



**BC REGIONAL COUNCIL  
REVP and COORDINATOR REPORTS  
October 2011 through February 2012**

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## REPORT OF THE REGIONAL EXECUTIVE VICE-PRESIDENT TO THE BC REGIONAL COUNCIL October 2011 through February 2012

### *Political Action*

#### **No Cuts Fightback**

On October 29, 2011 we held a Regional Presidents' Conference. Representatives from over 100 Locals and Area Councils in BC met to discuss, mobilize, and plan for regional activities in support of the *No Cuts* campaign and the fight against contracting out.

Participants spent the morning learning about the five components of PSAC's Action Plan and then split into regional groups and to share information about how cutbacks and reduced spending have (or will) affect federal public services, strategize, and plan for regional and Local-based activities in support of the *No Cuts* campaign. Members Assemblies and lunchtime WFA info sessions are underway across the province and will continue over the next couple of months.

Area Councils in BC have taken on the CFIB portion of the Action Plan and are currently holding an "Area Council Challenge," competing to see which Council can contact and engage with the largest number of local small businesses.

In response to media reports about worsening service levels at Service Canada, members at the EI Call Center held a third rally in downtown Vancouver on November 8 2011. I spoke at the rally and we were joined by local MPs Libby Davies and Fin Donnelly who also spoke out against the cutbacks that the department is experiencing.

Also in November, Vancouver Co-op Radio held a one hour panel discussion on cuts to federal government services. Listeners heard from BC Regional Council members Chris York (Service Canada), Tom Hopkins (cuts at DFO), Virginia Vaillancourt (cuts at Veterans Affairs), while I provided a national overview.

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

In my role as the REVP, I remain committed to making the Union more visible, both in our members' worksites and communities. Over the past months I spent several days visiting worksites on in the Okanagan and Northern BC, meeting with members.

In conjunction with my worksite visits, I have also had an opportunity to attend a number of AGMs within the Region. As with the worksite visits, attending the AGMs has allowed me to meet with members and discuss their issues with them.



These one-on-one and group meetings at the workplace are an excellent way of connecting with rank-and-file members and learn more about the work performed at worksites. I will continue these activities as much as my schedule allows and will try to attend with the Regional Reps as they travel throughout their constituencies.

### **Cohen Inquiry**

UEW and PSAC BC's participation at the Cohen Inquiry, one of the regional components to the *Our Fish* campaign, is now complete. The campaign was designed to raise public awareness around under-funding and under-staffing at DFO and to encourage recommendations that will positively impact funding levels.

The commission has concluded the hearings and submissions portion of its work, and is expected to produce a final report by June 2012. The PSAC BC / UEW final submission, which highlights the dedication and professionalism of our members at DFO and calls into question their ability to perform their jobs adequately in the face of under-funding and now further cut-backs, is available at [www.cohencommission.ca](http://www.cohencommission.ca)

### **Municipalities Matter**

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

The region also mailed poll cards to the entire BC membership. Response from the membership was good: a large number of members commented positively on our participation in the campaign and appreciated receiving the information, which helped them make an informed choice when faced with the large number of candidates in most municipal contests.

The campaign managed to help over 250 progressive candidates throughout the province get elected.

### **National Day of Action**

At the February NBoD meeting, there was a unanimous decision of the Board to hold a national day of action to send a clear message to the Harper Government in advance of the budget that we are strong and united. This was not to be just a PSAC-led action; there was a clear decision from the Board to act jointly with all the Components' involvement. With that in mind, members across the country were encouraged to congregate outside of their worksites on March 1st, hold signs that read "Standing Together for Public Services" and take photos of their action, no matter how big or small.



In BC, there was an overwhelming response with hundreds of photos submitted to the Regional Office, which we published on our Facebook site at <http://www.facebook.com/#!/media/set/?set=a.10151380034850157.822696.329218465156&type=1> .

I attended the gathering at Library Square and saw not only our members, but other supporters of public services standing with us. It was a great day and one that I am very proud of. I would like to acknowledge the hard work of our staff and of Sisters Jennifer Ho and Astrid Stoker for their assistance with organizing the logistics for the Day of Action. I'd also like to thank all of the members for their support and participation in the action. I hope that we can draw upon the positive momentum that was created on March 1st in the weeks and months ahead, especially in light of the looming austerity budget ahead.

### **Building Alliances – BC Federation of Labour**

In late January, Sister Jayne Johns and I attended the BC Fed Ranking Officers Seminar in Harrison. The seminar provided us with an opportunity to work with affiliates on common issues and build alliances. As with the PSAC, many of our sisters and brothers in other unions are facing dire situations with public funding cuts on the horizon. To that end, a mutual agreement of support was struck between the BCFED and the PSAC to assist one another with upcoming fightback campaigns. Both the BCFED and the PSAC recognize the value of standing together, especially now.

The PSAC was able to demonstrate this support recently with the BC Teachers Federation march and rally in Victoria at the Legislature on March 5th and again on March 6th at the Vancouver rally. We will continue to support the Teachers and all BCFED affiliates just as they have committed their support to us with the federal austerity budget and anticipated cuts to public services.

### **Food Safety First Press Conference**

Bob Kingston and I teamed up for another press conference in late February regarding the negative impact that federal spending cuts will have on food safety for Canadians. This press conference was one of the many efforts that PSAC REVP Office has undertaken to acknowledge the hundreds of needed public services that could suffer if the Harper budget cuts are imposed.

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

In an effort to quantify the level of participation in Local Health & Safety Committees, as well as promote participation, the Regional H&S Committee produced an H&S survey of all Locals. The results are still being tabulated, but it can be said that over half of BC's approximately 140 Locals have active, well resourced, OSH Committees.



BC Regional H&S Conference took place February 24-26, 2012 with the theme “Health and Safety - Our Power Our Responsibility.” At the conference, participants focused on the Canada Labour Code, Workplace Committees and Mental Health. Along with Brother Bob Kingston, I delivered a workshop for participants explaining how to make OHS Committees function well in the workplace. On the second day of the conference guest speaker, Dr. Gary Namie, delivered an eye-opening presentation on psychological bullying.

### ***Education***

The looming federal government cuts energized the membership and the fall education program was fully subscribed. Our spring schedule is now underway: courses have been scheduled throughout the province and many of them are already almost fully subscribed.

### **New Courses**

The BC region is offering two new courses in 2012: a full one-day “Pensions for Public Sector Workers” course, and “Representing Members with Mental Illnesses” – a training session designed to help stewards develop the knowledge and skills that will assist them in representing members experiencing some forms of mental illnesses. The WFA training sessions are also well underway and are reaching many members across the province.

### **Union School**

At the time of this writing, the Regional Office is busy with preparations for the upcoming 2012 Union School, scheduled to take place March 23rd through 25th. The theme of this year’s Union School is “Our Strength: Mobilizing and Fighting Back!” Our goal is to provide participants with opportunities to observe, hear, learn, practice and take back strategies and skills to mobilize and motivate members and communities to fight back against federal government cuts and privatization.

### ***Equity***

#### **Equal Opportunities Committee**

As part of my assigned responsibilities, I attended a two day meeting of the National EOC committee along with Sister Robyn Benson. This was the last meeting of this group with the establishment of the new Human Rights Committee, as mandated by the NBoD. This newly formed committee will include the current members as well as the five equity members from each Regional Council. There will be a significant amount of work to do to support this new structure as we move forward.



### **Young Workers**

The PSAC BC Youth Caucus, led by BC Regional Council Coordinator Erica Yang, continues to be very active: they sponsored the first of several very popular evening pension info sessions, held a first official meeting and approved a Terms of Reference, and sent a strong delegation to the first ever BC Federation of Labour Youth Summit and Union Renewal Conference. The Young Workers have presented their activities proposal for 2012 and funds have not been allocated to carry out this very ambitious agenda.

### **December 6th Remembrance**

The Victoria and Vancouver Regional Women's Committees both hosted candlelight vigils to commemorate December 6th, the National Day of Remembrance and Action on Violence Against Women. Media coverage, particularly in Victoria, was excellent and participation from the community is continues to grow from year to year. I attended the Victoria event this year and said a few words from the perspective of how men and boys need to participate in the struggle against violence against women.

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

### ***PSAC Triennial Convention***

#### **Pre-Convention Committee meetings**

In February, I participated in the Pre-Convention Committee meetings in Ottawa, working on the General Resolutions Committee. The Committee dealt with 138 resolutions; a number of the resolutions were referred back, including two BC resolutions dealing specifically with the Living Wage and the establishment of an environment committee. At the conclusion of the meetings, ten priority resolutions were identified by the committee, including the top priority resolution which was composite resolution on bullying. Also in the top five was a resolution on mental health awareness in the workplace. These draft resolutions were further discussed with the BC Delegates and National Officers at our Region's Strategy session in early March.

#### **National Officers Meeting & Pre-Convention BC Delegates Meeting**

On March 2nd and 3rd meetings were held in Richmond for the BC National Officers and the Convention Delegates from BC to discuss the Region's priorities and draft committee resolutions for Convention.

Of note, BC is the only region that hosts this type of meeting before Convention. We believe that it provides us with an important opportunity to come together to talk about how to



support each issues and identify the Region's priorities and strategize on how to bring them to the floor at Convention.

### **Renovations**

Renovations to the Vancouver RO are for the most part complete. The member facilities (meeting rooms, kitchen area, etc.) have been significantly upgraded and enlarged, providing a better environment for weekend courses and Local and Committee meetings. The office areas have been completely overhauled, providing a more modern and collaborative environment for the staff to carry out their work. We continue to work with the building management to improve exterior signage.

In closing, I'd like to thank Carol Pegura, who retired at the end of January, for her work both in the REVP's office and as a member of her UTE Local Executive and PSAC BC Human Rights Committee member. I'd also like to welcome Kristin Schnider aboard as my new Executive Assistant.

Finally, I would like to assure the Council that I have been very outspoken at the AEC in advancing our agenda. I will continue to ensure that our collective voice is heard as we move ahead in the very difficult year before us. Very soon we will be electing a new leader for our organization and I am hopeful that renewed vision and energy will lead us through our trying times. I look forward to working without you all.

