

PEA Law Society Lawyers (LSL) Chapter AGM
November 17, 2020
12:00 p.m.

MINUTES

Present: A. Driessen, Co-Chair
M. Nicholls, Co-Chair
C. Anderson
C. Jeklin
B. Gallagher
A. Hilland
D. Kainth
A. Leong
E. Williamson
K. Wedel

Staff: S. Montgomery, Labour Relations Officer
J. Whetter, Communications Officer
T. Arakawa, Meeting Recorder

1. Call to Order, Intros, Agenda, Minutes

The meeting was called to order at 12:00 p.m. with A. Driessen and M. Nicholls in the chair. The co-chairs welcomed the members and introduced the PEA staff members present. Quorum (18 members) was not reached so it was agreed to conduct any necessary votes by email following the AGM.

Since the minutes of the 2019 LSL Chapter AGM are unavailable, the co-chairs proposed a motion to dispense with approving them. However, it was suggested and agreed that the LSL Executive has authority to decide this issue without a motion. Accordingly, the members agreed by consensus to dispense with approval of the 2019 LSL Chapter AGM minutes.

2. Executive Report

a. Chapter Executive Updates

A. Driessen provided the updates from the Chapter Executive. Some highlights from her report are as follows:

- There are currently 56 PEA LSL members.
- The chapter spoke to the employer (Hilary S.) about the RRex Program. Members felt there was unfairness on how bonuses are administered. Hilary S. planned to give a presentation on the RRex Revamp, but the process stalled due to COVID. No bonuses were paid out in 2020. Hilary S. was proposing a more transparent structure that was percentage-based instead of set dollar amounts. Recommendations for the new bonus

structure are planned to be fully discussed in 2021, and the budget includes funding for this intended purpose.

- The chapter previously decided to create their own website with their own domain name: *lsbclawyers.org*. This was discussed further later in the meeting.

b. PEA Executive Updates

M. Nicholls has attended four full-day virtual meetings in 2020 as the LSL representative on the Association Executive. This year has been eventful with the Association Executive dealing with COVID-related issues. There are ten different chapters at the PEA. In the latter half of 2021 the LSL representative will attend the meetings as a non-voting member, as the smaller chapters rotate their voting seats each year. LSL members are encouraged to contact M. Nicholls if they have issues they wish to have brought forward at the Association Executive table.

3. Treasurer's Report

Stepping into the shoes of Secretary-Treasurer, M. Nicholls reported that the balance of the chapter account is \$3,752.81. Chapters are entitled to a chapter grant of \$1,500 each year, but by policy cannot hold a balance of more than \$4,500 in the chapter account to obtain this grant. Expenses in 2019 included \$393 for the AGM; \$276 on website maintenance; and about \$100 for an Executive lunch. The Executive proposed that the balance of roughly \$731 for 2020 can be spent on a chapter social event post-COVID or a compensation comparables study / consultant.

M. Nicholls called for volunteers interested in the Secretary-Treasurer position.

4. Communications

a. LSL Website Update/Discussion (*lsbclawyers.org*)

- *Recommendation to terminate the lsbclawyers.org website*

At the 2019 AGM, the LSL voted to create its own website outside of the *pea.org* website. The cost is \$275/year to maintain. However, the PEA has a website with a LSL page, and it is more feasible to post items here than it has been in the past, so maintaining a second website would be redundant and require additional support from LSL members that is not currently available. The members present agreed by consensus to terminate the *lsbclawyers.org* website.

b. PEA Website (*pea.org*) Tour

J. Whetter, Communications Officer provided a tour of the *pea.org* website and the LSL page. There are links to the collective agreement, chapter updates and executive updates. Information from the LSL's own website can be migrated over to *pea.org*.

The LSL chapter will continue to use *pea.org* as their main site.

c. Communications Plan

J. Whetter presented the chapter-specific communications plan. Two chapter newsletters per year are proposed. A series of new member onboarding emails will be released over the year. The new member webinar has been hosted by the UVic labour relations officer and executive at great success, so the same webinar can be developed for the LSL chapter. The PEA also uses social media platforms. M. Nicholls is working with PEA staff to finalize the communications plan to help members connected during COVID and non-COVID times.

5. Bargaining

M. Nicholls reported that the LSL Collective Agreement expires on December 31, 2021. The chapter is seeking three to four members on the bargaining committee. The member survey will be released in the spring or even sooner to gather feedback on bargaining priorities. Members have expressed concerns about salary structures and pay comparisons with other lawyers who work for the Crown.

The notice to commence bargaining can be served 90 days prior to the collective agreement expiry date; however, preparations can and should be done well in advance.

C. Jeklin volunteered for the bargaining committee. K. Wedel has put his name forward to consider volunteering on the committee. A call for volunteers will be sent to all members. The Chapter is seeking representatives from different departments and also the executive on the bargaining committee.

6. Nominations and Elections

a. Motion(s) to elect LSL Chapter Executive Committee Members

The Co-Chairs called for volunteers to the Executive Committee and for members interested in working on social and communications functions.

A. Driessen and M. Nicholls will continue to serve as chapter co-chairs.

7. Other Business

None.

8. Conclusion

The Executive thanked members for their participation at the AGM. The meeting was adjourned at 1:10 p.m.