

## **Vancouver Area Council Meeting (April 2<sup>nd</sup>, 2014)**

Attendees: Aaron(CEIU20938), Crystal(CEIU20974), Erica(CEIU20949), Tracy(CEIU20949), Katie(CEIU20938), Sharon(UPCE20101), Ryan(USGE200011), Ferzana(UTE20027), Frank(GSU20008), Bill(GSU20008), Helio(UVAE20045), Barry(UCTE20221), Colin(AGR20060), Jennifer(UPCE20095)

Regrets: Jamey(UTE20027), Christine(CEIU20949), Jessica(CIU20040)

Staff: Luc

### **Agenda:**

- Address by REVP
- Convention
- Resolutions
  - May Day
  - June Softball Game
  - August VAC BBQ
  - Labour Day Event
- Affiliate Reports
- Education
- Telephone Town hall
- Metro Vancouver Alliance

Meeting called to order: 5:27pm

Chair: Aaron (Since the president, Jamey Mills, was absent, the first vice president chaired the meeting.)

### **Address by REVP:**

REVP, Bob Jackson, was connected via conference call.

REVP thanked all the Brothers and Sisters for all the work done for VAC.

REVP thanked Jamey and Crystal for job well done on the Metro Vancouver Alliance project.

REVP indicated that our Untied Way Campaign was a success and a thank-you note will be sent to all members.

REVP indicated that more info regarding WAAA Campaign Phase 2 would be given at the upcoming regional convention.

REVP also indicated that May Day event activities would be similar to last year's where members would have a chance to step out of their offices and hold signs to demonstrate the value of public servants and solidarity.

Tracy asked questions regarding the May Day event and the new PMA.

Tracy stated that at her new work location, Harbour Center, members were afraid to even leave their desks, so asking members to come out for May Day would be difficult. Bob responded that he's aware of the new performance management system, and the May Day event would be the perfect chance for members to come out, stand

together, and have some fresh air at the same time.

Tracy requested to have a round of introductions.

Introduction (names recorded in order):

Aaron, Crystal, Erica, Colin, Sharon, Tracy, Ryan, Frank, Bill, Katie, Jennifer, Luc, Helio and Barry.

**Convention:**

Erica, Crystal, Tracey, Barry, Bill, Ferzana, Jennifer, and Jamey are attending the upcoming PSAC BC Triennial Convention in April 2014.

Crystal indicated that Jamey would be running for the Alternate REVP position at this convention.

Aaron stated that Jamey would be speaking in favor of having PSAC pay/subsidize partially for District Labour Council affiliation at the upcoming regional convention.

**Resolutions:**

May Day:

Crystal and Tracy have already volunteered.

Crystal would like 2 people from the VAC to volunteer at the VDLC May Day event; however, there was not much detail available at the moment.

Many people indicated that committing without further information would be difficult. Crystal replied that she would share the information to the council as soon it's available.

Jennifer indicated that people would generally require more than 2 days notice. She also indicated that she had a hard time asking time off from work last year because the call-out email with event details came out about 2 days prior to the event.

June Softball Game:

NPSW Softball Tournament

June 18 during day time

Douglas Park (between King Edwards and Oak)

Motion to the council to allocate \$300 to support this event: Crystal

Secunder: Tracy

Bill asked about the turnout last year because \$300 may not be adequate for an event this scale.

Tracy asked what the \$300 was for.

Jamey stated (via text messages to Crystal) that the \$300 was for park booking, insurance, balls, food, and water.

Erica explained the history of why PSAC was sponsoring this event.

Jamey indicated (via text messages to Crystal) that about 80 members participated last year.

Ryan called the question.

Motion carried.

Ryan asked what would be the formal name for this event. Aaron replied.

Bill asked what kind of leave people should use. Aaron indicated that personal day, volunteer day, or vacation day would all be applicable.

#### August VAC BBQ:

Location: Trout Lake Park

Date: TBA, but should be a Saturday

Arron explained the purposes of this event.

Motion to the council to allocate \$300 to support this event: Crystal

Secunder: Jennifer

Supplement from REVP's office will be received.

Tracy indicated that the call-out notice must go out at least 4 weeks prior to the event, especially when August is a busy month for annual leaves.

Frank called the question.

Motion carried.