In Solidarity,

Bob Jackson  
Public Service Alliance of Canada  
Regional Executive Vice President, BC





## ITINERARY HIGHLIGHTS - October 2011 – March 2012

Date(s)	Event	Location
<b>OCTOBER 2011</b>		
October 20 – 22	BC Regional Council meeting	Vancouver
October 24 – 26	Worksite Visits	Okanagan
October 29	President's Conference	Vancouver
October 31	AEC	Ottawa
<b>NOVEMBER 2011</b>		
November 1	AEC	Ottawa
November 4	Worksite Visits & Area Council meeting	Prince Rupert
November 8	Service Canada Rally	Vancouver
November 16	BCFL Budget Lobby	Victoria
November 17	BCFL Executive Council meeting	Victoria
November 21	West Fraser Valley AC AGM	Surrey
November 22 – 23	National H&S Policy Conference	Ottawa
November 25	Worksite Visits	Prince George
November 28	BCFL Union Renewal Conference	Vancouver
November 29 – 30	EOC meeting	Ottawa
<b>DECEMBER 2011</b>		
December 1	NBoD	Ottawa
December 2	AGR 20044 AGM	Vancouver
December 6	Violence Against Women Candlelight Vigil	Victoria
December 7	UVAE Press Conference	Victoria
December 12 – 14	AEC	Ottawa
<b>JANUARY 2012</b>		
January 7	AGR 20060 AGM	Vancouver
January 9 – 11	AEC	Ottawa
January 30 – 31	BCFL Ranking Officer's meeting	Harrison



## British Columbia



### FEBRUARY 2012

February 1	BCFL Ranking Officer's meeting	Harrison
February 2	BC RC Conference Call	Vancouver
February 3	CIU 20040 Branch AGM	Vancouver
February 6	AEC	Ottawa
February 7-10	NBoD meeting	Ottawa
February 13-17	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

### MARCH 2012

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

## Report to B.C. Regional Council

<b>Name</b> Jayne Johns	<b>Date</b> March 11, 2012
<b>Constituency</b>	Alternate Regional Executive Vice President for BC
	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
Oct 27, 2011-FVAC meeting, PSAC Convention election of delegation and resolutions	Elected as Area Council Delegate to PSAC Triennial convention. Join other PSAC Area Council delegates to debate resolutions that enhance BC PSAC regional priorities
Oct 29, 2011-BC Presidents Meeting	Regional action planning to fight Federal budget cuts
Nov 5, 2011-Steelworkers Spaghetti Dinner	Fundraising for Provincial NDP who share labours goals
Nov 9, 2011-NDP Leadership Levee	Fundraising for Provincial NDP and promoting PSAC as a partner to other labour, political and socially minded organizations
Nov 16-17, 2011-BC Fed MP Lobby and Council Meeting	Moving forward with our labour partners on our provincial political agenda
Nov 28-30, 2011-BC Fed Renewal Conference	Learning more about the struggles and successes of visible minorities and aboriginal persons
Dec 3, 2011-lunch with DTA course participants in Abbotsford	Opportunity to promote the PSAC and REC activities to members
Dec 7, 2011-PSAC Pension Forum Abbotsford	One of the largest PSAC sponsored activities in the Fraser Valley; educating members on the importance of defending the public pensions
Dec 21, 2011-FVLC Visioning Day, Executive and General Meetings	Setting the Labour Councils agenda for the next six months and building solidarity with other unions and sharing info on our campaigns
Jan 25, 2012-REC Bylaw Committee Call	Bylaw committee activities to prepare for next REC
Jan 29, 2012-CLC Winter School Trade Fair, Harrison	Promoting PSAC campaigns and activities to winter school participants

Jan 30-Feb 2, 2012-BC Fed Ranking Officers	Building alliances with labour leaders and training on current events and issues
Feb 15, 2012-FVLC Executive and General Meeting	Building solidarity with other unions and sharing information on our campaigns
Feb 20, 2012-Meeting with NDP Critic for HRSDC, Jean Crowder	Discussion about EI backlogs and the effect on workers and citizens
Feb 23, 2012-JLP Employment Equity	Participant and official greetings on behalf of the union
Feb 25-26, 2012-Regional Health and Safety Conference	Learning about emerging issues affecting members in their workplaces
Feb 29, 2012-CEIU Local 20903 local meeting	Attended my own local AGM
March 1, 2012-BC Fed Council Meeting	Moving forward with our labour partners on common labour issues
March 1, 2012-PSAC National Day of Action	Picketed at Harbour Centre to support members in defending quality public services
March 7, 2012-FVLC International Women's Day Event	Learning from labour sisters in leadership about the importance of taking our place in the union, politics and society

<b>Challenges you had to cope with since the last meeting</b>	
Getting PSAC elected officials to take part in actions to support their members	Members need to see their leaders taking action by leading by example and being accountable.

The past months, I've had several opportunities to support Bob and the members representing PSAC at local and Regional union events. I have also taken the opportunity to attend events where I can learn more about the issues affecting our members.

I am very excited to be attending the CLC Labour College Intensive Labour Studies program from May to August 2012 on a PSAC scholarship.

I look forward to working with Bob and standing together with members and our partners to fight for union rights and quality public services in the face of the cuts as a result from the 2012 Federal Budget.

## Report to B.C. Regional Council – March 2012

<b>Terri Lee</b>	<b>Date: Oct 2011 – March 2012</b>
<b>Constituency</b>	<b>Metro Vancouver</b>
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
October 2012 PSAC President's conf	Education, mobilization
Nov 2011 – Municipal elections	Support of progressive labour candidates in BC lowermainland
Nov & Dec 2011 CFIA bargaining	Negotiations, representation, education & mobilization activities
Dec 6, 2011 – Women's vigil Ottawa	Attendance, support of members, education
Dec 2011 – AGM local 44 CFIA	Education of members, election of execs
Jan 2012 – CFIA Bargaining	Negotiations, representation, education & mobilization activities
Jan 2012 – Cdn School of Pub Service WFA employees	Representation & set up of WFA education for members receiving affected letters
Feb 22, 2012 – AGM local 64 Vancouver island	Report on activities, bargaining, education & mobilization of members
Feb 2012 – CFIA Employee Transition committee	Committee formed in anticipation of staff cuts due to Provincial Meat transfer and budget cuts
Feb 2012 – CFIA Regional UMC & OSH meeting	Representation of members, accountability of management, resolution of concerns
Feb 2012 – Regional OSH conference	Networking, education, representation
March 1, 2012 – PSAC day of action	Organized rally of Service Canada Board of Referee's staff and CFIA Bby staff. Mobilization, education & networking
March 2, 2012 National Officers meeting	Information sharing, networking
March 2, 2012 VDLC Women's Day event	Networking, support of VDLC, education, member mobilization
March 3, 2012 BC PSAC Pre-convention meeting	Education of resolution and participation in strategy around OSH and budget resolutions
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

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

Balancing work, family, community and union activism  
 Motivation and mobilization of local & grassroots members

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

Continued Area Council activities  
 Continued support of regional committees

## **Regional Coordinator, Metro Vancouver – Jamey Mills**

### **Report for October 2011 to February 2012**

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PSAC Presidents Conference – I along with other Presidents attended this conference. The focus was on upcoming PSAC campaigns such as CFIB Petition/Public Services are my Customers. We also broke into groups to discuss localized strategies. I feel the conference was a success. We were also given a “teaser” of the now publicized Third Choice Campaign.

Third Choice- I was asked to participate in a Social Media focused group whose job it was to ensure this campaign is heavily promoted via Facebook/email/Twitter etc... based on the number of members of the pages and the number of views on YouTube I feel this campaign is being well received and provoking a lot of conversation on the topic of the Federal Budget.

Petition to Tony Clement-Ongoing participation, ensuring to get as many PSAC members, family, friends and strangers to sign the petition as possible. Our public sector pensions are far from gold-plated and need to be protected.

Vancouver Area Council-We held our AGM in October. I was re-elected as President. We discussed the ongoing attacks on public sector workers and focused on the Tony Clement petition as well as education and mobilization. We met again in late November to discuss the additional campaigns arising from the Presidents’ Conference. The VAC has had numerous petitions signed, many member join the Third Choice Campaign and our CFIB campaign is in full swing (will not be completed by report due date). I’d like to note that our new Vice President is a Youth member from CEIU. In addition, I was also elected as the delegate to convention, Sam Weise was elected alternate.

PSAC Convention-Subsequent to being elected as delegate, I was asked to participate as a member of the pre-convention Collective Bargaining Committee. This was my first opportunity to participate in a committee such as this. I found it very insightful as coming from UTE our bargaining is done much differently. I feel what I learned in regards to Treasury Board, DCL and Separate Employer bargaining will help me a lot in my roles as Regional Co-ordinator as well as president of the Vancouver Area Council.

Regional Council Conference Calls-ensured to participate in the RC conference calls as much as possible.

Vancouver and District Labour Council-I attend as a delegate on behalf of PSAC Agriculture 20044. I appreciate being able to attend with full voice and vote as it is important to both know what is going on in our local labour communities as well as voice the concerns of the PSAC. Due to vacation I was unable to attend but know that Megan Adam, our former Alt REVP was re-elected as a Member at Large. I also am an ongoing participant in the VDLC Strike Solidarity Committee.

PSAC Regional Health & Safety Conference: recently attended this event. We had reps from three of my seven committees attend and the feedback has been very positive. The workshop I attended was OHS Basics. While I didn’t get much from the material, I did have an opportunity to share my experiences. Dr. Gary Namie gave a wonderful presentation on Bullying in the workplace.

## **PSAC Regional Coordinator, Fraser Valley East – Chris York**

### **Report to the Regional Council for May 2011 to February 2012**

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**May 16, 2011** – attended the first BC Regional Council Meeting after the Regional Convention

**June 5** - met with members attending Facing Management course in Abbotsford

**June 6** - email introduction of myself and my role to all Locals in Fraser Valley East

**June 21** - picketed with CUPW members at both retail store on South Fraser Way and sorting facility on Marshall Road in Abbotsford

**June 21** - attended BC Fed "United We Stand" strategy meeting at Steelworkers Hall in Langley

**June 22** - attended Fraser Valley Labour Council annual BBQ & NDP fundraiser with Fraser Valley Area Council Executive. PSAC was well represented with about a dozen members in attendance and the dessert auction fundraiser was a lot of fun. Our donation from FVAC of a "Stop Harper" cake set a new record for annual event as the first dessert ever purchased and then re-auctioned to raise even more money!

**June 30** – sent email to contacts explaining province-wide HST referendum balloting process and urging "YES" vote – and we won! Now to get a form of taxation that shares the responsibility between individuals and corporations fairly...there's always something, isn't there?

**September 5** – "East meets West" event, held in conjunction with Fraser Valley Labour Council Labour Day Picnic at Mill Lake, Abbotsford. Well attended by PSAC members from throughout the valley, this annual event is held in a very popular park and with great weather we enjoyed the excellent opportunities to promote the importance of the work our members do in providing Quality Public Services.

**September 14 -20** - delegate to CEIU National Tri-annual Convention in Halifax, NS

**October 10 - November 4** - worked on No Cuts Campaign, based out of Vancouver Regional Office

**October 13** - attended lunch and learn with Garry Fraser at Library Square, Vancouver and spoke with MPs Peter Julian and Fin Donnelly, about the catastrophic effects of the government's cuts to Public Services.

**October 19** - attended Fraser Valley Labour Council United Way Fundraiser. Gained weight for a good cause with yet another dessert auction.

**October 20 - 22** - BC Regional Executive Council meetings in Vancouver.

**October 22** - met with members of Vancouver District Labour Council at Occupy Vancouver, Vancouver Art Gallery

**October 27** - Fraser Valley Area Council meeting, for five of the members in attendance it was their first Area Council meeting! Guest speaker Lynn Perrin spoke about the proposed P3 water project which will go to referendum in Abbotsford on November 19th and the real expense to the taxpayer with respect to the commodification of water. Thankfully, this referendum was defeated in the Municipal election in November!

**October 29** – PSAC Regional Presidents' Conference, Richmond BC – approximately 90 Locals represented with the focus on planning and strategizing to fight the governments attack on Public Services.

**November 2** - interviewed by Charles Boylan on CFRO, 102.7 FM and spoke about the cuts to Public Services and the impact to the Canadian public. Listen to the interview here <http://www.coopradio.org/station/archives/35> (the interview starts at approx 4 minutes into the program and is 15 minutes long)

**November 3** - promoted on-line petition to Tony Clements to approximately 250 contacts and provided background information on the true cost of the "Shadow Public Service"

**November 11** - attended Remembrance Day ceremonies in Abbotsford

**November 19 - 22** - Advanced Stewards' Training, Vancouver BC

**December** – began promotion of Third Choice Campaign to everyone I come in contact with. If you haven't seen it yet check it out here [http://www.facebook.com/#!/pages/Third-Choice-Troisi%C3%A8me-choix/303103499707836?sk=app\\_227637153969796](http://www.facebook.com/#!/pages/Third-Choice-Troisi%C3%A8me-choix/303103499707836?sk=app_227637153969796)

**December 4** - met with members attending Work Force Adjustment training in Abbotsford

**December 5** -Sent letters to Prime Minister Harper and HRSDC Minister Diane Finley expressing concern about remarks made by Minister Finley blaming PSAC members for backlogs in Employment Insurance processing which were published broadly by media, and THANK YOU again to Sam Wiese writing and sharing these letters which so clearly expressed the thoughts and feelings of the membership.

