Biological Station – UEW

September 21, 2012	United Way kick off breakfast; payroll campaign support
October 13, 2012	Participant at the Facing Management PSAC course offered in Victoria
October 19-21, 2012	CEIU Regional Executive Council meeting – By Law change/update to review structure of the CEIU locals when there are transfers of members or reallocation of a large portion of the members out of district to another local because of government restructuring. Helps to see how By-Laws are being utilized by components in assisting their members in retaining their locals in the face of employer reorganization and restructuring.
Community Volunteer Work (regular monthly meetings)	Pacific Child and Family Enrichment Society AGM on October 22/12; re-elected to the Board of Directors. Advocating for quality family care for all generations. Awareness of current \$10 a day child care initiative; promotion to all labour affiliates and women's committees.
Union rep at Monthly Occupational Safety & Health meetings	On going advocacy for union member's health related issues created by our working environment; stress, rodent infestations, multiple chemical sensitivities.
Future – November and December 2012	Work based training – Putting Clients First in Victoria from November 20th to 22 <sup>nd</sup> .
<b>Upcoming activities</b>	November 23 to 25 <sup>th</sup> , 2012 – Regional Council meeting November 26 <sup>th</sup> to 29 <sup>th</sup> – delegate to BC Fed Convention November 30 <sup>th</sup> to December 2 – PSAC Leadership training in Ottawa December 14, 2012 – Area Council meeting

**Challenges you had to cope with since the last meeting**

Massive cuts to the public service resulting in Work Force Adjustment letters being given out and organization restructuring across all federal government departments and agencies; feeling powerless to affect the end state and fear of the unknown.

Personal tragedy relating to the loss of a close friend and co-worker who left work by ambulance because of a stroke and died in hospital four days later; after 23 years of service to her employer, she was given a work force adjustment letter in late April 2012 which may have contributed to her feelings of stress and anxiety over her possible job loss.

Trying to engage the membership in any campaigns to preserve jobs and weather the cuts; there are feelings of anger and apathy.

**What would you like to work on next?**

- Continue to facilitate JLP sessions whenever possible.
- Strive to encourage membership in Nanaimo and surrounding areas to join the North Island Area Council and actively participate in any events or campaigns.
- Membership awareness of PSAC Regional council and their link through my participation in bringing forward their issues of importance.



PSAC Aboriginal Equity Coordinator - Heather DuDoward  
Report to the BC Regional Council

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### **April 2012**

- Participated in BC Human Rights Committee meeting (via teleconference)

### **May 2012**

- Participated in PSAC weekend training titled 'If People Counted'
- Participated in a Work Force Adjustment online training session/webinar/teleconference titled Making the Most of Change, sponsored by Parks Canada

### **June 2012**

- Participated in BC Regional Council monthly meeting (via teleconference)
- Participated in BC Human Rights Committee meeting (via teleconference)

### **September 24, 2012**

- Participated in lantern making session for 'Take Back the Night' & 'Sisters in Spirit' walk sponsored by Island Women's Society, Village of Queen Charlotte, Haida Gwaii

### **September 26, 2012**

- Participated in Amnesty International webinar titled Stolen Sisters: Missing and Murdered Aboriginal Women in Canada. Participants learned how to take action on this issue. Guest speakers/facilitators included: Kate McInturff, campaigner on Women's Human Rights, Craig Benjamin, campaigner on Human Rights of Indigenous Peoples and Jennifer Lord, Evidence to Action, Native Women's Association of Canada.

### **September 27, 2012**

- Walked through Skidegate, Haida Gwaii, with group of women, children and men in support of 'Take Back the Night & Sisters in Spirit.' Participants carried lanterns and Sisters in Spirit banners. Afterward, group gathered at the Skidegate Youth Centre to share refreshments and discuss the importance of eliminating violence against Aboriginal women and children. The walk was sponsored by the Island Women's Society.



