

PSAC Local 20150 ANNUAL GENERAL MEETING
MARCH 15, 2018
‘Namwayut

In Attendance:

Executive: Theresa Marion (Chair), Marion McLarty (Minutes), Ruby Langan, Richard Barry, Chelsea Cameron, Rodney Hynes

Members: Iris Michael, Asha Bhai, Angela Bober, Renooka Dagia, Evangelene Dumont, Jessica Harper, Gina Parrotta, Hafiza Ramji, Peter Walker, Tracey Brussard, Kaz Charles, Lori Dagg, Bahar Farahbakhsh, Kamal Johl, Sara Kagan, Petula Maxwell, Pamela Morrison, Leanne Newman, Deanna Paul, Farah Shein, Sheila Van, Connie Wong, Donna Tong, Emily Tait

Guests: Monica Urrutia, PSAC Vancouver Regional Representative; Shirley Torres, Regional Vice President, Union of National Employees; Kevin King, President, Union of National Employees

Call to Order 12:10 pm

1. Roll Call of Officers: President, Theresa Marion; Vice President, Ruby Langan; Secretary, Marion McLarty; Treasurer, Richard Barry; Human Rights Officer, Rodney Hynes; Chelsea Cameron, Youth Coordinator
2. Approval of minutes of 2017 Annual General Meeting: (Chelsea Cameron/ Tracey Brussard) M/S/C
3. Report of the President, Theresa Marion:

Welcome everyone. I want to first acknowledge that we are meeting on the traditional, unceded territory of the Coast Salish people, including the Musqueam, Squamish and Tsleil-Watuth.

I would like to introduce three guests we have with us today. We have Kevin King, newly-elected president of our component, the Union of National Employees, which is one of 17 components of the PSAC. We also have Shirley Torres, the Regional Executive Vice President, for the UNE. We also have Monica Urrutia, from PSAC here in Vancouver, who has presented at a number of our previous meetings. She is available to answer any questions that may come up, and will be taking photos. I am hoping we can have a group photo, and if you don't want your face in the photo, you can put the poster in front of your face.

Our department is undergoing transformation on many levels. It was announced in August that the department would be split into Indigenous Services, and Crown Indigenous Relations and Northern Affairs. It remains to be seen what the implications will be for the union, though our local can likely remain the same. There may be a need for two separate labour management consultation committees, but stay tuned.

LOCAL

In July this past year, Evangelene Dumont resigned as secretary, and I would like to thank her for her service. Marion McLarty, who had been the treasurer, has taken over the duties of secretary. Richard Barry has taken over treasurer duties, leaving the position of Health & Safety Officer vacant. I have attended one Health & Safety Committee meeting to address the issue of moving reception to the lobby.

Today, we are proposing amendments to our By-laws, to add the position of Chief Steward, as we feel it is important that this position be part of the executive to be able to provide input on representation of members and issues that can be raised to management.

Other highlights:

- After ratification by membership, the new collective agreement was signed by the employer and the PSAC on June 14, 2017.
- In August 2017, Rodney, Marion, Ruby, and Chelsea attended the UNE Triennial Convention held in Ottawa; Marion was elected by BC-Yukon Region to represent the UNE at PSAC's triennial convention scheduled for April 2018, and Chelsea was elected by our region as an alternate representative for Human Rights.
- On October 18, 2017, Marion, Chelsea and Theresa attended the Fix Phoenix Rally in Vancouver. The rally in Vancouver was one of a series held across the province, calling on the government to take the measures necessary to ensure public service workers are paid correctly and on time.
- In January 2018, Chelsea attended the Phoenix Steward/Pay Advocate Assembly and is equipped with the necessary tools to assist our members who are experiencing pay issues. Members are encouraged to reach out to Chelsea if they are experiencing pay issues.
- Ruby and Chelsea will be attending the National Bargaining Conference in Ottawa, March 2018.
- In January 2018, Chelsea was elected to the Vancouver Regional Women's Committee as Secretary and elected as Treasurer with the Mainland Haida Gwaii Young Workers Committee.
- Marion completed the multi-part Union Development Program.
- Joint Learning Plan Sessions Offered in Coordination with the Employer
 - Creating a Harassment Free Workplace June 27/17
 - Duty to Accommodate Sept 12/17
 - Labour Management Consultation Committee Dec 6 and 7/17
 - Mental Health in the Workplace March 1/17

LABOUR MANAGEMENT CONSULTATION COMMITTEE

- LMCC, Labour Management Consultation Committee JLP (Joint Learning Program) workshop was held Dec 6-7 2017 where management and unions in our office worked together over two days to find ways of making the committee, and ultimately the workplace, more effective.
- Coming out of that workshop, two sub-committees were formed, one to update the terms of reference of the LMCC, and another to re-visit the region's Telework and alternative

work arrangement policies. Stay tuned, but in preparation, you may want to look at HQ's telework policy if this is something you want for yourself, and discuss with your manager.

- There is now a new process of meeting with the ARDG before every LMCC, and we have found this to be very useful and productive.