**December 7** – organized and hosted Pension Forum in Abbotsford attended by about 45 members – largest turn out of PSAC members to a PSAC event in the Fraser Valley to date!

**January 28, 2012** - Re-acclaimed Treasurer of Fraser Valley Area Council.

**February 20** - attended and spoke at Town Hall meeting in Abbotsford held by Human Resources Critic, MP Jean Crowder.



At the time of writing this report, I am on a temporary leave of absence from my work and union roles. My sincere thanks to all who have sent messages of encouragement and well wishes during this time.

**Report to B.C. Regional Council  
For Jennifer Chieh Ho  
Coordinator for West Fraser Valley  
For Period October 2011 – Feb 29, 2012**

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2011-10-04: Vancouver Women's Committee Meeting and planning for Dec 6 End Violence against Women to be held at Holland Park in Surrey.

2011-10-21 to 23: Montreal – "Hope in Resistance Conference" organized by the Canadian Council. Discussions on ways and means to bring together labour movement activists, to be progressive, NOT just to fight back. Regional Director of PSAC, Sister Morna Ballantyne was one of guest speakers. Brother John Cutfeet talked about water rights for Aboriginal Peoples. Talks about global climate change and climate justice ([www.systemschange.ca](http://www.systemschange.ca))

2011-10-29: PSAC BC Local Presidents' Conference – Discussion on Network, develop strategies and mobilize around the cutbacks to federal services and contracting out.

2011-11-03: 2011 Nov 3: BC Federation of Labour: Meeting for Chinese 2011 Nov 3: BC Federation of Labour: Meeting for Chinese International Solidarity – Participation with the Vancouver District Labour Council. At the meeting, it was agreed that it is important to establish contact and communication between the B.C. Federation of Labour and counterpart unions in China through the development of an ongoing exchange. It will benefit the B.C. Federation of Labour and its affiliates and will give us a chance to learn from the Chinese unions about the challenges facing them in a time of rapid change.

2011-11-10: Remembrance Day Parade in Whalley, Surrey.

2011-11-24: Worksite visit – Parks Canada in Fort Langley, met by President of Local 20150 and given a tour of the site.

2011-12-02: Candle Light Vigil Dec 6<sup>th</sup> Violence Against Women at Harrison Hot Springs UNE National Executive Retreat. Raised \$1080 for the Vancouver Downtown Eastside Centre.

2011-12-06: 2<sup>ND</sup> Organised with Sister Cheryl Oenema a Candle Light Vigil for Violence Against Women at Holland Park, Surrey. More attendees than last year, speakers included Surrey Whalley MLA Bruce Ralston, Surrey Green Timbers MLA Sue Hammell, former MP Penny Priddy. The Cedar Hills Bagpipers, PSAC Vancouver Regional Representative, Sister Regina Brennan was there to perform, Surrey Fire Hall # 2, Army Cadets from Whalley were there to show their support again this year. Sisters Kelly Megyesi, Tracy Shudo, Marion, Shawna Hall from our Regional Council and many PSAC attended. Donations of clothing for women's shelters were collected.

2012 -01-26: Ottawa Women's Committee. Sisters Patty Ducharme and Andre Cote were present, discussion on IWD.

2012-02-02: BC Regional Council teleconference – I was unable to participate due to being out of town, my alternate Sister Celine stepped in for me and she appreciated everyone’s input and the opportunity to be involved.

2012-02-07:

(a) Regional Council Education Committee meeting  
At Vancouver RO (Sister Susan via teleconference). Main discussion was about upcoming Union School on March 23 – 25, 2012.

(b) Metro Vancouver Alliance – Leadership Training evening.

2012-02-10: Fundraising dinner North Burnaby NDP Leader Janet Routledge, Adrian Dix being a speaker there.

2012-02-14: 21<sup>st</sup> March for Missing and Murdered Women in Downtown Eastside Vancouver. Report available on PSAC website, posted by Brother Patrick Bragg

2012 -02-20 to 2012-02-28: Worked on connecting with Locals and worksites on March 1 PSAC National Day of Action at the Vancouver Regional Office. This was a great opportunity for me to say hello and connect with some members in my geographical area.

2012-02-21: Visited with Brother Bob Jackson and Vancouver Regional staff members to the Salvation Army BC Headquarters to speak to leadership there about making a presence of PSAC support on the workers on strike in Ottawa.

2012-02-22: Organised a movie night at the Vancouver Regional Office to celebrate Black History Month – movie we watched was about Viola Desmond – who was born in Halifax, Nova Scotia. A copy of the movie is available at the Vancouver Regional office with Sister Janelle Ho-Shing. Here is a short story about her( obtainable on the back of postage stamps from Canada Post): “When Halifax-born beauty shop owner Viola (Davis) Desmond’s car broke down in New Glasgow, Nova Scotia, on Nov 8, 1946, she decided to wait out the repairs at the Roseland theatre. Unaware that African-Canadians were limited to the balcony, she refused to leave her ground floor seat. The following morning, after a night in jail, she was charged with defrauding the province of the one-cent difference in tax between the ground floor and the balcony seat and paid a \$20 fine. Thanks to her ensuing court case. Nova Scotia dismantled its segregation laws and pardoned Desmond posthumously more than six decades later.”

2012-02-25 to 2012-02-26: BC Regional Health and Safety Conference in Richmond and the workshop I attended was Emergency Preparedness.

2012-02-27: Attended the Surrey Teachers Rally in Cloverdale with Vancouver Regional Representative, Sister Regina Brennan.

Please note that the following are yet to take place as this report is being submitted before they take place:

2012-02-29 to 2012-03-01: Attend Joint Learning Program (JLP) workshop for facilitator on new topic "Duty to Accomodate".

2012-03-01: will be demonstrating the March 1<sup>st</sup> National Day of Action at the facility for the JLP session in Richmond with co-facilitators Sisters Kelly Megyesi, Sam Wiese and others whom I don't have names of yet at this time.

2012-03-02: National Officers' meeting.

2012-03-02: Vancouver District Labour Council – International Women's Day(IWD) Dinner

2012-03-03: Pre-Convention Strategy Session in Richmond.

2012-03-03: Organising committee members on IWD event in Surrey, unable to attend due to Pre-Convention Strategy Session. Sister Regina Brennan will be performing again at this event, for the third year.

2012-03-04: Surrey Green Timbers NDP MLA Sue Hammell's fundraising IWD event "Kick up the Heels" lunch event in Surrey.

**Some challenges are:**

I have been travelling due to my RVP position within my Component and hence, I have not been able to visit worksites and members in my geographical area as I would like to.

Getting enough members or support at events or committee meetings.

**Things I would like to work on:**

I intend to work with my alternate, Sister Celine and Regional Office Representative, Sister Regina Brennan to come up with a tentative schedule to visit.

Make connections with affiliates pertaining to International Solidarity, such as BC Federation of Labour, Codev and Social Justice Fund.

Mobilizing and getting members to be involved, in many different ways by participating on committees or events.

Last but not least, I would like to thank my alternate, Sister Celine Ahodekon for her participation on the Regional Council in my absence.

## Report to B.C. Regional Council

Susan Yaciw	Date: October 1, 2011 to February 29, 2012
Constituency	Southern Interior (Okanagan/Kootenays)
<b>Activities since last RC 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
PSAC Presidents Strategy Meeting	Plan and strategize on how we can stand up against the Harper Government. Set goals and an action plan for the region and the Southern Interior.
Area Council meetings and Okanagan Regional Women's Committee meetings	Communicate with other locals in the region. Set goals, training and encourage participation and engage members. Was acclaimed in my position as Area council President.
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. Were provided with an up date on the upcoming Health & Safety Conference
Education Conference Call	To review our current Terms of Reference and to get an overview of our roles and responsibilities from the Regional Education Officer. Another conference call is scheduled for March 7 to discuss and develop ideas for a Regional coordinators Handbook.
By-laws Conference call	To go over unfinished business from the PSAC Regional Convention and to develop a Term of Reference for our committee.
BC Regional Council Conference call	Conduct business of the region. Discussed agenda for March Council meeting, the council committees and the progress we are making with touching base with each other
Okanagan Regional Women's Committee Conference call	A planning session for the upcoming International Women's Day in March.
PSAC BC Regional H & S Conference	To connect with other H & S activists in the region and to discuss health and safety issues within our work places. A learning activity which will enable me to share the information with my local, the Area Council and the Regional Women's Committee.
UTE President's Conference	To connect with other members of my component and to discuss union issues

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

Balancing work, home and union activities. Have been under a severe amount of stress due to a change in job.  
Connecting with all members in the region due to the wide spread territory  
Member apathy and getting others involved

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

To increase the member attendance of our Area Council  
Encourage the Area Council participants take on a more active role in our community  
Create a more cohesive Area Council



British Columbia

PSAC Regional Coordinator for the South Interior - Keith Palmer  
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.

## **PSAC Regional Coordinator, North Eastern BC – Patt Holmes**

### **Report to the BC Regional Council**

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"Standing Together for our Public Services" was demonstrated by Northern Locals and our PSAC Women's Committee. The turnout for our March 1st noon hour demonstrations and PSAC Women at the Labour Council IWD breakfast was caught on camera by our volunteers and sent to Patrick Bragg. Members still have their placards on display in the workplace and some will remain in full view until after our 2012 PSAC convention.

Some of the barriers I encountered prior to the March 1<sup>st</sup>, 2012 demonstration were:

- A. Lack of placards for all locals
- B. Late Feb 29<sup>th</sup>, 2012 I was scheduled to be in a teleconference training session over lunch
- C. I was called for an informal UMCC meeting re staffing with an add on – "you cannot do union desk drops on company time"
- D. March 1<sup>st</sup>, 2012 in the morning via e-mail from Management the message in "C" above was tightened up to read: "you cannot do any union desk drops at work"

In spite of "A to D" above, I coordinated about 95% of the Service Canada members to walk at lunch. We maintained our public services with a skeleton crew at our front counter. The option to walking given by our National CEIU Component President was to wear black on March 1st. I am happy to report I believe 100% of my members partook in the March 1st demonstrations. On a half hour lunch I did not have time to visit all the Northern worksites. I did walk down to the corner of our street of the Service Canada demonstration to see what appeared to be over 100 PSAC members waving placards in front of CRA. UTE members, along with PSAC representative, Colette Savarie, coordinated a very successful demonstration in front of their building with resources from the Vancouver RO. It was reported that Hospital Employees and Steelworkers members walked in solidarity on our Northern demos. I am very proud to report our Northern members were very visible promoting and publicizing the work of our public sector workers in our rural communities.

On March 3rd, 2012 our Northern PSAC Women's Committee had their AGM elections meeting. The outcome of our elections was as follows:

- 1. RWC Chair 2012 - Patt Holmes
- 2. RWC Co-chair 2012 -- Parveen Deepak
- 3. RWC Secretary - Kiera MacCormick
- 4. RWC Treasurer 2012 -- Anne Evasin



On April 21<sup>st</sup>, 2012, Colette Savarie, REVP Bob Jackson and Patt Holmes will try to coordinate the reactivation of our Prince George Area Council. Two sisters at the RWC meeting indicated that they plan to run for Area Council elected positions. We are hopeful to have Area Council elections on April 21<sup>st</sup>, 2012. Our Area Council took a "time out," but it appears there is enough interest to reactivate our structure.