## October 2012

- Sent e-mail message to members of PSAC BC's self-identified Aboriginals encouraging them to attend the Sisters in Spirit Vigil nearest them on October 4th. Also, to take time to visit Canada's first virtual candlelight vigil for our missing and murdered Aboriginal sisters. There was an opportunity to go to the site, light a candle and leave a dedication.
- Sent the following e-mail message to Jennifer Lord, Evidence to Action, Native Women's Association of Canada, in support of the 2012 Joint Statement, which was read aloud at more that 129+ Sisters In Spirit Vigils nationwide on October 4th 2012

*Hi Jennifer,*

*As a member of the Public Service Alliance (PSAC) B.C. Region, I support the 2012 Joint Statement that will be read aloud at the Sisters In Spirit Vigils on October 4, 2012.*

*Violence against Aboriginal women and girls is a problem that must be eliminated.*

*If I can help in any way, please do not hesitate to ask.*

*In solidarity,*

*Heather DuDoward  
Aboriginal Equity Coordinator  
BC Regional Council  
Public Service Alliance of Canada*

- Participated in the BC Regional Council monthly meeting (via teleconference)

## Other

- Wrote and distributed electronically a report about If People Counted, a weekend union training course, to self-identified Aboriginals, my Local members, and the BC Regional Council
- Wrote and distributed electronically a report about a BC Federation of Labour Conference, held November 2011, to self-identified Aboriginals



## Report to B.C. Regional Council

<b>Name:</b> Sargy Chima	<b>Date:</b> April 2012 to October 2012
<b>Constituency:</b> BC Racially Visible Rep	
<b>Activities since last RC meeting</b>	
<b>Date &amp; Activity</b>	<b>How it fulfilled role on B.C. Council</b>
March 29 & 30 PSAC Finance Committee Meeting and PSAC Regional Council Meeting	Attended Regional Council meeting held @ PSAC office on Joyce street.
April 2012 – Annual Vasaki Parade	Vasaki Parade is an annual parade that takes place in Vancouver and Surrey over 2 Saturdays to celebrate the first harvesting of the crops. This day has been marked as a very religious day in the Sikh community. More than 80,000 people attended these parades. There are many roadside booths providing food and drinks at no cost.
May 2012 – meeting with racially visible members	Met with a few Racially Visible members to discuss some concerns regarding workforce adjustments.
June 2012- Women’ Brunch	Attended Women’s Brunch hosted by CWA. Guest speakers shared stories about women in the labour movement.
June 2012- Conference Call, Regional Council	Attended conference call for all Regional Council members.
July 2012 – NDP Fundraiser	Attended NDP – Drum Fusion Fundraiser for Sue Hammel with guest Adrian Dix.
July 2012 – NDP Fundraiser	Attended NDP Fundraiser for new candidate Amrik Mahal in the riding of Surrey, Panorama Ridge with guest Adrian Dix.

July 29, 2012 – MP BBQ	Attended 1 <sup>st</sup> annual summer BBQ in my riding of North Surrey by our new MP, Jasbir Sandhu.
Sept 2012- Conference Call, Regional Council	Attended conference call for all Regional Council Members.
Sept 2012 – Human Rights Race Relations Meeting	Attended 1 1/2 day regular HRRR meeting in Ottawa as Alternate to the Racially Visible Equity Rep. At this meeting we had discussions about the upcoming HRRR conference, self- identification form, WFA and issues related to equity groups.
Sept 2012 – Human Rights Committee Meeting	Attended the regular HR committee meeting via conference call of all equity groups to discuss any issues, events that may be happening in the community or any other items of interest.
October 2012 – Conference Call, Regional Council	Attended conference call for all Regional Council Members.
<b>Challenges you had to cope with since the last meeting</b>	
<p>Trying to balancing work, family, union activities and community events during the very busy time of the year. This seems to be an ongoing struggle.</p> <p>Also, trying to reach out to members from different components and getting them involved. The lack of communication on committees and upcoming events etc.</p>	
<b>What would you like to work on next?</b>	
Trying to get Racially Visible members to attend a meeting so we can discuss any issues, concerns, and how we can get involved with the upcoming election in May 2013.	



### PSAC Members With Disabilities Equity Coordinator - Tracy Shudo Report to the BC Regional Council

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Since the March Regional Council meeting, the biggest issue I have been involved with has been our ongoing campaign, "WE ALL ARE AFFECTED." I have strong feelings about this campaign and our responsibility to act as Regional Council members. This summer, we needed to get involved in the campaign, seek member participation and support so that we could inform all our members and general population on the impact of the federal spending cuts.

One of the first activities that I participated in involved working with another Regional Council member: Jennifer Ho and I attended three different committee meetings to ask for their involvement with summer activities and for financial support. All three of our meetings went over very well.

