



The Professional Institute
of the Public Service
of Canada



BC-Yukon Region
Région de la **C.-B.** et du **Yukon**

76th British Columbia / Yukon Regional Council

Minutes

Saturday, May 29, 2021 – Virtual Zoom Meeting

Virtual Zoom Meeting, May 29, 2021

Delegates

Robert MacDonald	SP	Regional Director
Carl Cahoon	CS	Regional Executive
Ken Antao	AFS	Regional Executive
Karen Hall	SP	Regional Executive
Pete MacDougall	AFS	Regional Executive
Philip Mantler	AFS	Regional Executive/Parliamentarian
Philip Tam	NR	Regional Executive
Alex Bevan	NR	Vancouver
Danny Higashitani	NR	Vancouver
Dean Corda	CS	Vancouver
Don Burns	NR-RETIRED	Vancouver
Donna Maher	SP	Vancouver
Doug Froess	NR	Vancouver
Eric Crawford	SP	Vancouver
Fiona Wong	SP	Vancouver
Michael Langlet	CFIA-S+A	Vancouver
Tanya Evans	SP	Vancouver
Ted Molyneux	NR	Vancouver
Terry Peters	CFIA-S+A	Vancouver
Tim Powers	SP-RETIRED	Vancouver
Vince Busto	NR	Vancouver
Colin McBride	AFS	Vancouver CRA
Ingrid Tan	AFS	Vancouver CRA
Jason Brown	AFS	Vancouver CRA
Judit Torres	AFS	Vancouver CRA
Lauren Kunimoto	AFS-RETIRED	Vancouver CRA
Simon Chiu	AFS	Vancouver CRA
Adele McLean	SH	Victoria
Angela Cowie	CP	Victoria
Morgan Cranny	SP	Victoria
David Brekelmans	AFS	Victoria CRA
John Harrison	AFS	Victoria CRA
Alan Messner	CFIA-S+A	North-Central Vancouver Island
Bill Woolverton	SP-RETIRED	North-Central Vancouver Island
Jean Van Der Mark	CS-RETIRED	North-Central Vancouver Island
Ian Shaw	SH	Fraser Valley Designate
Joshua Jessel	SH	Fraser Valley Designate
Philip Johnson	SH	Fraser Valley Designate
José Jiménez	AFS	Okanagan
Withold J. Wince	CFIA-VM	Okanagan
Zoran Ljusic	NRC-RO/RCO	Okanagan
Annette Walske	AFS	Northern BC
Michael Paré	YHC-RETIRED	Yukon

Chair

Dan Jones	AFS	Vancouver CRA
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Guests

Debi Daviau	President, PIPSC
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Regional Staff

Kris Hawkins	Regional Manager, BC/Yukon Region
Shira Gordon	Office Administrator/Recording Secretary

National Staff

Jason Duguay	A/V Systems Administrator
Dave Meyers	Informatics Technician

Saturday, May 29, 2021

1. Welcome and Introduction of the Chair of the Regional Council

The 76th BC/Yukon Regional Council meeting began at 9:01 am Pacific Time. Regional Director Robert MacDonald welcomed delegates to this year's Council:

BC/Yukon is the first region to provide a virtual Regional Council. BC is starting to ease the pandemic/COVID-19 restrictions through the BC Restart Plan. We acknowledge the impact this health crisis has had on everyone and those that had suffered a loss and illness during this time.

This is a unique event and delegates are making history by attending today. It was really important to the Regional Executive to not miss a second year of Regional Council. This is an essential and paired down version of Council. Next year we will likely be back to a normal, in-person Council with a full agenda.

We appreciate your patience today over Zoom and we send out an appreciation out to those in the region helping our members, the Regional Executive, Regional Staff and Chair Dan Jones.

Introductions

Chair Dan Jones introduced members of the Regional Executive, President Debi Daviau, Regional Office and National Office staff.

The Chair provided introductory comments and instructions including how Zoom will work during Council, the Virtual Binder location and general procedures. He also indicated Philip Mantler as the Parliamentarian for Council who was monitoring the chat and as per the National Elections Policy, since the Notice of Regional Council did not include any provisions for campaigning, all such activities are completely prohibited during these proceedings. He then introduced Jason Duguay (National Office IT staff) who provided further Zoom instructions.

Equity Statement/Indigenous Land Acknowledgement

Karen Hall read the Indigenous Land acknowledgement. Ken Antao read the a statement on equity encompassing the principle that all union members are equal and deserve mutual respect.