Other Union activities that the North Eastern Regional Council rep has participated in since the last Regional Council meeting are as follows:

1. Oct. 20<sup>th</sup>, 2011 In person meeting with RWC Chairs
2. Oct. 29<sup>th</sup>, 2011 PSAC Presidents Conference re "Stop the Cuts" in Vancouver
3. Nov. 19<sup>th</sup>, 2011 Northern All Component "Stop the Cuts" meeting in Prince George  
-Discussion of reactivation of Area Council supported unanimously
4. Nov. 19<sup>th</sup>, 2011 RWC Christmas Social (unanimous support for Area Council)
5. Nov. 23<sup>rd</sup>, 2011 Union Co-host for JLP session at the Inn of the North
6. October/November 2011 PSAC worksite visits
7. Dec. 6<sup>th</sup>, 2011 Partook in Community and union local events and distributed PSAC resource materials. Kiera MacCormick designed beautiful postcards and other handouts for Dec. 6<sup>th</sup>, 2011
8. Jan. 4<sup>th</sup> Greater Interior North Health and Safety Meeting conference call
9. Jan. 12<sup>th</sup> RWC Chairs Conference Call
10. Jan. 24<sup>th</sup> Nominations coordinator for CEIU 20921 re District Director & District Women's Rep
11. Feb. 1<sup>st</sup> Greater Interior North Health and Safety Meeting conference call
12. Feb. 15<sup>th</sup> Emergency/Fire Awareness Training
13. Feb. 25<sup>th</sup> & 26<sup>th</sup> PSAC Vancouver Regional Health and Safety Conference
14. Mar. 3<sup>rd</sup> Took 19 PSAC members/guests to the Labour Council IWD breakfast. I distributed the IWD PSAC resources at the AGM RWC elections meeting that followed the breakfast. I picked up buttons and resources to support the Teachers strike starting Monday, March 5<sup>th</sup>, 2012
15. March 8<sup>th</sup>-11<sup>th</sup> CEIU Presidents Conference in Vancouver. Additional resources for "Stop the Cuts" campaign
16. March 21<sup>st</sup> Chair of CEIU 20921 AGM elections meeting. Continue the roll out of "Stop the Cuts" campaign to Northern Locals starting with CEIU.

17. March 23<sup>rd</sup> -25<sup>th</sup> PSAC Union School. "Our Strength: Mobilizing and Fighting Back". Deliver the resources from this school to our NE PSAC components through the RWC and Area Council
18. March 28<sup>th</sup> – 31<sup>st</sup> Vancouver Regional Council Meeting in Vancouver

Just before Christmas on Dec. 22, 2011, I coordinated collecting signatures on a group grievance for my local. "We grieve the actions and comments of the Minister, Diane Finley and her representative, wherein she publicly defamed the workers of Service Canada by falsely accusing us of intentionally:

- causing delays to the citizens in relation to the completion of their benefits
- causing the delays and long wait times with respect to the call centres etc.

Corrective Actions:

1. A full and complete public retraction of her defamatory remarks
  2. A public apology from the Minister
  3. Removal of the Minister and her representatives associated with the false comments.
- We have not had a reply to our group grievance as of this date.

I have done political lobbying with MPs on such topics as: "Stop the Cuts"; maintenance of our pensions; day care; pay equity; gun control and other items of concern for PSAC members. I have written letters to MPs regarding our PSAC issues.

In the Northern regions of BC and also Canada wide, PSAC will continue to advocate for public services, progressive public policy, fair taxation and retirement security.

### **2012 PSAC Convention**

The Northern BC, PSAC delegate representation to Convention will be very low. I believe representation from rural BC at Convention will be low in 2012 where input to the "Plan of Action" for PSAC in the "wake of a Conservative majority Government" will be formulated. The North is hoping to rely on BC delegates to voice our concerns:

1. PSAC job, program, and service retention in both rural and urban centres of Canada.
2. Total components are being closed in Northern BC i.e. Veterans Affairs in Prince George will disappear
3. Service Canada satellite offices are in jeopardy. In Quesnel and Williams Lake there will only be two staff resources in each of these offices. It is rumored that one member in each office will retire and thus there will only be one staff. There is a "no working alone policy" so the question is: what will happen to these Service Canada sites with only one worker???

4. How many Northern CEIU Locals will be left at the end of 2012? Two are in limbo of disappearing. We need to organize to protest existing jobs and recruit to get more PSAC members to build our union density and power.
5. Who will "whistle blow" that the Human Resources Minister quietly axed the student job centres? Department saves \$6.5 million by cutting youth employment program, saying it can offer same services online.

On Monday morning, March 5th when I walked out my front door, I saw the Teachers on their picket line. I live right across from a brand new modern school with solar power. On Monday, I was unable to support the picket line but I did wear my bright red button of support of the strike all day. I got my button at our IWD breakfast from a teacher. I hope to be on the teachers' picket line on Tuesday, March 6<sup>th</sup>, 2012. The weather here remains snowing, cold and miserable and very windy. I am hoping to bring coffee and treats to the Teachers and stand in solidarity with them "on the line."

With the support of both Bob Jackson, BC PSAC REVP and Colette Savarie, Northern PSAC rep and myself, we hope to reactivate our Prince George Area Council. It is perceived that with both the RWC and Area Council up and running effectively that the North Eastern part of BC will have a focused approach and membership power to educate, mobilize and engage our membership in the fight to save jobs, programs and services in rural and urban areas of Canada.

We will move the Union agenda forward and implement the 2012 Convention PSAC "Plan of Action" in order to prevent further Component extinction in our region. We are all waiting for the release of the March 29<sup>th</sup>, 2012 Federal budget and the additional union challenges that lie ahead...

In Solidarity We Stand.

We will "Stand Together for our Public Services" from coast, to coast to coast.

Patt Holmes

NE Regional Council Representative

## Report to B.C. Regional Council

<b>Benilde Gomes</b>	<b>Date : 2012 February 29</b>
<b>Constituency</b>	<b>Northwest BC</b>
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
<b>October 2011</b>	
On the team to promote Nathan Cullen for Leader of the NDP	Seeking support from locals in the riding to gain support and draw attention to local issues addressed federally and as a campaign platform
Struggled with mobility issues after having knee surgery	Working with locals to seek endorsements for progressive candidates for the municipal election
USGE local 20071 AGM	Attended AGM. Seeking further requests to have worksite tours with diverse and geographical challenges
Regional Council meeting in Vancouver	First working meeting with new PSAC BC Council
<b>November 2011</b>	
Conference calls for Federal NDP Riding Association	Strategizing regarding pensions and upcoming budgets to work with unions/labour councils
Worksite tours in Prince Rupert with Bob Jackson	Attended the Coast Guard base and an extensive amount of time with the worksites for Customs
Northwest BC Area Council Meeting	Attended meeting in Prince Rupert. Presented mock cheque to Terry Intremela of the Prince Rupert Unemployed Society. Recruited new interest with 4 new members and 1 came back.
Health and Safety course in Pr Rupert	Attended the Health and Safety course in Prince Rupert as support for membership attending this session
USGE local organizing course	Attended a component based training and was very interested in the fact that the 34 others in attendance to this course knew very little about PSAC and BC representation. Myself and Phyllis from Prince Rupert attended from our local and we were the only ones that understood the structure but all eager to get involved.
	All the candidates endorsed were elected Councillors.

Municipal Elections	The endorsed candidate for Mayor was not in Terrace. Good times for Terrace, Prince Rupert, Kitimat and Smithers.
<p><b>January 2012</b></p> <p>Labour Council hosting Coffee Socials</p> <p>Labour Council meeting in Kitimat</p>	<p>Attended Coffee Social for Terrace City Council and School Board Trustees to meet and plan some key issues to put forth for an Agenda to the next meeting in April 2012. Transit, environment, schools, fisheries.</p> <p>Attended Labour Council meeting via conference call due to weather restrictions. Unsafe work practices was the key topic with the uncertainty of contracted work being brought in.</p>
<p><b>February 2012</b></p> <p>PSAC BC Convention Committee</p> <p>PSAC BC Regional Council meeting</p> <p>PSAC BC Environmental Committee</p> <p>Terrace City Council – motion</p> <p>Kitimat Council Coffee Social</p> <p>Joint Review Panel Regarding Northern Gateway Pipeline</p> <p>Unemployed Society AGM in Pr Rupert</p>	<p>Met via conference call with follow-up emails to put together the terms of reference for this committee.</p> <p>Conference call to draw attention to upcoming campaigns</p> <p>Phone calls and emails to put together the terms of reference for this committee.</p> <p>Attended Terrace City Council in camera meeting for motion proposed PASS UNANIMOUSLY for Terrace City Council to not support the Northern Gateway Pipeline /Tankers Project FINALLY . Started this 2 years ago</p> <p>Attended Kitimat to host Coffee Social to meet Council and School Board Trustees. Key topics to address for next meeting is the projects coming to Kitimat but who and where and why are the jobs being done are no hires from the local communities.</p> <p>To show support to Nathan Cullen and Gary Coons addressing the panel as to why this project will destroy this beautiful country. Banners and signs on hand. Was to attend Seal Cove Base in Prince Rupert with Nathan Cullen and Gary Coons but was deterred by roadblocks by Coast Guard Canada.</p> <p>Unable to attend due to weather conditions but submitted my report on behalf of the Northwest and PSAC BC for past activities and proposed future activities to help support this</p>

Labour Council meeting in Terrace	Society. Seeking support by all labour for the issues with the teachers. Another surgery (somewhere else).
	Family medical issues.

**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 struggles of who(m) is getting the cut next and workforce adjustments.

Spending more time on Nathan Cullen's Leadership campaign.

Lack of interest to do any demonstrations for March 1<sup>st</sup> awareness.

Family medical issues.

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

Making some decisions on life/work/volunteer balance for quality of sanity/life.

No more surgeries.

## Report to B.C. Regional Council

<b>Cindy Little</b>	<b>Date: March 6, 2012</b>
<b>Constituency</b>	<b>South Vancouver Island</b>
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
Sept 20th Victoria Area Council Annual General Meeting	Held elections for executive of Area Council. Re-elected as President and delegate to PSAC National Triennial Convention.
October 3 <sup>rd</sup> – 28 <sup>th</sup>	On LWOP to assist in organizing President's Meeting in Vancouver. Worked with Chris York to contact all locals in BC to encourage attendance at the President's meeting.
October 4 <sup>th</sup> Victoria Area Council Resolutions Sub-Committee Meeting	Met to discuss possible resolutions for PSAC National Convention.
October 11 <sup>th</sup> UTE Local 20028 Executive Meeting	Discussed Pharmacare registration, UMC Terms of Reference, UTE President's Conference report, OHS Committee, upcoming PSAC courses.
October 15 <sup>th</sup> Campbell River and District Area Council Meeting	Discussed PSAC Fightback Campaign, President's Meeting update, TC Negotiations, PSAC Convention Resolutions.
October 20 <sup>th</sup> – 22 <sup>nd</sup> Regional Council Meeting	Attended Regional Council meeting in Vancouver. Discussed council committees, Member's Plan to be debated at PSAC National Convention,
October 25 <sup>th</sup> Victoria Area Council Meeting	Discussed and voted on resolutions to be forwarded to PSAC National Triennial Convention.
October 26 <sup>th</sup> Victoria Regional Women's Committee Annual General Meeting	Elected new executive. Discussed plans for December 6 <sup>th</sup> event, budget, National Child Care day.
October 29 <sup>th</sup> Local President's Meeting Richmond	Attended meeting to discuss No Cuts/Standing Up for Public Services campaign, presentation on WFA and worker's rights, lobbying and Steward's assemblies.
October – November Letters to all Victoria locals regarding affiliation to Victoria Area Council	Worked on updating letters to all Victoria area locals. Letters were sent out encouraging locals to affiliate to the Victoria Area Council.
October - November	Assisted members of my local to obtain information regarding WFA situation.
November 3 <sup>rd</sup> Email to all Victoria locals	Forwarded email re Bill C-19 proposing to scrap the Long Gun Registry.
November 15 <sup>th</sup>	Distributed poll cards from Victoria Labour Council for upcoming Municipal elections