The first meeting we attended was the West Fraser Valley Area Council meeting. At this meeting, we discussed how the new campaign would work and provided guidance on how to run functions and activities in the area. We emphasized that we would need member support and financial support from this committee to proceed. The feedback from the Area Council was very positive, and we were given a large financial contribution to help fund the Surrey Pride Festival booth and the 2-day booth at the Surrey Fusion Festival. It was empowering to see how involved people got just by being asked to help.

Our second meeting was the Regional Women's Committee AGM. As with the West Fraser Valley Area Council, we told the committee members about our plans for summer activities and that we needed their involvement and financial assistance.

The final meeting was with the Vancouver Human Rights Committee. We explained that the Regional Council needed members' support for the Vancouver Pride Festival as well as financial support for the Surrey Fusion Festival. I am proud to say we received overwhelming member and financial support from this committee.

#### **Summer Activities and Functions**

Over the course of the summer, I transported equipment to the campaign events and volunteered at the booths for five days. This included participation at the Protein for People action, the Surrey Pride Festival, the Surrey Fusion Festival and the Vancouver Pride event. At all of these events, it was very easy to get people to sign our petitions when they



stopped by our booths.

At Vancouver Pride, there was a strong contingent of young people that came to our booth. Many of them were seeking the highly-coveted “Stephen Harper Hates Me” buttons. I took that opportunity to ask many of them if they had voted in the last election given their feelings toward Harper and his Government. Many advised that they had voted (but not for Harper), while the rest indicated that they would be casting ballots next time. Again, I strongly believe we just have to get the message out to people and they will come out to vote during the next election.

### **National Day of Action - September 15th**

I was happy to attend the September 15th National Day of Action event in Vancouver, which took place on Commercial Drive. We had great speakers and there was a large board available to write about what impact the cuts have had on you personally.

At that September 15th event, I learned that an Occupation of the Kitsilano Coast Guard Station was underway by members of the PSAC, UCTE, BC Fed and other stakeholders. At the Commercial Drive event, members were encouraged to go to the station at 5:00 pm that evening to greet the occupiers as they vacated the station. We were given the opportunity to cheer them on and encourage what they had done. The intent of our presence at the Station was to emphasize the statement made by the Occupiers in their Occupation. I was able to go to the Station that evening. I can attest that there were several members and media in attendance along with lots of cheering and support.

### **Members With Disabilities Equity Portfolio**

I have been very active in my position on BC Regional Council: I attended the Vancouver Island Human Rights AGM on Sept. 13, 2012 and was happy to see new members in attendance. Not only did some of these new faces join the committee, but a few of them also took seats on the Committee’s Executive.

I also attended the Vancouver mainland Human Rights Committee AGM. At the AGM I ran for re-election to the Chair position and was privileged enough to receive the title for a second year. I am very honoured to hold this position, and my goal is to have more and more people learn about this committee and to join us.

During the summer months I also attended two NDP campaign fundraising dinners. At these dinners, I had the opportunity to hear about the different initiatives and actions the



NDP is undertaking from members of the NDP. With this information, I am more convinced than ever that Mr. Adrian Dix should be the next leader of our province. I will do all I can to support Mr. Dix and the NDP so that this comes to fruition.

Thank you all for reading this report. It is the first time I've written my report in this format, rather than listing dates and activities that I've attended. While it was a struggle to write in this new format, I feel that it better shows how I feel about the work I am doing for our Union.

Thanks again.

In solidarity,

Tracy Shudo

The year has been busy. It has been a spring summer fall of big projects ....

**International Women's Day**

Participated in the Okanagan as well as several events on the lower mainland.

International Women's Day - March 8th, 2012

CONNECTING GIRLS, INSPIRING FUTURES

If every International Women's Day event held in 2012 includes girls in some way, then thousands of minds will be inspired globally. We invite you to take time this year to celebrate. BC PSAC Regional Women's Committees Chairs

**Convention - PSAC**

I attended convention as an observer and fully participated. In addition to the regular convention agenda, I opened the Women's Caucus and participated in the BC Caucus, Disability Caucus, & Area Council Caucus, All-Candidates forum, and an Aboriginal morning ceremony. I set-up a women's display, made and distributed buttons to all female participants and worked with my other regional counterparts to move our resolutions forward.