2. Call to Order

The Chair convened the 76th Regional Council to order at 9:15 am Pacific Time.

3. Adoption of Agenda

Chair noted the only change to the original distributed agenda (which was updated on the Virtual Binder), is that President Debi Daviau will speak after 'Business Arising'.

m/s Carl Cahoon/Jean Van Der Mark

THAT the agenda be approved.

CARRIED

4. Adoption of Minutes from 2019 75th BC/Yukon Regional Council

m/s Peter MacDougall/Morgan Cranny

THAT the minutes of the 2019 BC/Yukon Regional Council be approved.

CARRIED

5. Business Arising from 2019 75th BC/Yukon Regional Council

The Chair noted there is no outstanding business arising from the 2019 Council.

6. PIPSC Update – Guest Speaker President Debi Daviau

President Daviau advised we have approximately 60,000 members and 47 professional groups. We represent IT experts, Scientists, Auditors, Commerce & Purchasing, Engineers, Health Professionals, Provincial members and Others. The top 5 things we do for our members are negotiate salaries and working conditions, workplace representation, legal defense, government relations and mobilization and communications. Our top current issues are return to safe workplaces (COVID-19), defending our members' pensions, defending public science, Next Generation Pay System (NextGen), contracting out, tax fairness, equity, diversity and inclusiveness and organizing and growing our union. President Daviau discussed each top current issue in detail. We are amplifying our message through mobilization and digital engagement, government relations, civil society partners and media relations.

A Question and Answer Session held.

7. Regional Executive Election

a) Procedure and Election Process

Chair of the Election Committee Peter MacDougall reviewed the Election Procedure and Process as approved by the Regional Executive (as per the March 3, 2021 Notice of Council).

- b) Approval of Procedures for Regional Executive Election

m/s Morgan Cranny/Carl Cahoon

THAT the Regional Executive election process as noted in the March 3rd, 2021 Notice of Council be accepted.

CARRIED

- c) Elections Committee

The Chair identified the volunteers for the Elections Committee as approved by the Regional Executive:

- o Pete MacDougall (Chair)
- o Karen Hall (Member)
- o Robert MacDonald (Member)

- d) Motion to accept the Elections Committee

m/s Peter MacDougall/Ken Antao

THAT the Elections Committee be accepted as received.

CARRIED

- e) Call for Nominations (first call from the floor)

There are four (4) positions available, three (3) for a two (2) year term and one for a one (1) for a one (1) year term. No nominations were received prior to Council.

Nominations from the floor for three (3) positions for the two (2) year term:
Ken Antao

Nominations from the floor for a one (1) year term:
Ken Antao
Dean Corda

8. BC/Yukon Treasurer's Report

Peter MacDougall presented the financial statements for the year ending December 31, 2019 and December 31, 2020 and the budget for the year ending December 31, 2021 and December 31, 2022.

m/s Peter MacDougall/Karen Hall

THAT the Financial Statements for the Year Ending December 31, 2019 be received as presented.

CARRIED

m/s Peter MacDougall/Ken Antao

THAT the Financial Statements for the Year Ending December 31, 2020 be received as presented.

CARRIED

m/s Peter MacDougall/Karen Hall

THAT the Budget ending December 31, 2021 be approved.

CARRIED

m/s Peter MacDougall/Donna Maher

THAT the Budget ending December 31, 2022 be approved.

CARRIED

9. Call for Nominations (second and last call from the floor)

Nominations from the floor for three (3) positions for the two (2) year term:

Morgan Cranny
Angela Cowie

Nominations from the floor for a one (1) year term:

Morgan Cranny
Angela Cowie

*Note: John Harrison was nominated but declined

The Election Chair confirmed if we have met the provisions of by-law 8.2.4 as two nominations are from Victoria:

*8.2.4 The Elections Committee shall scrutinize the nominations to ensure, where possible, at least one (1) member of the Executive is from each of the Greater Vancouver and Greater Victoria areas; and two (2) members of the Executive shall be outside the Greater Victoria and Vancouver areas. [*Only the Greater Victoria provisions applies*]*

10. Regional Director's Report

Robert MacDonald expressed that it is his sincere honor to provide his report to the 76th BC/Yukon Regional Council. Being the Regional Director since 2015 has been an incredible privilege and an absolute highlight of his 33+ years in the public service of Canada. If anyone wants to try and make a difference in their community should consider running for this position (Regional Director). While it is a lot of work, it is a lot of fun and can be very rewarding. One of the highlights of the Director position is all the incredible members you get to meet throughout the BC/Yukon region.