November 16 <sup>th</sup> to 19 <sup>th</sup> UTE Equal Opportunities Committee Meeting Ottawa	Review of past minutes to bring new committee members up to date. Discussion of Regional and National EO Conferences, Dragon software, EE Workforce Analysis, Annual EE report, Regional EE plans.
December 1 <sup>st</sup> Victoria Area Council, RWC, VIHRC, South Vancouver Island Regional Council members & Victoria RO Festive Meet & Greet	Attended annual Festive Meet & Greet. Opportunity to meet new members from newly affiliated locals.
December 6 <sup>th</sup> National Day of Remembrance and Action on Violence Against Women	Participated in candlelight vigil at BC Legislature to commemorate 14 women killed at L'Ecole Polytechnique in Montreal.
January 24 <sup>th</sup> Pension Forum	Victoria Area Council sponsored a Pension Forum in Victoria. Unfortunately, I was on vacation and not able to attend but was told the turnout was excellent!
February Finance Committee TOR	Worked on terms of reference for BC Regional Council Finance Committee. Sent to members of committee for review and input. To be discussed further and adopted at Finance Committee meeting March 29 <sup>th</sup> .
February 1 <sup>st</sup> to 4 <sup>th</sup> UTE Equal Opportunities Committee Meeting Ottawa	Planning meeting for upcoming Regional EO Conferences. Theme is "Grassroots: Back to Basics."
February 2 <sup>nd</sup>	Reviewed minutes of Regional Council Bylaws committee conference call of Jan 25th. Voted for proposed terms of reference.
February 2 <sup>nd</sup> Regional Council Conference Call	Discussed agenda input for March council meeting, Council committees and progress, AEC and pre-convention updates, political action.
February 16 <sup>th</sup> UTE Local 20028 Annual General Meeting	As Treasurer for my local presented 2011 Financial Statements and 2012 Budget to AGM.
March 6 <sup>th</sup> – 9 <sup>th</sup> UTE Equal Opportunities Committee Meeting Ottawa	Planning meeting for upcoming Regional EO Conferences. Reviewed agenda and input calls for Vancouver and Montreal.
March 13 <sup>th</sup> Victoria Area Council Meeting	Discussion of resolutions for PSAC National Triennial Convention, upcoming Federal Budget and Standing Up for Public Services Campaign.



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

I plan to arrange worksite visits in the South Vancouver Island area in order to meet more members and to encourage more locals to become involved in the Area Council. Although I have not been able to arrange these visits since the last council meeting, I am hoping that I will be able to arrange in late spring or early summer.

I would also like to start succession planning by encouraging other members to take on leadership roles in the union.

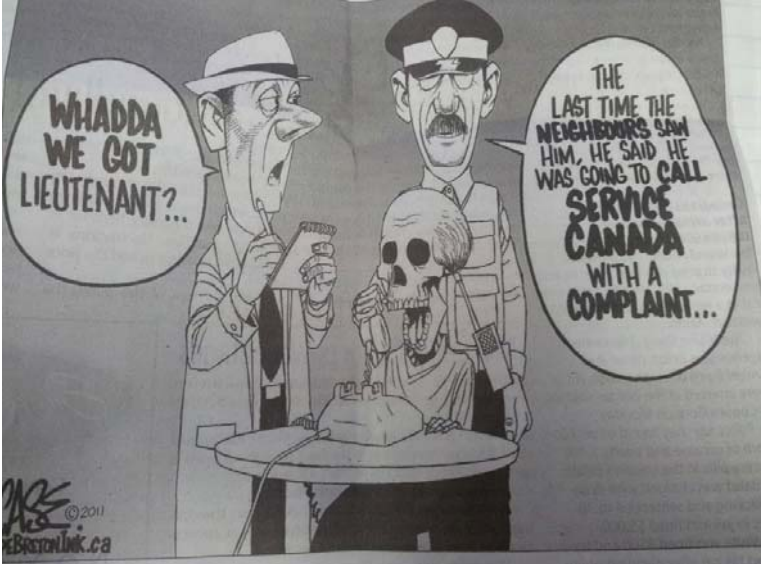
My challenge has been balancing union and family responsibilities over the past six months.

**Report to B.C. Regional Council  
for Virginia Vaillancourt  
Coordinator for South Vancouver Island  
Activities since Last Regional Council Meeting October 2011**

<b>DATE</b>	<b>ACTIVITY</b>
October 20-22	Regional Council Meeting – to meet and network with other Regional Council reps, review reports, network, discussed Committees, discussed Members Plan that will be presented at the PSAC National Triennial Convention, had a session with Media
October 25 <sup>th</sup>	Attended Victoria Area Council Meeting – discussed Resolutions being put forward by the Area Council to the PSAC National Triennial Convention
October 26 <sup>th</sup>	Chaired Victoria Regional Women’s Committee Annual General Meeting; re-elected as Chair of Victoria RWC. Discussed 2012 Meeting Dates & events, National Child Care Day, Dec 6 <sup>th</sup> event, 2012 Budget.
October 28 <sup>th</sup>	Attended PSAC BC Presidents Conference, received an overview of the PSAC’s No Cuts/ Standing up for Public Service Campaign; WorkForce Adjustment and Contracting Out and looked at Member’s rights and Local’s role; Presented information on Lobbying and what my experiences have been with the Lobbying that I have done with a goal of getting other members more involved in Lobbying. Worked in geographical groups with our PSAC Regional Office Reps to plan for province-wide Stewards Assemblies.
November 2 <sup>nd</sup>	I was one of four Panel Speakers from PSACBC on CFRO 102.7 Co-Op Radio in Vancouver to discuss the work that my members do in our Department, the Government Cuts, Hiring Freeze and Budget Cuts and how they impact the services we provide and the impacts on the staff.
November 14	Chaired Victoria Regional Women’s Committee Meeting, continued planning December 6 <sup>th</sup> event, had presentation by the Coalition for Child Care Advocates of BC. Currently they are working on two important projects; 1) A Community Plan for a Public System of Integrated Early Care and Learning; 2) Child Care is a Right.
November 22	Attended Vancouver Island Human Rights Committee Meeting via teleconference. Shared information regarding upcoming Dec 6 <sup>th</sup> Candle Light Vigil Event, requested volunteers to help with Event.

December 6 <sup>th</sup>	Finalized plans for Candle Light Vigil, purchased last items, confirmed speakers, equipment checks, review Emcee notes, organized donations received to date, print copies of handouts and prepare handout packages.
December 17 <sup>th</sup>	Jim Sidel, my sister Jennifer and I joined P.E.E.R.S in their rally march to mark the International Day to End Violence Against Sex Workers, also known as <b>Red Umbrella Day</b> . The day calls for the end of unjust laws and policing that prevent the reporting of violence by sex workers.
January 10 <sup>th</sup>	Chaired Victoria Regional Women's Committee, debriefed from Dec 6 <sup>th</sup> Event, had guest Tammy Dickeson Chair of The Victoria Labour Council Women's Committee, discussed helping the Victoria Women's Transition House during the year, discussed & motion made to donate \$100.00 worth of nail clippers, emery boards/tweezers, toiletries to the Sandy Merriman House and are going to collect other donations through our locals to help the Women's Organizations during the year.
January 12 <sup>th</sup>	Connected with representative from the Victoria Women's Sexual Assault Centre discussed upcoming Walk a Mile in Her Shoes Event that they are putting on May 12 <sup>th</sup> . Victoria RWC are going to put out a Challenge to all PSAC BC Members to join in the events in their communities and help raise funds to help Women in Need.
February 1 <sup>st</sup>	Chaired teleconference of the Convention Committee. Discussed Terms of Reference contents, some of the tasks the committee would do, things needed, things to do in advance of convention, some timelines.
February 2 <sup>nd</sup>	Attended teleconference of the Regional Council, we discussed the March council meeting agenda, council committees and their progress, AEC & Convention Updates

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

<b>Christine Walker</b>	<b>Date: October 6, 2011 through to end of March 2012</b>
<b>Constituency</b>	<b>North Vancouver Island</b>
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
October 15, 2011	Attended Area council meeting in Campbell River – discussion to expand the boundaries to include Malahat North and over to the west coast which would encompass Duncan, Nanaimo, Parksville, Qualicum, Port Alberni, west coast area up to the north end of the Island. Trying to get area council expansion to serve greater amount of members in North Island area.
October 21 to 23, 2011	PSAC BC regional council meeting
October 31 to November 11, 2011	Personal vacation time
October 2011 to February 2012	Labour Council attendee and delegate. Other Union updates as to campaigns and political action.
October 29-30, 2011	CEIU Regional Executive Council strategy meeting concerning government cutbacks. Implemented an ad campaign to bring awareness to the public concerning service levels.
	
November 19, 2011	Municipal Election Day – encouraged all members to participate in exercising their democratic right to vote.
Community Volunteer Work (regular monthly meetings)	Current President of Pacific Child and Family Enrichment Society. Ongoing process of strategic planning and quality improvement measures. Advocates for quality child care

CHRISTINE WALKER'S REGIONAL COUNCIL REPORT – MARCH 2012

January 16 <sup>th</sup> to 20 <sup>th</sup> , 2012	JLP Facilitator orientation in Winnipeg; good networking opportunity and have taken an active role in promotion of this important learning initiative
January 26, 2012	Attended CEIU Courtenay local AGM
February 4, 2012	Attended the Area Council AGM meeting in Courtenay and brought a member from my local who is interested in becoming the delegate from our local. Will draft a motion for our local to join this area council.
February 15, 2012	Co-facilitated Creating a Harassment Free Workplace for USGE group. Good networking opportunity and promotion for PSAC joint activity.
February 22, 2012	Observer at Parksville location of CFIA's AGM in order to conduct their elections if required.
Union rep at Monthly Occupational Safety & Health meetings	Awareness of worksite health related issues and possible union/NJC initiatives.
February 25 & 26, 2012	Delegate to BC Regional Health and Safety conference
February 29 – March 1, 2012	Duty to Accommodate clinic for the JLP facilitators newest workshop offering in Vancouver
March 8 to 11, 2012	CEIU Regional Executive Council meetings, district meetings and President's conference. Should generate good discussion on cuts to the public service and the upcoming Federal budget for local presidents. They can then distribute this information to their members.
Future March 29 – 31/2012	Finance Committee meeting and Regional Council meeting – fulfill role of Geographic co-ordinator and committee member
Upcoming activities	April 21, 2012 – Area Council meeting
<b>Challenges you had to cope with since the last meeting</b>	
Being unsuccessful in my bid for NEVP position in September and seeing the lack of elected leadership in our region take on issues of major importance to our members, which in the long run, have a negative impact on union membership in general.	
<b>What would you like to work on next?</b>	
Continue to be an advocate and take an active role in the promotion and retention of public services. Moving forward as a representative on a human rights issue/case.	

## **Report to BC Regional Council**

**By Heather DuDoward, Aboriginal Equity Coordinator**

**March 2012**

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**Report: BCFED Union Renewal Conference Nov 28th-30th 2011  
New Voices, Growing Unions**

Heather DuDoward attended the conference representing the BC Regional Council, Public Service Alliance of Canada.

**What the Union Renewal Conference was about:**

### **1. Organizing new workers from diverse communities**

- How do we increase and maintain union density in the face of changing demographics?
- How do we create a better understanding of cultural and experiential views of labour?
- How do we make the union relevant & increase union participation in diverse communities?

### **2. Building activism and engaging visible minorities and aboriginal workers**

- How do we increase underrepresented workers in participation in the union?

The challenges facing the union movement are enormous, but no greater a challenge exists than reaching out to new immigrants and aboriginal workers to grow our movement. Reaching out to these marginalized workers is the most critical task to reversing the downward trend on union density.

