

**PEA Legal Aid BC Chapter**  
**Annual General Meeting**

**November 18, 2022**  
**12:30 p.m.**

**DRAFT MINUTES**

**Present:**

- J. Orrego, Chair
- J. Speed, Executive
- M. Olson, Executive
- T. Berger
- H. Desphande
- A. Faux
- R. Holloway
- S. Lakshman
- N. Maviglia
- T. McPherson
- Z. Morton
- L. Sturgess
- D. VanderEnde

**Staff:**

- S. McCannell, Executive Director
- B. Harper, Labour Relations Officer
- T. Arakawa, Meeting Recorder

**1. Welcome and Territorial Acknowledgement**

The meeting was called to order at 12:30 p.m. with J. Orrego in the chair.

The members acknowledged with respect the traditional lands of the Indigenous peoples on which the meeting was held.

**2. Approval of Agenda**

M/S/C that the agenda be approved as presented.

### **3. Approval of the Minutes of the 2021 LABC AGM**

M/S/C that the minutes of the 2021 LABC AGM minutes as amended to note t amended to a be approved as amended to acknowledge the M. Smith for working on the MOU.

### **4. Chapter Reports and Announcements**

J. Orrego, Chair welcomed member T. Berger to the chapter and AGM. The LABC Chapter is currently focusing on bargaining negotiations.

### **5. Bargaining Update**

B. Harper presented the highlights of the tentative collective agreement as follows:

- On October 1, 2022 there is flat wage increase of \$544 to all years of call plus 3.24 per cent General Wage Increase (GWI).
- On October 1, 2023 there is a GWI of between 5.5 and 6.75 per cent.
- On October 1, 2023 there is a GWI of between 2 and 3 per cent.
- The ranges in year two and three of the collective agreement are tied to inflation.
- A new top year of call was negotiated, effective October 1, 2024.
- All members were captured under the top of year of call increase or the new recruitment and retention amount, effective October 1, 2024.
- Severance can accumulated faster.
- Vacation carryover increases from 5 to 10 days per year, and total carryover increases from 10 to 20 days at one time.
- Special leave includes removing “Moving household furniture and effects” day and receiving an additional “Other” day.
- Sick leave increases from 6 to 10 days per year, and accumulation increases from 12 to 16 days.
- There are benefit improvement to dental and eye exams. The psychological category is expanded to include Registered Clinical Counsellor and Recognized Social Workers.
- Other highlights are the flexible workplace policy being expanded to PLCs, the expansion of the bike mileage pilot, and inclusion of hardware for professional development.
- The recruitment and retention bonus for managing lawyers was retained for 2023 and 2024.

The assembly thanked Bargaining Committee for their contributions and dedication during these negotiations. The details of the agreement will be discussed with all members at the ratification meeting on November 24, 2022.

## **6. PEA Executive Director's Report**

S. McCannell, Executive Director, thanked the LABC Chapter Executive and Bargaining Committee for their ongoing commitment to member engagement.

The highlights for the Executive Director's report are as follows:

- J. Orrego contributes on the Association Executive and is a champion of equity, diversity and inclusion initiatives in the union.
- LABC members are involved in Canadian Labour Congress (CLC) and BC Federation of Labour (BCFED) events. The engagement sends a message of solidarity to the employer.
- The PEA represents ten bargaining units with members from a variety of professions.
- The Public Sector Employers' Council (PSEC) is a government agency that manages employer-side bargaining. 392,000 workers under 182 collective agreements fall under PSEC. Shared Recovery Mandate applies to all public sector employers whose collective agreements expire on or after December 31, 2021.
- The Bank of Canada states an actual or projected consumer price index (CPI) for 2021 to 2026 at 2 per cent in a range of one to two per cent. In the context of inflation public sector agreements do not achieve full cost of living adjustment (COLA) protection. However, increases in settlement are precedent-setting and likely to impact other public and private sector bargaining.
- The PEA is working on a thorough EDI audit.
- The 2022 member survey shows that members are satisfied with PEA's work and does a good job with communicating.

B. Harper reported that there have been grievances related to access to professional development and job posting requirements. The Joint Standing Committee had been working on the MOAG.

The LABC members expressed their thanks to the Bargaining Committee and B. Harper for his strong support and advocacy during the negotiations.

## **7. Nominations for the Chapter Executive**

B. Harper called for nominations for the Chapter Executive. Nominations were received for D. McConnell, D. O'Leary, M. Olson, J. Orrego and J. Speed.

## **8. Election of the Chapter Executive**

### **a. Joint Standing Committee**

M/S/C that S. Lakshman and D. McConnell be appointed to the Joint Standing Committee.

## **b. LABC Chapter Executive**

The LABC Chapter Executive consist of six members. S. Lakshman stepped forward to stand on the LABC Executive for one vacant position.

The members approved the appointment of the LABC Executive Member as follows:

- Samiran Lakshman

## **9. Member Q&A Discussion**

B. Harper will follow up with HR for clarification on whether family illness is included under special leave when looking on Dayforce.

The family illness provision is up to two days of year and is special leave.

The LABC is awaiting the final bike mileage policy.

Mileage rate has increased in the tentative agreement.

## **10. Next Steps**

The LABC ratification vote will take place between November 28 and December 9, 2022. The Bargaining Committee is recommending acceptance of the agreement.

## **11. Adjournment**

The meeting was adjourned at 1:48 p.m.

JO/ta