It would be an understatement to say so much has happened since our 75th Regional Council in Burnaby in 2019. Words cannot express the monumental changes that occurred since that time. Due to the pandemic, we did not hold a Regional Council in 2020 and so this year we are holding our 76th session.

Thank you to our stewards, activists and labour leaders for their time, effort and commitment to PIPSC, this region and its members. We can't understate the amount of time and volunteer effort that many individuals have put into this organization. We would not be able to operate as a union without the incredible support, time and dedication of these individuals. Robert also extended an appreciation to members' friends, family and loved ones who sacrificed their time to cover for them while they attended events and looked after union duties.

Thank you to our Regional Executive – Philip Mantler, Carl Cahoon, Karen Hall, Peter MacDougall, Ken Antao, Adele McLean and Philip Tam. Over the past few years they have continued to meet mostly in the evenings. They did a lot including to planning, reviewing and to keeping things moving during this most peculiar time. This group did more than just keep the lights on. We had a lot of great discussions and really started to create a positive culture going forward for this organization. Robert congratulated those who ran today and acknowledged that they will be a huge contribution to this organization and thanked them in advance for your time.

This region would be lost without the incredible support and devotion of our regional office staff. As many of you know, since 2019, two of our greatest stars retired – Ernie McLean (Regional Manager) and Cynthia Pang (Office Administrator). Soon another one in a million star will be retiring – Harinder Mahil

(Team Lead). We continue to receive outstanding service from our new Regional Manager Kris Hawkins and the team at the regional office – Shira Gordon, Patricia Fung, Dulce Cuenca, Simon Cott and John Ehinger. It has been an incredible pleasure to work with the regional office staff. From the first day I started, I was welcomed with open arms and really tried to forge a partnership. We strive to be the best region and there is an incredible culture of excellence in the regional office whether it's serving members, putting on events or getting notices out. The office has been nothing but top-rate and we thank them for that.

Thank you to Debi Daviau for attending today and she has been a great supporter.

Prior to the pandemic, we had made great strides in our community outreach and steward recruitment program. In 2019, outreach sessions were held at 8 different locations done by your Regional Executive. The Executive went out to people in the community, held lunch and learns and dinners and tried to generate interest in the union in some of the smaller locations such as Agassiz, Chilliwack and Prince Rupert. We saw the largest net increase in stewards in over 10 years because of those events. However, due to retirements and suspension of our outreach initiatives due to the pandemic, our total number of stewards are at a net decrease. Since 2010, we are down 48 stewards, 41% of our stewards overall. As previously noted, like many areas of the public service, we have an aging steward population. Currently 48% of our steward population are 50 years and older and we can only anticipate in the coming years we are going to see a lot more retirements and the steward numbers are going to drop. We are finally starting to realize some gender parity with our stewards 49 years and younger which is a huge sign that we are trying to be much more attractive to the different demographics in our organization but we have so much more work to do in this area but we see some encouraging improvement. Recruitment of our stewards will be a huge initiative for everyone. The virtual outreach has not been successful and we will be reinstituting our in-person efforts as soon as we can and continue to attract new stewards to join our region.

As for training and development, in 2019 we had three successful Basic Steward Training sessions including one just for stewards in the BC First Nations Health Authority (BCFNHA). We were able to increase the BCFNHA stewards from 0 to up to 8 stewards. We held a well-received Steward Council in Victoria and we combined this event with the Young Professionals Forum which led to some steward and executive recruitment. We finished off with Leadership Training (formerly Executive Training).

Robert was proud to say that in 2020 and 2021 the BC/Yukon region has been the leader in moving toward virtual events. This included Virtual Basic Steward Training, Virtual Advanced Labour School, Virtual Steward and Better Together

Sessions and the Virtual Steward Speaker Series. We are looking forward to some excitement in the fall of 2021 and hopefully over the next coming months we will better understand the requirements and begin to start planning for upcoming events. Rob thanked the regional office who took a leadership role in allowing us to move to the virtual delivery model.

Robert indicated his detailed reports are produced for each Regional Executive meeting and they can be found on the region's website page and encouraged everyone to review them over the coming months. He has really enjoyed communicating to the members in this fashion via his reports and it has given him a chance to express some of his thoughts and feelings on his final months in this position. Thank you to those who have provided feedback, it is really encouraging and it is always good to know whether you are on the right track.

m/s Carl Cahoon/Jean Van Der Mark

A Question and Answer Session held.

