

# THE PROFESSIONAL

April-May 2019 Volume 45 Issue 2

BC's Union for Professionals

## BUILDING SKILLS FOR LIFE AND WORK

BCFED affiliation is an antidote to the daily grind  
Page 14

## CELEBRATING 45 YEARS

Looking back at some of the events and people that shaped the PEA  
Page 4

## READY FOR RETIREMENT

Members of the BC Public Service have a resource in their retirement  
Page 18



## A FAMILY OF FORESTERS

TWO GENERATIONS OF PEA MEMBERS WORKING FOR THE BETTERMENT OF BC

PAGE 8

# CONTENTS

## FEATURES

- 4 CELEBRATING 45 YEARS**  
Looking back at some of the events and people that shaped the PEA over the past 45 years
- 8 A FAMILY OF FORESTERS**  
Two generations of PEA members working for the betterment of BC
- 14 BUILDING SKILLS FOR WORK AND LIFE**  
BCFED affiliation is an antidote to the daily grind
- 18 READY FOR RETIREMENT**  
Members of the BC Public Service have a resource in their retirement in the BCGREA

## NEWS

- 3 MESSAGE FROM THE PRESIDENT**
- 12 PINK SHIRT DAY**
- 20 CHAPTER UPDATES**
- 22 PEA UPDATES**
- 23 GET SOCIAL WITH YOUR UNION**

## THE PROFESSIONAL

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## MESSAGE FROM THE PRESIDENT

### REMEMBERING THAT IT'S ALL ABOUT THE MEMBERS

In the past 12 months, the PEA has negotiated new collective agreements for 91 per cent of its membership. The agreements cover the Government Licensed Professionals, University of Victoria, Health Science Professionals, Hospital Employees' Staff Union and Law Society Lawyers chapters. Bargaining preparations for two more chapters—Legal Services Society lawyers and Oil and Gas Commission—are in progress.

The ratification results for these agreements indicate a high level of satisfaction. In many of the chapters, over 90 per cent of voting members cast their ballot in favour of the deals negotiated by their bargaining committees.

The work we do negotiating collective agreements is the anchor point to everything we do as a union. In our vision and mission statements,

we emphasize the importance of remembering always that “it’s all about the members.”

As this issue goes to print, we’re in the process of preparing for Convention 2019. This year’s convention will be a great opportunity for focusing on the PEA’s future. The number of convention resolutions we’ve received so far surpasses that of any convention in recent history. I’m excited for the increased interest and engagement we anticipate on May 3 and 4.

Thank you to all members who have engaged with the PEA over the past year. Whether through participating in the bargaining process or submitting a resolution to convention, your contributions make our union stronger.

Frank Kohlberger

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# 45 Years Celebrating

THROUGHOUT 2019 WE'RE LOOKING BACK AT SOME OF THE EVENTS AND PEOPLE THAT SHAPED THE PEA OVER THE PAST 45 YEARS.

*Excerpt from Duty with Dignity: The Professional Employees Association in British Columbia, 1974–2014, by Ben Isitt*

Above: PEA members joined with tens of thousands of trade unionists and community allies at an Operation Solidarity demonstration against the Social Credit government's "restraint" agenda. Empire Stadium, Vancouver, August 1983. Source: Labour Heritage Centre



*“The decade of the 1980s was a bad time to be a government employee in this province. From 1983 through the end of the decade the government of the day manifested disdain for the public service and for the notion that government had any responsibility to preserve and improve public services to the people of the province.”*

*-PEA memo, March 1993*

## STRIKE NOTICE MARCH 1981

On March 20, 1981, the PEA served 72 hours strike notice on the BC government—the first time in the history of the Association that government licensed professionals had initiated job action.

Earlier that month, PEA members had voted 88 per cent in favour of a strike (with 90 per cent of professionals casting ballots). At issue in the contract negotiations was the government’s salary offer, which, at 7.5 per cent annually, fell far below the rate of inflation (which the consumer price index pegged at nearly 13 per cent in Vancouver). The PEA demanded a 12 per cent annual increase and requested binding arbitration to reach a settlement.

Upon serving strike notice, the PEA notified the BC Federation of Labour of the particulars of its strike intentions to ensure that other unionized workers would respect the PEA picket lines. The PEA Strike Committee stated that they had selected “strike targets” with the objective of “producing maximum pain on the government, minimum inconvenience to PEA members.”

The threatened job action helped to narrow the distance between the PEA and the employer—with the government increasing its salary offer to 8 per cent in the first year and 12 per cent in the second year of the collective agreement. The PEA indicated its willingness to have the 1981 increase “staged” over the year. Hours before the strike was scheduled to take effect, the parties reached a tentative agreement. Professionals would receive an 8 per cent increase

### Memorable Events from the 1980s



effective January 1, 1981 and a further 2 per cent effective August 1, followed by 12 per cent in 1982. Physiotherapists and pharmacists would receive additional increases commensurate with market conditions.

PEA members approved the agreement with an 86 per cent ratification vote, and the contract was signed in April 1981, averting a strike. However, the Association acknowledged that “the flow of information to all regions ... was insufficient in the critical final stages of negotiations.” Many members learned of the tentative agreement via media reports, rather than through the PEA, and there was confusion over whether or not they should strike. The Association executive pledged to improve communications in the next round of bargaining.