Convention was very emotional with elections, political action pieces, and the Public Service cuts that were rolled out by the government. I received my notice along with many other members. Here is a link of an interview I did....Straight Goods News talked to some members (Kelly Megyesi) for a sense of what's happening on the front lines. The stories they told were disturbingly similar, of frustrated clients, unmet needs, nonsensical management expectations and workers heartbroken about being dumped after decades of loyal and committed service. <http://www.publicvalues.ca/ViewArticle.cfm?Ref=001201>



A highlight for me during convention was marching to Parliament Hill. Thousands of PSAC and other union members marched protesting the current government. Solidarity was strong.

**National Public Service Week**

During convention at the CEIU Caucus we discussed strategies and ideas. One discussion was on the non-participation during National Public Service Week. This was put forward as a way to mark solidarity with our members that are being affected by the cuts.

**Meetings**

I have participated in regular meetings in person & by teleconference..... BCFL Women Right's Committee ~ Regional Women Chairs – BC National Regional Women's Coordinators ~ Okanagan Host Committee Women Reach High ~ BRUSH (PSAC BC Health and Safety)

- ▶ We believe in public service, which is provided by public servants to citizens.
- ▶ We believe that public services are essential to people's lives.
- ▶ We, as Federal public servants, make a difference in the lives of Canadians every day as we complete our jobs with dedication, and pride.
- ▶ We believe that the cuts to the public service will have a negative impact on our clients, which are all Canadians.
- ▶ We care about our coworkers that are being affected by the cuts and this includes all coworkers whether permanent, casual, term, or sunset employees.

Union Presentation at UMCC in response to NPSW

**BC Fed Conference**

I attended a weekend conference in Kelowna. Day 1 we worked on visioning our future and day 2 was growing the voice of labour. We had great messages from many speakers including Jim Sinclair, BC Fed President and also Lucy Luna a foreign worker union organizer. I attended the United Way breakfast which had great community speakers and participated in a protest rally at Kelowna MLA SteveThomson's office.

### Human Rights Conference Amnesty –

I participated in the weekend thinking that it would be a good fit with my work in the Okanagan Human Rights Committee, the BC Regional International Solidarity Committee and my work in Women’s. The weekend was very successful on a number of levels. I learned a lot about some of the international issues. including aboriginal issues and information on Guatemala. The conference had a Youth week prior to the conference. I encouraged a PSAC member’s daughter to apply and was thrilled that she was accepted..

### Women Reaching High – Educational

The program was a resounding success.

*“ I really enjoyed the weekend, bonding with sisters and the tremendous amount of learning. I’m leaving “Women Reaching High” an inspired, empowered and motivated Woman. ”*  
*“ I thank you! ”*

All primary and secondary objectives were accomplished. All evaluations showed participants leaving, educated, committed, and engaged. We have been asked to share our work nationally with other PSAC Women Coordinators and it is our hope that similar programs will roll out in other provinces. If you would like to read my full report please let me know.



### Aboriginal



My Women’s and International Solidarity portfolio seems to be taking me into more aboriginal issues. Faceless Doll Project – I was given an opportunity to make a doll that will be one of 600 travelling Canada. Wonderful information presented by NWAC. Sisters In Spirit National Webinar – Amnesty. Sisters in Spirit – Vigil Kelowna BC – walk to City Hall as well as discussions with BC RCMP on violence against women issues.

### Political Action

Continues to be a full-time job. I have been writing on many different topics including....

M312 – Reproductive Rights  
C31 Immigration & Refugee Protection  
Moratorium on Death Penalty  
Pussy Riot  
Stop Gambia executions  
Omnibus bill c-38

Arms Treaty  
Humanity in Syria  
Indigenous People at Risk  
Gun Control – C19  
Childcare \$10 a day  
and so on.