#### Labour Day:

Ryan asked whether or not we have the money to support all the events.

Chair to Treasurer.

Sharon indicated that, as of February, our balance was \$4122 .

Aaron confirmed with Sharon that our fiscal end is still October 31<sup>st</sup>.

After a brief discussion between the two vice presidents and the treasurer, it's concluded that we would have sufficient funds to cover all the activities proposed tonight.

Tracy indicated that there had been changes on how the committees receive money from the REVP's office and how the REVP's offices receive money from National.

Luc provided further information.

Conversation switched back to the May Day event

Motion to the council to allocate \$100 to the VDLC for the May Day event.

Secunder: Barry

Crystal read out Jamey's text message containing the rational for this resolution.

Both Tracy and Aaron indicated that this event had a good turn out last year.

Erica called the question.

Motion carried.

Conversation switched back to the current agenda item.

Motion to the council to allocate \$200 to the BC Federation of Labour for this Labour Day Event: Crystal

Secunder: Helio

Bill asked for more information. Aaron provided some background.

Tracy volunteered to set up the day prior. Aaron encouraged people to volunteer.

Since it is a big event, we would need more people to take care everything. Tracey stated that it would be good to have literature on how the public has been affected by the cuts. It is not just about us being affected. They are affected as well. We need something that will make an impression. Harper beanbag thing will be there. Barry suggested to have a photo booth similar to the one at the Equity Conference last year. Jennifer recommended that we include the Canada Post cuts material as well. Tracy wanted to see some sorts of a large display at the event to show how the cuts impact us all. A call out e-mail will be sent. If you want to volunteer, please let Jamey know. Helio called the question. Motion carried.

Additional donation request (c/o Tracy):

Motion to the council to allocate up to \$200 with which Tracy will purchase a prize for the raffle at the upcoming regional convention. The proceeds will be given to Protein for People: Tracy  
Tracy provided the rationale behind this motion.  
Secunder: Sharon.  
Barry called the question.  
Motion carried.

**Affiliate Reports:**

Erica asked everyone to email her their reports.

**Erica (CEIU 20949)**

80% of the Local has transferred to Harbour Center. In result, about 20 members remain with CEIU 20949.  
The number of members taking sick leave, both short term and long term, has increased. Service Canada is operating on a rob-Peter-to-pay-Paul style of staffing level. Some offices would always be short. Shortage of staff leads to increase of stress. This demonstrates two things: WFA must stop and sick leave must not be lost.

**Colin (ARG 20060)**

Local 20060 is down to 90 members which is about 60% of what we had before changes to our service model. 22 members took Option A under WFA and most have found other assignments. The employer has hired four members under option A into an Inspector development program which has just started. Morale is still low from the changes. Our members are sharing offices with third party staff at the waterfront offices in close quarters where we do our onsite inspections. Many of the workers they are sharing the space with are former members, either terms that were let go or members that took Option B. It has been stressful for everyone. Staffing levels are low and we are expecting a very busy spring and summer. Our members work rotating shifts around the clock and on weekends. We may get some help from Prairie

locations to help with the shortages and vacation relief.

**Helio (UVAE Local 20045 president)**

I recently attended the bargaining conference representing the Local. Priorities for this round of bargaining were established based on a survey of the PSAC membership done in 2013, plus the number of demands submitted by subject and based on what delegates from across the country and different components viewed as priorities. Ten priorities were identified and they are the following in order of importance:

1. Leaves (this includes the sick leave provision and one area that was widely discussed was also the bereavement leave provision)
2. Employment security (this includes the areas of contracting-out, seniority, WFA provisions, etc.)
3. Pensions and benefits (be aware that particulars on extended health and dental benefits are negotiated outside the collective agreement)
4. Pay allowances and premiums
5. Health and safety
6. Union rights
7. Hours of work
8. Classification and job descriptions
9. No discrimination
10. Working conditions

Delegates were briefed on the changes the government imposed through Bill C-4, which was passed on December 2013. This bill was created and passed without any consultation and it was done in secret. These changes include, among other things, the abolition of the right of appeal if a worker refuses dangerous work, besides diluting the definition of danger, human rights grievances for public servants are no longer to be referred to the Canadian Human Rights Commission. They involve the following areas for bargaining:

1. Notice to bargain
2. Method of dispute resolution
3. Essential services
4. Preponderant factors

Delegates learned that 22,759 employees have been affected by WFA, of which 25% had an involuntary layoff. They also learned that all unions in the federal public sector have made a pact to support each other and present a united front on all their negotiation. Moreover, PSAC will count with the backing of many more unions outside the federal public sector, such as from the more than 600,000 strong CUPE, so that all in all about three million workers should stand united on the upcoming fight to avoid cuts and concessions on benefits earned throughout many years. This next round of negotiation will be the most difficult ever and workers must count on each

other although the employer will use the "divide and conquer" tactic of which we must be aware. This fight is not only for us, but for the entire population as federal employees serve the public and provide services to all including many areas of Canadians' everyday life, such as: food safety, environmental protection, health standards and safety, protecting the borders, protecting the country internally, helping Veterans, collecting and administering taxes, national parks, the shoreline, etc.

The PSAC National Board of Directors has as its priority:

1. Defend our collective agreement
2. Defend the public service
3. Build opposition to the current government in power

Pledge cards were distributed for all Local members to give their information in order to be updated since if needed in the future, PSAC can contact members at home and keep them abreast of the negotiations as PSAC cannot use the employer's system for such purposes. Any contact information given is confidential and protected by PSAC's privacy policy. By filling out the cards members can show their support for a strong public service not only for them but also for the community at large. I am happy to report that 85% of our members signed the card.

Our Local also held our AGM in which we elected by acclamation Brother Shane Polak as Vice-President. Shane has been an active Union member for many years and also held the positions of Vice-President and President of the Local. I continue as President in the second year of my term while Caprice Gauthier continues as Treasurer on her second year of her term. Unfortunately we are not able to find anyone willing to serve as Secretary, therefore the position continues vacant. I will be going to Ottawa in the Fall as a delegate for the 16<sup>th</sup> Triennial Convention, while Shane as Vice-President has been elected as the alternate if I am unable to attend.  
Fraternally,  
H. L. Da Costa

### **Crystal (CEIU 20974)**

- AGM held that afternoon, with the Local having its highest turnout ever of the membership. Ten person Local elected, with Mandy Chahal elected new Local President
- Main concerns of the Local right now is the white noise issue, which came with Office 2.0 and is causing many employees distress
- On-going concerns from PM-06 decision makers, being addressed by upper management in Ottawa
- Crystal Warner has been elected National Vice-President, BC/YT for CEIU and has had to step down from the Local Executive

**Ferzana (UTE 20027)**

Canada Revenue Agency closed the last counter service in October of 2013. It is now tax season and up to 100 people are visiting the office looking for the counter service. These people range from senior citizens to young people looking for help and forms.

Our contract negotiations have come to a standstill and we have now entered the PIC process.

We recently received an email on Code of Conduct and Ethics and it has been revised to include the following:

- employees of CRA who leave or retire from the workplace cannot work for anyone whose files that they may have worked on during their employment at CRA. Prior to this code was in place for those at the executive level, now it affects all employees.

**Education (c/o Luc):**

Spring Session at Lower Mainland:

Local Officer's seminar (April )

Grievance handling (May 3-4)

Deb is the new education officer as of last December.

**Telephone Townhall:**

Time and Date: Monday, April 7<sup>th</sup>, 7pm Topic: Sick leave at public service

**Metro Vancouver Alliance (c/o Crystal):**

Launch was held last month, and more than 650 people attended. PSAC had about 22 delegates attended the launch. Crystal was the co-chair of the launch.

Action Groups & Research Committee meeting will be held on April 10<sup>th</sup> at 7pm.  
Location: St. Augustine Church (2028 West 7<sup>th</sup> Vancouver)

4 main focus points have been identified: poverty, transit, social isolation, childcare. They will be the central themes for the action groups and research committee.

Crystal expressed that it would be great if more people from PSAC are present at this meeting.

Crystal, Tracey, and Jennifer all shared their experience with MVA. Council members heard nothing but positive.

**Round Table:**

Bill indicated that the International Day of Mourning is coming. There will be a 2 minutes of silence for all the workers who lost their lives at work. Tracy indicated that if anyone need any promotional material, please contact James Little.

Meeting adjured at 7:35pm.