PHOENIX

During an ISC all-staff a few months ago, I asked the Deputy Minister, Jean-Francois Tremblay, about hiring compensation advisors in every region to assist members with pay issues, many of which are not directly related to Phoenix (because he had said he would not answer any questions about Phoenix). The outcome of that for this region is that ISC in Vancouver has started the process of hiring a term, part-time compensation advisor who should be starting soon, to help ISC staff.

Chelsea Cameron took a PSAC workshop on pay advocacy. If you find yourself overwhelmed about what to do if you have pay issues, Chelsea has written a summary, see <http://psac20150.ca/phoenix-first-aid-feb-28-7-10am/>, posted on our website. I encourage you to sign up for email notifications to stay up to date on all information related to our local, including upcoming events.

MEMBER REPRESENTATION

One of the changes we are proposing for the By-laws today is the addition of a new position on the executive: Chief Steward. Rodney Hynes, who is one of two people in the region with the most experience in member representation, will let his name stand for this new position if the new By-laws are approved. Our hope is to be able to look at having a consolidated approach to common problems that we see coming up from members as we deal with questions of representation and ultimately grievances.

What this means is that if Rodney is successful in running for Chief Steward, the position of Human Rights Officer will become vacant. Iris Michael has indicated her intention to run for this position.

So, for the election coming up at the end of today's meeting, the only position where we don't have an incumbent or an experienced member of the executive putting their name forward, is Health and Safety Representative. So if this interests you, you have time to think about running for that position, and I encourage you to do so.

[Treasurer's report on next page]

4. Treasurer's Report:

**PSAC Local 20150
Budget Report for 2018 AGM**

Revenue	Budget 2017	Actual 2017	Budget 2018
Rebates*	\$6,500.00	\$4,032.00	\$9,000.00
Uncashed cheques		\$193.86	
Expenditures			
Meetings	\$1,500.00	\$2,417.65	\$3,000.00
Bank fees	\$200.00	\$180.00	\$200.00
Canada Post	\$350.00	\$354.90	\$355.00
Conventions/ Conferences	\$4,000.00	\$0.00	\$500.00
Outreach	\$200.00	\$43.70	\$200.00
Representation	\$200.00	\$0.00	\$200.00
Education/Training	\$300.00	\$225.00	\$300.00
Affiliation Dues	\$150.00	\$122.00	\$150.00
Donations	\$150.00	\$147.19	\$150.00
Supplies/Admin	\$325.00	\$358.55	\$400.00
Bargaining Support	\$200.00	\$0.00	\$200.00
Total	\$7,575.00	3,848.99	\$5,655.00

Bank balance Jan 1, 2017 \$18,521.15

Bank balance Dec 31, 2017 \$18,898.02

*Note: UNE held back \$2,500 in dues in 2017 in error. This was reimbursed in February 2018 so is reflected in the 2018 budget.

5. Amendments to Local 20150 By-Laws:

Summary of Proposed By-Law Changes:

- 1) Update of department name from AANDC to ISC/CIRNA.
- 2) Addition of new member of the executive: Chief Steward, nominated and elected in odd years.
- 3) By-law 6, Section 2, edited to reflect updated national UNE Policy number
- 4) Insertion of By-Law 6, Section 8: "Local funds for workplace activities and events are intended mainly for the benefit of Local members and invited guests."
- 5) By-Law 7, Section 1,
 - a. Reduction from ten to eight, for minimum number of executive meetings in a calendar year (UNE regulations are minimum six).
 - b. Clarify that "A quorum for the Executive Committee meetings shall be a simple majority of non-vacant elected officer positions, and must include the President or Vice-President for business to be conducted, and shall never be fewer than three officers."

- c. *Align meal allowances with **Union of National Employees (UNE)** rates; change “each attending member shall be given a meal allowance in an amount to be determined at the initial meeting following the Annual General Meeting.” to “each attending member shall be given a meal allowance in an amount equal to the Meal Allowance set out by the **Union of National Employees (UNE)** at the time the meeting takes place.”*
- 6) *Appendix “A” has a new link to, and will include excerpts from the updated UNE policies (August 2017).*

Amendments raised and approved at the meeting are in **yellow**
Approval of By-Laws as amended (Iris Michael/ Rodney Hynes/ Carried)

6. Approval of Budget (Richard Barry/ Kamal Johl/ Carried)
7. Elections (Conducted by UNE President Kevin King)

President:

Theresa Marion (Marion McLarty/ Renooka Dagia) **Acclaimed**

Secretary:

Marion McLarty (Theresa Marion/ Ruby Langan) **Acclaimed**

Treasurer:

Richard Barry (Theresa Marion/ Renooka Dagia) **Acclaimed**

Health and Safety Officer:

Vacant

Youth Coordinator:

Chelsea Cameron (Marion McLarty/ Peter Walker) **Acclaimed**

Chief Steward

Rodney Hynes (Theresa Marion/ Petula Maxwell) **Acclaimed**

Human Rights Officer:

Iris Michael (Theresa Marion/ Angela Bober) **Acclaimed**

Oath of Office conducted by Kevin King

8. Guest Speaker Kevin King:
- Kevin spoke on what to expect from the employer in the upcoming round of bargaining including a new classification system for the PA Group.
 - Spoke on Union of National Employees' position on the separation of INAC into two departments and the incorporation of employees from Health Canada.

Meeting adjourned at 1:10 pm