THAT the Regional Director's Report be received.

CARRIED

11. Election Speeches

There were no speeches.

12. Regional Executive Election (Ballots)

No election was needed as all new Regional Executive members were appointed by acclamation.

13. New Business (including proposed by-law amendments)

- a. Resolution - Hilton Vancouver Metrotown Hotel and Pacific Gateway Hotel at Vancouver Airport be struck from the list of properties considered for PIPSC events

Dean Corda (Vancouver Branch) spoke regarding the resolution: In solidarity with Unite Here and joining the BC Teachers Federation, BCGEU, PSAC of BC and others we must hit the Hilton (and Pacific Gateway) where it hurts. Telling them that we won't bring our business to them would demonstrate our support of their decision to deny their staff the ability to return to their jobs. As stated in the resolution, many of those workers are women and belong to

diversity groups and have been very negatively affected during this pandemic and I urge you to support this motion.

m/s Dean Corda/Angela Cowie

WHEREAS the Hilton Vancouver Metrotown and Pacific Gateway Hotel has refused to guarantee its laid-off workers a right to return to their jobs; and

WHEREAS the majority of those unionized positions are occupied by women belonging to many diversity groups; and

WHEREAS major unions in BC have taken their potential business away from Hilton Vancouver Metrotown and Pacific Gateway Hotel;

BE IT RESOLVED THAT that the Hilton Vancouver Metrotown Hotel and Pacific Gateway Hotel at Vancouver Airport be struck from the list of properties considered for PIPSC events.

CARRIED

14. Election Results

As only four nominations are received, Elections Committee Chair Peter MacDougall advised that the following are acclaimed for the three (3) positions lasting two (2) year term on the Regional Executive and one (1) position lasting one (1) year:

Morgan Cranny (2 year)
Ken Antao (2 year)
Angela Cowie (2 year)
Dean Corda (1 year)

m/s Witold Wince/Peter MacDougall

THAT the new members of the Regional Executive be approved.

CARRIED

a) Call for Potential Appeal

The Chair made a formal call for any appeals to the election results.

m/s Karen Hall/Jean Van Der Mark

Motion of 'THAT the ballots be destroyed at the end of the Regional Council' was removed as all the new members of the Regional Executive were appointed by acclamation.

15. Closing Remarks

Robert MacDonald provided closing remarks. Thank you to all the delegates who attended today. Our attendance numbers are very good, thank you so much everyone.

This was our first time doing a virtual Regional Council and would appreciate any type of feedback, what worked and what did not work. There are other groups that will be doing virtual sessions before we get back to in-person so if there is any advice we can pass along that would be advantageous for them to learn.

There are some upcoming BC/Yukon events to put it into your calendars. We encourage you to review the BC/Yukon website page. Please mark October 22-23, 2021 as the Steward Council 2021 at the Delta Burnaby. Please let our Young Professionals know we will be hosting a forum on December 2 and 3, 2021 at the Delta Burnaby and Occupational Health and Safety (OHS) Training December 3 and 4, 2021 at the Delta Burnaby. Keep an eye on the region's website page because as part of our 100th anniversary celebration, each region was partnered with Tree Canada to plant trees. The tree planting site will be in Coquitlam. We will invite some members (there will be a limit) to the tree planting. We will also provide a reception to wrap up celebrating our 100th anniversary. If we are able to reconvene soon for in-person meetings, the BC/Yukon Regional Executive will look for many opportunities for us to reconnect respecting the fact that a lot of us like the virtual approach and we will try to build that in where we can. We are a big family and we would like to get back together and will be looking at opportunities to reconnect.

Robert thanked the regional office staff again for all their support. Thank you to Kris Hawkins and Shira Gordon for being here today. Thank you to the Chair Dan Jones for doing such a wonderful job as usual. Thank you to Philip Mantler our Parliamentarian. Thank you to the national office IT staff Jason Duguay and Dave Meyers and the Regional Executive as well. Thank you to the delegates who showed up today and helping us make sure the business of the Institute keeps moving. Please get the message out about how important it is to get our members involved in the union. We need to be more forceful in having our members get more involved.

16. Adjournment

m Robert MacDonald (seconder not needed)

THAT the 2021 Regional Council be adjourned.

CARRIED

The 76th Regional Council adjourned on May 29, 2021 at 11:57 am Pacific Time.