### **More about the conference**

The B.C. Federation of Labour held the Union Renewal Conference on November 28 - 30, 2011 at the Westin Bayshore Hotel and Conference Centre Vancouver, BC.

Conference theme - "New Voices, Growing Unions". The purpose of the Union Renewal Conference: build activism and engage visible minorities and Aboriginal workers.

### **Conference Highlights:**

#### ***Day 1- November 28, 2011***

#### **Aboriginal Invocation, William Nahanee, Elder Squamish Nation**

Opened conference with a prayer; stated: good and noble spirit in all human beings; we believe collective well being is more important than the individual; live together in harmony with an open mind and open heart; it's about equity and social justice; in 1792 Capt. Vancouver arrived in Squamish territory

**Opening Remarks: Union Renewal, Jim Sinclair, President, B.C. Federation of Labour**

Stated: deep commitment to social justice; we will take on the tough questions over the next 3 days; Aboriginals and visible minorities must take their place at all levels of the labor movement; biggest threat we face: 1) racism; 2) sexism; 3) homophobia – makes people less important than others; we must reject all these things; we have lots of work to do to build activism; Aboriginals faced years of practiced genocide; stole their land and culture and children; Aboriginals were builders of labor; they believed in collective action and drove the union years ago; Aboriginals took in Chinese workers who were driven out of Vancouver; young people showing more interest in the union these days; if we decide to change the way things are we can be more open and inclusive; we must set direction here in next 3 days; it's a fundamental job we must take on.

**Speaker: Karl Flecker, Director of Anti-Racism and Human Rights, Canadian Labour Congress**

Stated: important to know what side of the fence you're on and who is there with you; thank you for making the decision to change; how do we increase our union density and how will things be 10 years from now?; if we continue with the status quo we will be toast as a union; we are not growing our numbers or union members; 8 Million workers will step off the work wheel in the next 10 years; who will hold us up when we retire? Our kids and grandkids – they are very relevant to our life – these young people; we are in trouble – union membership is dropping; women outnumber men in the labor movement; young Aboriginal people are the nation's fastest growing demographic; where will new workers come from? – Aboriginal communities and immigrants and newcomers; cohort of young Canadians (Gen X and Gen Y familiar with getting screwed in the workforce which makes them strong willed.

What to do?: embrace radical change; look at who we represent and who is missing; conduct equity audits; change workplace climate; develop and implement leadership development programs; establish mentor networks; train your union representatives; support outreach networks; provide high profile assignments for equity members (overdue justice); demand accountability from our structures; fix issues; identify barriers within our structures; the first time in our workplaces we have 5 different generations; different accommodations for different ages in workplace.

**Member from building trades union:** stated - it's about long-term careers and apprenticeships for Aboriginals; we need to help with job opportunities for First Nations.

**Karl Flecker:** stated - informal way people move up in leadership in labor movement; formal way through Canadian Labor Congress Winter School – take leadership courses; become neo-liberals.

**Member:** stated - the most devastating challenge is bullying in the workplace, and in the schools.

**Karl Flecker:** stated - Ceridian Corporation (offers human resources and other services to organizations) has a full-time corporate trauma specialist on staff; racism outstripped sexual harassment in the workplace; must educate members; member to member conflict is taking place; no amount of education is going to change some people's attitudes.

**Panel: Challenging Racism; Examining Personal and Structural Racism in our Society**

### **Dan Smith, First Nations Summit**

Stated - we have a choice to accept or discriminate against other people; look at harmony within workplace itself; take care of you first, physically, mentally and spiritually

### **Dr. Henry Yu, UBC Professor of History**

Stated – Who am I? Who are we?; this is the challenge we face today; his mother came here as an immigrant; Chinese Immigration Act; Canada was formed on top of Aboriginals and Chinese; eventually the land was cleared of those people; 1885 railroad was completed; FN reserves – out of sight and out of mind; what is an immigrant?; 1907 anti-Asian riot led by unions; laws were made to exclude Aboriginals and Asians from the land; we sit in an unprecedented time where we are still living in someone else's house – we've stolen someone else's house and put them in the back yard; who are you sharing the house with and how?; mythic problem with our history; build a more collaborative labour movement that works with the education system; have a future where we have a common history.

***Day II November 29, 2011***

### **Making the Labour Movement Relevant to Everyone**

#### **Panel: Lucy Luna, Agricultural Workers Association**

Stated - Now have people of color being racist against each other; as a European say what you need to say to us - speak out.

#### **Mable Elmore, NDP MLA, Vancouver Kensington**

Stated - first became a shop steward; used to drive a bus; a lot of opportunities have been afforded me through the union; be persistent with people to get them involved with the union; have to be able to speak to communities through the media.

### **Group Work (small group discussion challenges and best or emerging practices to increase diversity at member activism):**

#### **Scenario 1: *The Union Picket Line***

***Your union has been without a collective agreement for over a year. Little to no progress has been made at the bargaining table, the employer refuses to budge. At week 2 of the picket line the employer announces he is bringing in scabs. The scabs are all recent immigrants from South America. Emotions are running very high on the picket line. As scabs are crossing the line some of the picketers yell out "go home." While no ethnic or racial slurs are ever used, the evening news doesn't make that clear. In fact by the next morning our union is being called racist, a cultural advocacy group is demanding an apology, and the public is ignoring the reasons for your job action. Your group, the strike committee, has been tasked with preparing a response and meeting with representatives.***

***How will you acknowledge the public concerns, and how will you explain your union's views and history on racial and ethnic diversity?***



- Work with communications officer to develop a message box (practice, practice);
- Educate strike captain; have a strong picket captain;
- Set up meeting with cultural advocacy group;
- Have person of ethnic origin speak on behalf of union;
- Explain to public why we are on strike - explain action and timeline; issue isn't the workers – issue is the strike; we are fighting for the rights of these immigrant workers
- Contact the scabs and talk to them, explain what is happening, have person who can speak their language;
- Redraft and refocus (use the employers own words back on them); explain why unions matter;
- Criminal code violation to lie to your employers;
- Apologize for any hurt feelings.

### **Scenario 2: *The Local Union Meeting***

***At a local union meeting, Morgan, the union president, outlines a proposal to work with the employer to train apprentices and recruit new hires for a major construction project in the north. The proposal also includes an equity hiring plan to create employment opportunities for aboriginal people in the region. Robin, a steward, speaks out opposed to the plan. S/he point out that Drew, the lone aboriginal person in the meeting, didn't need any help getting a job, and no one should be singled out for favoritism. Drew has raised his/her hand to be recognized to speak. Lee, another member in attendance, interrupts the speaking order and says hiring preference should be given to sons/daughters of current members, because it's their dues helping pay for the program.***

### ***How should Morgan respond?***

- Important to hire and train local Aboriginals for the available jobs;
- With local jobs Aboriginals are able to live and work in their own communities amongst their extended families;
- Acknowledge Drew and ask him/her for comments;
- Advise Lee that his/her comments about hiring preferences for sons/daughters of current members is in inappropriate;
- Remind group that equity hiring plans must be implemented in workplace;
- Remind group that young Aboriginals are the fastest growing demographic in Canada and they too deserve good jobs;
- Aboriginals need jobs and not just the lower level jobs – they too want the opportunity to 'move up' in an organization.

## **Panel: Increasing Diversity of Member Activism**

### **Christine Stewart, Teacher and BC Teachers Federation Executive member**

In 2000 task force recommended Employment Equity for Aboriginal workers, journey is still happening, we are dealing with internal racism; BC has 39,000+ teachers and 200 are Aboriginals; 59,000 self-identified Aboriginal children in BC; if we had parity we would have 3300 Aboriginal teachers in BC; some Aboriginal teachers face discrimination during the interview process because of racism – they make talk slow with an Aboriginal ‘accent’ which the hiring board may not accept; imagine what it’s like for some Aboriginal children in the classroom; we have to rattle the cage/shake the chain; language is used to keep us in or keep us out; your silence will not protect you; keep walking with us and have the courage to do so.

### **Sharon Desousa, REVP, PSAC, Ontario**

Sits on governing board of PSAC; first person of color and youngest person to have this role; PSAC has a strong employment equity plan in place for staff; as new hire ask questions during interview such as: do you have a commitment to social justice and non-discrimination; racism is systemic and pervasive – we have to constantly address this; OFL Biennial Convention held recently where we put together a policy paper on union renewal; PSAC made employment equity and human rights a priority; we must have a voice within the union; children must see themselves reflected in leadership roles.

**Comment: Heather DuDoward, Aboriginal Equity Coordinator, BC Regional Council:** Spoke about the need for B.C. Federation of Labour to work with B.C. Teachers Federation and school districts to highlight the importance of administrators/teachers to do more to help Aboriginal children succeed in the public school system by: budgeting adequate funds to hire qualified teachers to help students who require more academic instruction within classroom (e.g. academic math); measurable plans by teachers and administrators to increase Aboriginal high school graduation rates; how can we increase our union membership if Aboriginal students are not graduating from high school? By not graduating, it’s difficult for people to access decent jobs – without jobs Aboriginals cannot become union members.

### **Adrian Dix, NDP Leader – Guest Speaker**

Was the health care critic; these are extraordinary times in BC and the world; proposing non-refundable student loans; we are going to change labor regulations in BC; non-union workers have taken the most cuts in BC - re-establishment of Human Rights Commission; we’ve got to change and become more aggressive – especially for the younger people; 1.7 Million eligible voters did not vote; we have to get Aboriginals and visible minorities out to vote.

**Day III November 30, 2011**

**World Café – Round Table Conversations**

**Topics:** (Answer: Yes; No; Maybe)

- Equity and Equality: through equity we have achieved equal representation in leadership positions.
- Capacity and Ally Responsibility: I understand my role in challenging racism.
- Collaboration and Action: my union is open to working with other unions.
- Inclusion: union meets all of our needs.
- Intersectionality and Classism: categorize people for economic gains; I understand the difference and the relationship between classism and racism; social constructs.
- Education and Capacity Building: I know where to go for support, education and resources to challenge racism and practice inclusion.
- Transparency and Accountability: the union does all it needs to do to reach out to diverse communities.

**Miscellaneous comments/notes:**

- Canadian Labour Congress working on re-branding and renewing image;
- Showcase what we're doing by having strong Aboriginal stewards as representatives at larger conferences – not just managers present;
- Member stated many types and levels of racism; racism and bigotry is taught to children by their parents;
- Check in our own union about structural barriers; create a culture change within the union;
- Accountability and reporting back; send ideas and info back to the membership;
- Set up mentorship programs within the union;
- Take this model back to convention; let convention know what still needs to be done;
- Jane Johns, REVP, PSAC: comment - Change racism and other 'isms'; call it 'prejudice' and write our own definition.

**Closing Remarks, Jim Sinclair, President, B.C. Federation of Labour**

Racism exists; criticize them for the color of their skin; we need to challenge racism; if we don't we will keep going backwards; we represent the working class; we need to see you a convention next year; 1000 people attend and 300 should be Aboriginal and visible minorities; 25 – 30%; it's an opportunity that the labor movement will be stronger; your job is to take care of everybody, that's the labour movement and that's what makes us strong.

**Other Activities:**

Recommended to BC Regional Council staff member that we provide link for members to self-ID on PSAC website homepage.

Contacted PSAC Human Rights/Aboriginal Rights Officer for PDF copy of Aboriginal Peoples' Circle Report.

Contacted B.C. Regional Council for additional copies of *PSAC BC Women 'End Violence Against Women'* pamphlet for distribution.

Written report for PSAC self-identified Aboriginal members with:

- PDF copy of *PSAC BC Women 'End Violence Against Women'* flyer/brochure for posting in workplace;
- PDF copy *Aboriginal Peoples' Circle Report* from PSAC National Aboriginal Peoples' fall Conference;
- BC Federation of Labour 2011 'Union Renewal' Conference report and *Glossary of Terms*.