### Finishing off the year.....

Regional Meeting – BC  
Leadership Summit – Ottawa  
Human Rights Meetings – Ottawa  
Component Executive Meetings - BC

*Upcoming  
BC Women's Conference*

## Report to B.C. Regional Council

<b>Name:</b> Paul Croes	<b>Date:</b> November 2012
<b>Constituency:</b> PRIDE	
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
Pride events for BC and International	
The biggest event I attended was World Pride in London (UK), which included the International Conference for Human Rights.	To get a global perspective on Human Rights as it relates to the GLBT community. And to be able to participate in an event with of 1 to 2 million people
Co-Chaired the Multi Union Pride group for Vancouver and New West PRIDE's with Henry Patrie and George Tomlinson	To have a more inclusive group for creating and maintaining PRIDE and Unity for BC at PSAC.
Entered PRIDE Parade and Festival in Vancouver and New West	To have greatest exposure within the Multi Union banner of the Pride parade.
New Westminster Pride	To participate in the New West Pride with a booth and participating with the mayors proclamation of Pride day on the steps of City Hall.
My Alternate Paul Jones participated and organized the entry of the PSAC group for the PRIDE parade in Victoria	To make sure we have a presence in Victoria and Vancouver Island.
Since the shutdown of 5 of 6 CIC offices in BC, it has been difficult to participate in outlying areas for PRIDE events	Need to do more for other areas. But budgets may impact on this.
Created a PRIDE parade and festival guide for everyone to use. Available on request. (large file)	Making it easier for everyone interested to know when travelling, when and where the events take place.
<b>Challenges you had to cope with since the last meeting</b>	
Funding was a challenge and making sure all items are at the parade and festival and not locked up in the office.	
<b>What would you like to work on next?</b>	
I am working on next year's listing of Pride Parade and festival listings.	
To be able to better organize participation in as many events as possible.	





PSAC Health & Safety Coordinator - Sam Wiese

Report to the BC Regional Council

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Trying to pull together a report and came to the realization that I really haven't done a lot over the last 6 months, but have managed to be busier than ever.

We have held two very successful and informative BRUSH meetings since our February Conference. I am currently updating our Terms of Reference to reflect suggestions of conference participants. The update will be presented at our next BRUSH meeting and I expect it will be adopted. The only major change is increasing the number on meetings from four to six per year.

**September 15 National Day of Action** I had fun and am sure the others who attended had fun as well. It sure would have been nice to get more members out. I see that as our biggest hurdle, one that is not unique to the PSAC but to the Labour Movement en masse. Members expect good collective agreements, which ensure a measure of job security, decent wages, safe working conditions wherein they are free from harassment and bullying, yet they are not very willing to take action to show support. While we didn't get the numbers out to Granville Park on September 15, I sure did get a lot of "what is PSAC doing spending our dues like that?" over the "Stephen Harper Nous Deteste.ca" banner. My standard reply is that it obviously worked, people are talking about it...and it got your attention...

On the political front, I have once again had the opportunity to work with forward thinking people in Spokane and Bellingham in a push to get the Obama vote out. I did phone banks in Spokane on October 27, Bellingham on November 3 and am planning on getting to the Mount Vernon phone bank on the weekend of November 10.

I attended the October 10 Town Hall meeting in Burnaby, Burnaby Residents Opposed to Kinder Morgan Expansion (BROKE). It was a lively meeting and I think the following statement from Mayor Derek Corrigan sums up the 'mood' quite nicely:

"The Federal Government determines what's in the National Interest, and if they determine it's in the National Interest—that is, what's in the interest of Alberta—they can proceed with pushing through a pipeline through our community no matter what kind of bylaw the City of Burnaby proposes."

## Report to B.C. Regional Council

<b>Name:</b> Jason Salchert	<b>Date:</b> November 5, 2012
<b>Constituency:</b> D.C.L and Smaller Separate employers	
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
Each week I send out information pertaining to unionized work forces across Canada.	Engage the membership on various levels regarding the Regional Council.
I have been actively organizing in my region to help the P.S.A.C and my constituency evolve with the ever changing work force.	I am attempting to achieve greater union density in a rapidly expanding non union work force. We currently have 3 organizing drives.
I have attended meetings with various employers in hopes to achieve a stronger working relationship between the parties.	We have achieved a good communication and working relationship with various employers over the past couple years.
Bargaining	<p>The Victoria Airport members have ratified their new 4-year Collective agreement. The main highlight is a 12 percent raise over four years;</p> <p>Globe Ground Supervisor ground at YVR ratified their new Collective Agreement. The members were able to achieve pay raises and language changes to their second Collective Agreement;</p> <p>Vancouver Airport Authority members have served notice to their employer. Their Collective Agreement ends December 31, 2012;</p> <p>Globe Ground Fuelers have served notice to their employer. Their Collective Agreement ended October 31, 2012.</p>
Education	I have registered for the Advanced Duty to Accommodate course in December. I am hoping that this course is as informative as the original D.T.A course.