Participated in B.C. Regional Council teleconference: requested 'council member projects' be added as agenda item for March 2012 meeting.

**B.C. Regional Council Education Sub-Committee**

- Drafted list of topics for inclusion in brochure for new council members;
- Reviewed Education Sub-Committee Terms of Reference and noted new additions/changes;
- Participated in Education Committee teleconference.

**Political Action Committee**

- Contacted several committee members regarding next steps.

Participated in Local 20723 AGM (UNE, Gwaii Haanas/Parks Canada).



British Columbia

PSAC Racially Visible Equity Coordinator - Sargy Chima  
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 BC Regional Council

<b>Tracy Shudo</b>	<b>Date: February 2012</b>
<b>Constituency</b>	<b>Disability Coordinator for the BC Region</b>
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
Attended monthly Human Rights Committee meetings	<ul style="list-style-type: none"> <li>• Represented people with disabilities</li> </ul>
Attended in all of the recent Health & Safety/BRUSH meetings in person. Was selected to sit on the steering communities for the triennial Health and Safety conference, which was held in Richmond in February 2012	<ul style="list-style-type: none"> <li>• Voiced health and safety concerns on behalf of people with disabilities in all workplaces.</li> <li>• Sat on the Health and Safety Committee and assisted with all swag issues and Fun Fun stuff</li> </ul>
Attended Vancouver Women's Committee Meetings	<ul style="list-style-type: none"> <li>• Attendance allowed me to represent women in my local and area</li> </ul>
Went on the Feb 14,2012 march downtown for Missing and Murdered women	The march was held after the Human Rights Committee watched a movie called "Finding Dawn." The film, which was very moving encouraged us to recognize the challenges that all members of our equity groups are having and lend our support to them.
Attended meetings by phone for the Island Human Rights meetings	Attendance allowed me to represent the position of the regional coordinator for persons with disabilities. My participation also allowed by to share information from both committees.
<b>Challenges you had to cope with since the last meeting</b>	
I need to work locally to help members that are losing current jobs.	
<b>What would you like to work on next?</b>	
Again and again, I would like to work on the " <b>Standing Together.</b> " I think the next few years are going to be very challenging due to the current economic climate and the potential for a worsening of the situation.	



**October 2011** Participated in the Sister in Spirits Vigil in Kelowna. It was very interesting as the Vancouver RCMP department heads for serial murders were again there to answer questions and give an overview of their efforts. We had our 2<sup>nd</sup> level CEIU group grievance hearing. The grievance was for our frontline staff that were being forced to work in other offices and who had their variable hour schedule pulled because of covering other offices.

**Meetings** - † PSAC BC Regional † PSAC BC Women Chairs † PSAC Okanagan Vancouver Human Rights † CEIU Union † Health & Safety/BRUSH † PSAC Presidents – No cuts campaign † PSAC Okanagan Area Council & Women's.

**Community** - Performing Arts & Winter Games Volunteer. Community Music School. Nepal donation –comfort dolls. Interview Ryerson student / Gender neutral parenting. Ugandan Medical Fundraiser.

**Political Action** - Omnibus Justice Bill – Letter to MP / C19 – Letters Harper, Ambrose / Occupy Vancouver – Letter Robertson / Avaaz

**November 2011** Wrote a letter on behalf of BC PSAC for on strike McGill University union. Preparation for Dec 6<sup>th</sup> started - BC PSAC Women Chairs drafted a letter to distribute to members. Connected with Penticton & Area Women's Centre. Kicked off our Okanagan Human Rights Children Project (PSAC) Health & Safety Brush Survey - Updated Local Information.

**Meetings** - † National PSAC Women Chairs † BCFED Women's

**Community** - Remembrance Day choir – pins.

**Political Action** - Amnesty Petition / Long Gun Registry

**December 2011** Dec 6 “National Day of *Remembrance* and Action on Violence Against Women. Attended a Dec 6 breakfast in Vancouver and an evening vigil in Surrey, BC. Asked members to submit stories to National PSAC office (A Vancouver member did and it was published in the Job Cuts Hurt Women brochure). Worked on the creation of a women's course for the fall – September 2012. Made Dec 6 buttons for Okanagan & Vancouver. Mass grievance to the Service Canada minister Finley. The year ended with some family time in Saskatchewan and my daughter returning to Canada after her travels abroad.

**Meetings:** † n/a

**Community:** Amnesty Letter Writing Campaign. Turkeys for charity.

**Political Action** - Jasper campaign / Climate Action / Suzuki letter writing / Cupe Water Safety

**January 2012** Facilitated – Employment Equity and Harassment Free Workplace. Started preparation for International Women's Day. Joined WAVAW – Women Against Violence Against Women. Developed brochure for Okanagan course.

**Meetings** – † National Women's Chairs † Vancouver Regional Women's- Patty Ducharme † Okanagan Area Council & Women's Committee † CEIU local annual † Okanagan HR.

**Community** Living BC Forum.

**Political Action** – Social Development Minister Cadieux presentation and community input / Justin Trudeau presentation / Naser al Raas: Canadian citizen campaign (released in February) / Food Safe letter Michael McCain /

**February 2012** Duty to Accommodate JLP Training. Diversity committee organized a transgendered presentation. Participated in a presentation on Food hosted by SENS~ Sustainable Environment Network Society. Health & Safety conference Richmond.

**Meetings** – † PSAC BC Regional † CEIU Local Annual General Mtg † PSAC National Women Chairs † Union Management Consultation

**Community** – BC Winter Games Volunteer. Music School Festival & Gala fundraiser. Amnesty..

**Political Action** – Women of Zimbabwe Arise (WOZA) action, / Virtual Event ~ Protect A Women's Rights Defender In Guatemala From Extreme Intimidation And Violence.



## Report to B.C. Regional Council

<b>Paul Croes</b>	<b>Date: 29 February 2012</b>
<b>Constituency</b>	<b>PRIDE</b>
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
BC FED Union Renewal Conference November 28-30, 2011	As there was a Youth conference prior to this meeting, there were many youth attendees. The focus was on how to engage Youth and Workers of Colour and Aboriginal Workers to feel welcomed into the Union. (See report 1)
PSAC Health and Safety Forum (Policy Committee) November 22&23	It fulfilled the role by having had a voice from BC at the Forum, which was a National getting-together of H&S activists. Many activists from across the country talked about the need to engage the youth. (See report 2)
BC PSAC regional Health and Safety Conference February 25 & 26, 2012	A report is being compiled. As soon as it is prepared, I will forward to you.
<b>Challenges you had to cope with since the last meeting</b>	
<p>What everyone is dealing with: potential WFA and Budget implications.</p> <p>Preparing for the Day of Action "Standing Together."</p> <p>I am still working on a yearly calendar for PRIDE events across the country.</p>	
<b>What would you like to work on next?</b>	
I aim to complete the calendar in the next month (hopefully).	

## **Report I: BC FEDERATION OF LABOUR - UNION RENEWAL CONFERENCE**

Jim Sinclair was the host of the Conference where the BC FED had a Youth Conference the day prior. The BC Fed convention had 135 Youth Delegates and 150 at the youth Conference. 5 Years ago there were 5 Delegates.

The biggest thing that is a thread to our being is: Racism, Sexism and Homophobia. We MUST have a racism free, sexism free and homophobia free labour movement. It was not always so. We must do more on Diversity. Aboriginal workers built the labour movement, Chinese labourers built our country. We have had Japanese internment camps and much more that is a stain on not just our society but also on the labour movement. It is all about class. Take away the barriers and we can move forward.

Now we have the “Matures”, born before 1946  
The “Baby Boomers”: 1946 to 1964  
The GenX: 1965 to 1980  
The GenY: 1981 to 1999.

In the past if an Aboriginal person wanted to go to University they had to give up their Indian Status.  
In 1885 they introduced the Immigration Act to exclude the Asians AFTER the railroad was build.

A speaker (MLA Victoria) Raj Chouchan spoke about being a Trade Unionist first and getting motivated to become a MLA. Without the worker, the businesses (you) wouldn't exist. Whatever we do wherever we go we must talk about workers rights. Among his friends was Cesar Chavez and he helped young women workers (farm workers) organize. If a woman would get pregnant there was no talk about it not only due to working conditions but also due to cultural barriers. We organized (Brother Chouchan and Brother Sinclair) the Union of Farm Workers. The Canadian Labour Congress and the BC Fed supported us all the way.

The next speaker was Lucy Luna who is from the Agricultural Workers Association. “We are workers regardless where we come from”. Mable Elmore spoke (MLA NDP Kingsway. Who is from a riding 70% ethnically diverse, mainly of Chinese descent. Connecting is the most important.

Thank the Executive Director for MOSAIC spoke, Eyob Naizqhi. He indicated that there are 182.000 temporary Foreign Workers in Canada. Mostly Asian workers.

There are many issues with the current governments in Victoria and Ottawa. Both take funding away from groups who fight human trafficking. Both close down Civil Rights organizations and women rights organizations due to complete lack of funding.

Adrian Dix spoke to the Delegates and was very upbeat about the future of our Province. He is looking forward to the next Provincial Election.

For the rest of the last day we broke into several groups and were moderated by Iris Yong and Romi Chandra-Herbert. We talked about Priorities for Action and Measuring Success. There were lively and heartfelt exchanges of opinion and very constructive discussion.

Some priorities that were discussed:

#1: Equity and equality (having achieved equal representation by and large)

#2: Capacity and Ally responsibility. (I understand my role in challenging racism)

#3: Collaboration and Action (Our union is open to working with other unions and/or is open to using multiple approaches (including radical ones)).

#4: Inclusion.

#5: Intersectionality and Classism.

#6: Education and Capacity building.

#7: Transparency and Accountability

In closing the Delegates were expressing great surprise at how effective the conference was in allowing everyone to interact and share, respectfully, ideas and opinions. There was indeed a lot of cooperation between all participants and everyone was looking forward to the next Renewal Conference. We were also very pleased to hear that this same Conference is organized here in Vancouver, but also in the North and in Kelowna for the interior.

Job well done!

Paul Croes

NVP CIC

Regional co-ordinator PRIDE for PSAC BC

## **Report II: PSAC H&S POLICY COMMITTEE FORUM**

I attended the very first ever Health and Safety Policy Committee Forum for the PSAC (National). I was there in my capacity as NVP CIC from CEIU as I am on the CEIU/CIC National Health and Safety Policy committee. There were about 60 Delegates.

Annie Smith-St-Georges from the Maniwaki Algonquin First Nation opened the Forum.

The first panel was:            Bob Kingston President of the Agricultural Component  
   Lisa Addario who is a Legal Officer with PSAC  
   (Lisa gives advice on Human rights cases and deals with Duty to Accommodate)

Labour Code II has been in place for 11 years.

The terms of reference form each policy committee must be reviewed at every meeting but also should not limit the membership of the committee to where members are from.

We must be vigilant to submit names to participate on these committees as it is our responsibility. If we fail to submit names we are in fact in violation. These committees must have Union presence. A misconception is that Employers have the final say as to the Terms of Reference (ToR). This is not correct. The committee shall create the ToR.

The Policy Committee speaks to issues from across the country. We MUST speak up. The employer cannot withhold information. Only with an investigation can they withhold medical records but that is it. These meetings should be held in-person. Not through video conferencing and certainly not through teleconferencing.

Lisa spoke of workplace sever injuries are on the rise. Due to lack of funding, there are less and less LAO's (Labour Affairs Officers). Make sure that if anything goes on you document and grive where possible. It is found that with documentation and grievances we have information to rely on. If there is not information how can we do something about an issue?

Harassment/Bullying incidents are on a dramatic rise. It is in danger of becoming systemic. There is more talk about a SMS-Safety Management System. Your objectives should be to share best practises, Identify Challenges as much as is possible and make recommendations to PSAC. No input, no output.