Travel	In the winter of last year I was able to visit the Locals on the Island. I would like to thank the Corp of Commissionnaires, Victoria Airport, UNDE and IMP members for their respective site tours.
Arbitration and C.I.R.B hearings	Since the last meeting I have participated in six arbitrations and one unfair labour practice complaint.
<b>Challenges you had to cope with since the last meeting</b>	
<p>The first order of business was to figure out and explain to the members what exactly the Regional Council and its caucus provides for the membership. This is an on going education process.</p> <p>Another challenge is attempting to attend meetings for Locals who are in different geographical areas.</p>	
<b>What would you like to work on next?</b>	
I would like to work out a travel schedule for some of the Island locals and the necessary funding to attend their meetings each and every year.	



PSAC National Officers Coordinator - Nic Humphreys

Report to the BC Regional Council

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A National Officers meeting was held March 2nd, 2012 at Sheraton Hotel in Richmond. There were 17 national officers in attendance, 5 staff (in and out during meeting), 2 guests and 1 observer. The meeting took place the day prior to the PSAC Convention Delegate meeting, which pertained to resolutions going forward to the PSAC National Triennial Convention.

The agenda was a full with lots of discussion, some of the main points of discussion were:

- The recognition that the BC region was the only region that had a national officer coordinator position on the regional council and was also the only region that held a pre-convention meeting of PSAC delegates.
- REVP Bob Jackson provided a report on the Region's activities on the March 1st Day of Action, advising that BC was hugely successful in its efforts, producing over 300 photos displaying our efforts and solidarity. Bob also asked that each National Officers pass on his thanks to their Components for their roles in the effort. This event was not just a PSAC event, but instead a commitment made by all Components to act in unison.
- Nic Humphreys canvassed the National Officers present, requesting them to identify their top priority resolutions. There was a consensus from the majority of officers present that without the draft committee reports, commenting on their resolution priorities felt a bit premature. However, there were some officers prepared to speak on their priorities and did so. To alleviate some of the concerns voiced on the lack on information before the National Officers at this meeting, the Convention Committee members present provided some context for the draft priority resolutions for their respective committees.
- Nic Humphreys then opened discussion on campaigns and issues. He asked that the Officers provide reports on the same for their Components, 14 national officers talked about and promoted various campaigns and issues that were currently important to their components.
- Regional Representative Monica Urrutia provided an update on the WFA activities and elaborated on the resources available from the Regional Office, including three different options for training members, lunch session, half day or full day session. Monica listed the tools available for WFA training, Trends and Themes within WFA training and then Monica then took questions.



- Bob Jackson introduced Brother Jim Sinclair BC Federation of Labour President to the National Officers and gave him the floor to address the current labour landscape in BC, speaking specifically on the Provincial Government's budget, cuts to public services along with the current BCTF situation and the proposed Bill 22 legislation. Sinclair called on Labour to take action to change the current climate: to get smarter politically and change the system, noting the political struggle is not just at the ballot box but also at the bargaining table. This creates a common front for Labour to take action, especially with regard to Bill 22. He also commented on the upcoming bi-elections in Port Moody and Hope-Chilliwack, suggestion that we need to send a message to the BC Liberals through these votes, and to more specifically communicate what this vote is about.
- Brother Tom Hopkins was invited to provide an update on TC group bargaining. He advised that they will be back in bargaining next week and that they had signed off on a few issues. Hopkins continued that bargaining won't likely conclude until September. Tom concluded by noting the hold up in bargaining will be the essential service agreements; these need to be in place first. Dave Jackson, Regional Representative, then took the floor to expand upon TC mobilization
- Discussion again turned to WFA in light of the anticipated job cuts. Nic Humphreys commented that UEW has taken advantage of the training resources being offered by the Regional Office. Nic commented that we have to be proactive and not wait for the WFA letters. He went on to suggest that we need to expand WFA committees to ensure that communication happens between Components so that they are aware of vacancies via alternation processes.
- Bob Kingston added that there is a federal Council forum in each province - in BC it is the Pacific Council of Senior Federal Officials – that can be utilized for this purpose. This was the same forum that was used in the past to deal with layoffs. He further suggested that it would be prudent to make contact and ask to be put on the next meeting agenda to discuss WFA.

Discussion then turned briefly to potential severance packages included in the WFA appendices before the meeting concluded.

The next National Officers meeting will be held sometime in the spring possibly in conjunction with a Regional Council meeting.

<b>Name</b> Daphne Ho	<b>Date</b> 2012-10-15
<b>Constituency: Young Workers</b>	
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
CLC Winter school Harrison Hot Spring (Feb 5-10, 2012) **not included on the previous report	5 young worker delegates from Vancouver Island <ul style="list-style-type: none"> <li>• Further education for young workers</li> <li>• Further engaging young workers</li> </ul>
Vancouver Island Young Worker Committee Meeting (Feb 28 <sup>th</sup> , 2012) *** Not included on the previous report	Founded the Vancouver Island Young Worker Committee.  **please refer to meeting minutes for details
Young Worker Caucus Meeting (March 14th, 2012)	<ul style="list-style-type: none"> <li>• Routine meeting</li> <li>• Discussion on the 2012 PSAC BC Young Worker Conference Organizing Committee call-out and selection</li> <li>• **please refer to meeting minutes for details</li> </ul>
Young Worker Caucus - CoDev Report Back event (Vancouver, March 14, 2012)	Vancouver - invited the Human Rights committee and the International Solidarity committee to join us. For other YW's to see how much they can learn and gain from a union training trip. Good experience needs to be shared. Also, this may increase YW's level of interest towards future union training opportunities.
2012 Union School (March 23 <sup>rd</sup> -25th, 2012)	6 young workers attended (5 from VI, 1 from LML) <ul style="list-style-type: none"> <li>• Further education for young workers</li> <li>• Further engaging young workers</li> </ul>
Young Worker CoDev Report back to the Regional Council (March 31 <sup>st</sup> , 2012)	<ul style="list-style-type: none"> <li>• Part of the original agreement with the attendees.</li> <li>• By seeing what the young workers learned and the difference it made, RC may gain some confidence in supporting similar events in the future for young workers to attend.</li> </ul>
BC Fed YWC - Camp Jubilee Planning Session (April 2 <sup>nd</sup> , 2012)	Erica attended as PSAC's delegate. <ul style="list-style-type: none"> <li>• Assist organizing 2012 Camp Jubilee</li> </ul>

Meeting with the North Island Area Council (presentation / info session) Courtney - April 21 <sup>st</sup> , 2012	Liz Oliphant attended on VIYWC's behalf seeking support from the North Island Area Council on establishing a Vancouver Island Young Worker Committee.
Young Worker 2012 Planning Conference Calls (First call on May 7 <sup>th</sup> , 2012 Minimum 1 call per month between May and Oct)	2012 PSAC BC Regional Young Worker Conference Planning sessions
Vancouver Island Young Worker Committee Meeting (May 28 <sup>th</sup> , 2012)	Routine quarterly meeting  **please refer to meeting minutes for details
Governnxx Young Worker Summit Vancouver (May 30 <sup>th</sup> , 2012)	Erica attended as PSAC's representative <ul style="list-style-type: none"> <li>• Seek to build potential partnership with Governnxx and other federal government youth network</li> <li>• Worker Engagement best practices</li> </ul>
Camp Jubilee (June 8-10, 2012)	5 young workers attended (4 from VI, 1 from LML) <ul style="list-style-type: none"> <li>• Valuable training for young worker to learn different important aspect in unionism.</li> <li>• A great networking experience</li> </ul>
Young Worker Caucus Meeting (June 27 <sup>th</sup> , 2012)	<ul style="list-style-type: none"> <li>• Routine meeting</li> <li>• Announcement - Erica going on leave from RC</li> <li>• Introducing and adopting Eric's proposal on BC Young Worker Committees working structure</li> <li>• Announcement - 2012 PSAC BC Young Worker Conference</li> </ul> **please refer to meeting minutes for details
Victoria Pride Parade (July 8 <sup>th</sup> , 2012)	<ul style="list-style-type: none"> <li>• Supporting community events</li> <li>• Encouraging and advocating equality</li> <li>• Increasing union exposure</li> </ul>
Vancouver Island Young Worker Committee Meeting (Aug 28 <sup>th</sup> , 2012)	**please refer to meeting minutes for details