The Policy Health and Safety committees meet 4 times a year.

The PSAC National Health and Safety Conference is in November 2012, please keep this conference in mind as it will be an important one.

The next day Rod Noel made a presentation on the facts of:

Know the law

Apply the law to the workplace

Get to know your H&S officers

Engage the services of the Health and Safety Officers

Don't get intimidated

Document your evidence.

If you are working with "someone" whether a private or public worker you have the right to discuss the situation. Including Premise, Location, work you do, and safety measures and safety adherence. For instance if you drive a government vehicle it is up to you to make aware about brake issues, or anything wrong with the vehicle (wiper malfunction, etc). A company car is considered equipment. Mention what the issues/problems are or potential problems, how to address them.

Create templates for JHA (Job Hazard Analysis), Policy Writing, Committee strictures, etc. etc. It all starts with the top: Legislation then follows the Regulations and then the Policies. At the Coast Guard about 10% of injuries of the workforce is due to no - or inappropriate training. Every person HAS to be trained in the use of a fire extinguisher, have you?

Post minutes on the Union Board, report out, Keep up the Directives and Policies and work together with all unions at your workplace, be involved.

The meeting was a very worthwhile endeavour. There was much information and exchanges of information. All were heard and many expressed at this Forum.

Paul Croes

NVP CIC (CEIU)

Regional Coordinator PRIDE (PSAC BC)

## Report to B.C. Regional Council

Erica F.J. Yang	Date: March 3, 2012
Constituency	Young Workers
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
Presidents Conference (October 29 <sup>th</sup> , 2011)	<ul style="list-style-type: none"> <li>• Attended as the 1<sup>st</sup> VP of my Local and as the YWC of the RC.</li> <li>• Outreach to the YW who attended the event</li> <li>• Increased YW awareness</li> <li>• WFAA</li> <li>• Young Worker engagement guide was released officially at the event</li> </ul>
Governexx 2011 Conference - lunch time market place booth (November 1 <sup>st</sup> , 2011)	<ul style="list-style-type: none"> <li>• Daphne Ho attended on my behalf</li> <li>• Building partnership with other Youth committees in the government in order to increase union awareness among all federal public service workers</li> </ul>
Co-Dev's Young Worker South America Delegation (November 30th – December 9th, 2011) (Location: Honduras and El Salvador)	<ul style="list-style-type: none"> <li>• Final number of delegate from BC: 2</li> <li>• Both YW have been scheduled to report back to the Regional Council.</li> <li>• Vancouver CoDev Report back scheduled on March 14th</li> <li>• Vancouver Island report back: TBA</li> </ul> <p>This is an important and unique opportunity for young workers to see firsthand the beneficial outcomes of union international solidarity and social justice programs.</p> <p>Part of Co-Dev's mandate and partnership model is making links between Canadians and Latin Americans for mutual learning and solidarity. One of the best ways to experience this mandate and deepen our partnership and understanding is through delegations: taking Canadians to Latin America to meet the partners they support and learn firsthand about their issues.</p>
BC Fed 2011 Young Worker Summit – It's Our Turn (November 27 <sup>th</sup> , 2011)	<ul style="list-style-type: none"> <li>• Organized and facilitated the World Cafe portion (main discussion part of the event)</li> <li>• 5 Young Workers from PSAC attended</li> <li>• Many non-union workers attended and many were even under 19. It was an eye opener on how</li> </ul>

	<p>union exists in other's eyes.</p> <ul style="list-style-type: none"> <li>• BC Fed gets a summary of where labour movement should be going for youth in 2012.</li> </ul>
<p>BC Fed 2011 – Union Renewal Conference (November 28th – December 30<sup>th</sup>, 2011)</p>	<ul style="list-style-type: none"> <li>• 3 Young Workers attended</li> <li>• Very proud to see PSAC is really ahead of the curve on this matter</li> <li>• Brought up the question - where is labour really at when it comes to diversity?</li> <li>• More interesting thing is - people's reactions when it comes to diversity. Many people left by Tuesday afternoon.</li> </ul>
<p>Young Worker Caucus AGM (December 7<sup>th</sup>, 2011)</p>	<ul style="list-style-type: none"> <li>• 6 Young Workers attended</li> <li>• Terms of Reference adopted</li> <li>• 2012 goals set</li> <li>• 2012 budget proposal was made and brought to REVP to AEC for national funding</li> </ul>
<p>BC Fed Young Worker Committee Annual Planning Meeting (December 17<sup>th</sup>, 2011)</p>	<ul style="list-style-type: none"> <li>• Attended as the delegate of PSAC BC YWC.</li> <li>• Discussed and debrief the 2012 Youth Summit.</li> <li>• Discussed the diversity issued in the labour movement</li> <li>• Discussed what the labour should focus on in 2012</li> <li>• Discussed the age limit and delegation process</li> </ul>
<p>BC Fed Young Worker General Meeting (January 11<sup>th</sup>, 2012 - may not be accurate)</p>	<p>It's more like an open house than a formal meeting. Again, further discussions and brainstorming regarding what the youth really care about, and what kind of actions youth and labour can take to make a difference and impact what people care about.</p>
<p>BC Fed Young Worker Committee Meeting (February 16<sup>th</sup>, 2012)</p>	<ul style="list-style-type: none"> <li>• Daphne Ho attended on my behalf</li> <li>• Camp Jubilee planning</li> </ul>
<p>Governnexas Event - Understanding the CA (February 16<sup>th</sup>, 2012)</p>	<ul style="list-style-type: none"> <li>• Janelle Ho-Sing facilitated</li> <li>• Event was full (approximately 20 people), and the feedback was positive</li> <li>• Future educational info sessions will be scheduled</li> <li>• It is a part of our "outreach" strategy</li> </ul>
<p>2012 PSAC BC Regional Health and Safety Conference (February 24th-26th, 2012)</p>	<ul style="list-style-type: none"> <li>• I was on the organizing committee and definitely gained some valuable experience in making a conference into reality.</li> <li>• 4 Young Workers attended</li> <li>• Learned firsthand info on workplace mental health (the devastating effect workplace bullying have on people)</li> </ul>
<p>Vancouver Island Young Worker Caucus Meeting</p>	<ul style="list-style-type: none"> <li>• Eric B. took charge of the whole event</li> <li>• Many Young Workers attended (8-12, see the</li> </ul>

(February 28 <sup>th</sup> , 2012)	<p>actual meeting minutes to confirm)</p> <ul style="list-style-type: none"> <li>• Terms of Reference adopted</li> <li>• Local committee executive elected</li> <li>• First ever young worker meeting on the Island</li> </ul>
<b>Activities that are scheduled in the near future.</b>	<b>How it fulfilled 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>Young Worker Caucus - CoDev Report Back event (Vancouver, March 14, 2012) (Vancouver Island, TBA)</p>	<ul style="list-style-type: none"> <li>• Vancouver - invited the Human Rights Committee and the International Solidarity committee to join us</li> <li>• For other YW's to see how much they can learn and gain from a union training trip</li> <li>• Good experience needs to be shared. Also, this may increase Young Workers' level of interest towards future union training opportunities.</li> </ul>
<p>2012 Union School (March 23<sup>rd</sup>-25th, 2012)</p>	<ul style="list-style-type: none"> <li>• Daphne Ho will attend and assist on my behalf</li> </ul>
<p>Young Worker CoDev Report back to the Regional Council (March 31<sup>st</sup>, 2012)</p>	<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, the RC may gain some confidence in supporting similar events in the future for young workers to attend.</li> </ul>
<p>Young Worker 2012 Planning Session (TBA)</p>	<p>2012 PSAC BC Regional Young Worker Conference Planning session</p>
<p>Camp Jubilee (June 8-10, 2012)</p>	<p>TBA</p> <p>Valuable training for young worker to learn different important aspect in unionism.</p> <p>A great networking experience.</p> <p>Currently working out funding to determine how many Young Workers we can support.</p>



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

Health and well-being: my husband went through serious health crisis before Christmas, which had significant impact on both him and I. With only one kidney, and still suffering from some side effects of the surgery, my health level has dropped exponentially. As you can see, many events were fully taken care of by my alternates. I am indeed grateful of having two amazing alternates by my side.

Workers losing their jobs, especially the younger members.

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

Myth buster flyer

\*\*Regional Young Worker Conference in later 2012

\*\*Gaining Standing Committee status for the Young Workers in BC

A course at the Union School for training senior members to engage younger members in the future

\*\*Build an active Young Worker Core Committees within the Young Worker Caucus

\*\*Co-sponsor events with other constituency

\*\*Hold events at different locations, i.e. Vancouver Island and the interior

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 management – different young workers events and conferences.

Team management – 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.

## Report to B.C. Regional Council

<b>Sam Wiese</b>	<b>Date: February 28, 2012</b>
<b>Constituency</b>	<b>Health &amp; Safety</b>
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
Developed group letter to Harper regarding Finley's insults in the media of CEIU members	Political action
Developed individual letter for CEIU members to send to Finley	Political action
Provided copies of letters to MPs Denise Savoie, Peter Julian and HRSDC critic Jean Crowder	Political action
Attended meeting with Peter Julian to discuss(Finance Shadow Minister) continued backlogs in EI processing and provide truth to Finley's assurance that EI automation and the National Workload System is a "Godsend" to EI clients and employees (CEIU, PIPSC members)	Political action – promoting public services and need to oppose federal budget cuts
BRUSH Committee meetings	Promoting H&S awareness and action in the Region
Developing & organizing 2012 PSAC B.C. Regional H&S Conference theme, agenda	Promoting H&S awareness and action in the Region
Attend BC Fed OSH meetings	Networking with other H&S activists, developing tactics for H&S awareness and political action to ensure all workplaces are safe and healthy
Provided information and guidance to delegated members to ensure March 1 Standing Together action takes place	Political action- promoting public services and need to oppose federal budget cuts
Facilitated 4 workshops for JLP	Promoting the work of the JLP. Doing my part to ensure that the MOU between PSAC & TB – Joint Learning- will continue to be funded. Networking with PSAC members across the Region.

<b>Challenges you had to cope with since the last meeting</b>
<b>What would you like to work on next?</b>
Finalize the PSAC B.C. 2012 H&S Conference report and concentrate on taking the action conference participants identified for BRUSH.  Port Moody by-election – as soon as it’s actually called  Take a couple of days on Union business to contact locals to obtain outstanding H&S surveys. Compile the data from the surveys and amalgamate it with 2012 H&S Conference planning session to ensure that PSAC B.C. Regional Council and BRUSH is meeting the needs of members in respect to promoting H&S awareness and activism.  Identify young H&S Activists for successorship planning

## Report to BC Regional Council

Jason Salchert	March 1, 2012
<b>D.C.L and Smaller Separate employers</b>	
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
Since the last regional council meeting, Patrick Bragg and I have created a contact list for this constituency.	We now have a comprehensive list of the Executives from each Local within my constituency.
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 are currently before the C.I.R.B on another potential group.
I have attended meetings with various employers in hopes to achieve a stronger working relationship between the parties.	
In December, I was able to visit the DCL's and Locals under my portfolio on Vancouver Island.	I was able to visit the members on the Island. I had a tour through the IMP facility in Comox on one day. The other time was spent in Victoria and at the Victoria Airport. I would like to thank the members for welcoming myself to their place of work.
<b>Challenges you had to cope with since the last meeting</b>	
The first order of business was to figure out and explain to the members what exactly the Regional Council and its caucus provide for the membership.	
Another challenge is attempting to attend meetings for Locals who are in different geographical areas.	
<b>What would you like to work on next?</b>	
I would like to work out a travel schedule for the various locals around Vancouver.	



British Columbia

PSAC Regional Coordinator for National Officers - Nic Humphreys

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.