<p>PSAC BC Regional Young Worker Conference Richmond (Nov 3<sup>rd</sup>-4<sup>th</sup>, 2012)</p>	<p>22 participants, 1 observer from BCGEU</p> <ul style="list-style-type: none"> <li>• To provide a unique opportunity to meet and network with other PSAC young workers</li> <li>• To learn about what it means to be a part of a union and labour movement</li> <li>• To discuss issues you find important through interactive workshops, and</li> <li>• To build the PSAC young worker movement and renew our union legacy</li> <li>• Review and discuss BC working structure and set goals to fill roles and create committees</li> </ul> <p>***please refer to conference report for details</p>
<p><b>Activities scheduled in the near future.</b></p>	<p><b>How it will fulfill role on B.C. Council. (More details and final results will be provided at the RC meeting if the event has happened by then)</b></p>
<p>BC Fed Young Worker Conference (Nov 25<sup>th</sup>, 2012)</p>	<p>3 Young workers from PSAC will attend (3 from Vancouver Island)</p> <ul style="list-style-type: none"> <li>• Valuable training for young worker to learn different important aspect in unionism.</li> <li>• A great networking experience.</li> </ul>
<p>Vancouver Island Young Worker Committee Quarterly Meeting (Nov 28<sup>th</sup>, 2012)</p>	<p>Routine quarterly meeting Planning for next year</p>
<p>Young Worker Caucus Meeting / Conference call (TBA)</p>	<p>Routine meeting Planning for next year</p>



**Challenges you had to cope with since the last meeting**

Workers losing their jobs, especially the younger members.

**What would you like to work on next? (\*\* - priority)**

\*\* Build active Young Worker Core Committees (by geographic areas), or at least have a coordinator per each geographic area. Building some sort of support and mentoring system for the young workers who take on leadership roles.

\*\*Gaining Standing Committee status for the Young Workers in BC and committee logo design

A course at the Union School for training senior members to engage younger members in the future. Also, we may look into having a young worker focus course again at the next union school. If union school is not an option, we may look into having another resident course for young workers.

Myth buster flyer

\*\* Co-sponsor events with other constituency

Come up with courses, events, or whatever suitable ways that would allow involving with the union to occur as great opportunities for young workers to develop themselves.

Project managements – different young workers events and conferences.

Team managements – take on leads in different parts of the project.

Facilitation Skills – education events where young workers can take on as a part of the facilitation team.

Go out to the community – co-sponsor events for different community organizations, i.e. BBQ fundraiser event for the Covenant House or wine & cheese night for living donors.

Continuing relationship building with different major young worker/worker networks (Governexx, Avant Garde, Ymagine, etc.) in the public service



## PSAC BC Regional Council Environment Committee

Report to the BC Regional Council - September 2012

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The Environment Committee exchange ideas and actions on a regular basis through email since the last Regional Council meeting. The Committee did an excellent job in adhering to the action plan that was developed at the last Regional Council meeting.

- Current environmental issues were provided on a more than monthly basis as were new environmental issues;
- While no Regional Council members or any PSAC members contacted the Committee with issues or campaigns that they would like promoted through the Environment Committee, we were prepared and willing to do so;
- The Environment Committee presented to the members of the Council a document that outlined the environmental problems originating from the gateway project and also provided information and numerous links on how to get involved politically;
- Terri Lee represented the Environment Committee, and actually the whole Regional Council, at the recent BC Federation of Labour sponsored “Green Jobs” conference. *(Report included within Terri Lee’s Coordinator report);*
- The Committee continued to liaise with the BC Federation of Labour and BC labour councils around their environmental issues.

The Enbridge pipeline issue will be one of the big, if not the biggest, environmental issues for British Columbia at least until the provincial election and probably well into the future. As we expect that all of you will be involved politically in the next provincial election, we believe it would be beneficial to everyone to inform themselves as much as possible around the proposed Enbridge pipeline.

**Environment Committee**  
**BC PSAC Regional Council**

**Terri Lee**  
**Be Gomes**  
**Jason Salchert**  
**Martha Johnson**  
**Nic Humphreys**