## THE 1989 STRIKE VOTE

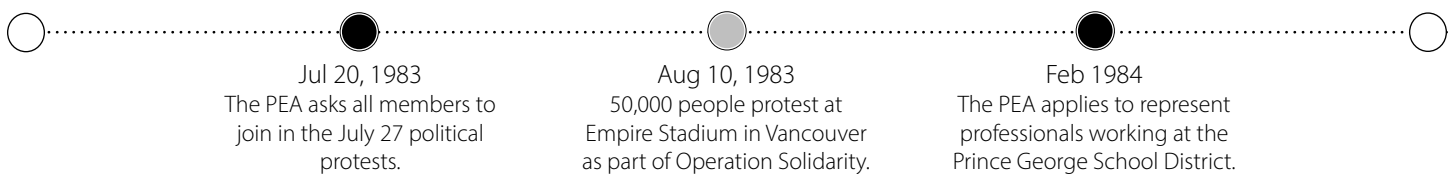
The 1980s ended with PEA coming closer than ever before in its 15-year history to a full-fledged strike within the provincial public service. The Association entered negotiations with the government in November 1988, pursuing a “substantial” salary increase to make up for ground lost during the protracted wage-control and “restraint” period of the 1980s. At the time, the PEA found itself in the midst of contract negotiations for four of its six bargaining units.

The contract negotiations were influenced by changes in the composition of the GLP bargaining unit in the preceding years, with 55 members leaving the PEA

in 1988 through the government’s Early Retirement Incentive Program (ERIP) and “sessional” contractors replacing professionals in the Ministry of Health and other ministries—part of a long-term drive by the employer to reduce the complement of unionized licensed professionals within the BC Public Service. NDP MLA Colin Gabelmann had exposed the practice of hiring contractors in a speech in the provincial legislature midway through PEA contract negotiations, suggesting that Social Credit claims of reducing the size of the public service from 34,000 to 27,000 workers concealed the large number of “personal service contracts” that had been entered into with former employees, resulting in no significant budgetary savings.

Notwithstanding these structural challenges to the PEA’s public service bargaining unit, the Vander Zalm government’s legislative assault on BC teachers (embodied in Bill 20, the Teaching Profession Act, which removed the licensing authority of the BC Teachers’ Federation) had an inadvertent positive effect on the PEA. Forty government-employed teachers in the Ministry of Education and other ministries, who formerly belonged to the BCGEU, were required by the legislation to hold certificates of qualification from the newly created College of Teachers and therefore met the eligibility requirements for membership in the PEA bargaining unit. However, overall, the PEA saw its membership decline by more than 60 members in the year preceding the 1988–89 contract talks.

### Memorable Events from the 1980s



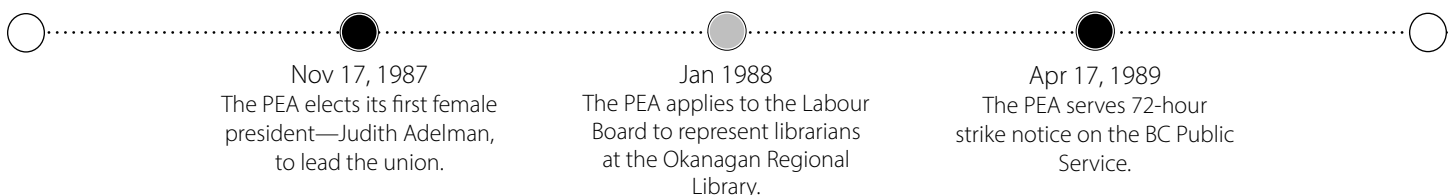
PEA negotiations were also influenced by the terms of a BCGEU settlement reached after government workers went on strike in September 1988, achieving a three-year agreement with an average 20 per cent salary increase and a range of options for employees facing privatization and layoff. During the strike, the PEA executive had reaffirmed the Association's previous policy, urging professionals to respect BCGEU picket lines and earmarking a fund of \$250,000 to compensate professionals for lost income. In this dispute, PEA went further than its past practice, specifically naming professionals who had crossed BCGEU picket lines with a list of "picket-line crossers." As the executive informed one of these members, "the PEA constitution imposes not just an administrative duty on the Executive, but a leadership one ... [I]f the Executive sees a given action as prejudicial to the organization as a whole, and says nothing about it, then we have been derelict in our duty. We do not intend to be derelict in that duty."

In February 1989, the BC government broke off negotiations with the PEA, suggesting it was not prepared to provide a salary settlement similar to the one negotiated with the BCGEU. "The PEA is not the GEU when it comes to salaries and salary settlements," chief government negotiator Doug Misako said. At the time, the government was offering an increase of 14.5 per cent over a three-year contract, while the PEA insisted on the 20 per cent increase received by BCGEU members. The government claimed professionals' salaries were already substantially higher than those of other public service employees and that further wage increases would risk "compression" with management

salaries, which had been similarly restrained in the 1980s. The PEA pointed out that since legislated pay controls had been introduced in June 1982, PEA salaries had increased by 9 per cent, while the cost-of-living index went up by 31 per cent (and BCGEU members received salary increases of 18 per cent). The parties also differed over proposed changes to the "OSS" overtime benefit, with professionals seeking to retain the option of earned time off rather than a required cash payment proposed by the province.

The PEA responded to the government's suspension of negotiations by conducting strike votes at 14 regional membership meetings around the province, recommending that members "vote Yes for justice and fair treatment." Professionals delivered a strike mandate of 85 per cent and, on April 17, served a 72-hour strike notice on the government. However, concessions from the employer in the days following the strike vote had weakened the resolve of professionals to strike. The Association heard from "significant numbers of PEA members" who wanted the Association to settle an agreement without job action. The PEA suspended plans for the strike and, in early May 1989, the parties reached a three-year agreement providing for an average salary increase of 17.6 per cent, which the PEA acknowledged fell short of their demand for pay equity with the BCGEU but represented the best result that could be achieved without job action. The contentious OSS program was left unchanged, with professionals entitled to time off for overtime worked. PEA members ratified the master agreement with an 85 per cent vote.

#### Memorable Events from the 1980s



# A FAMILY OF FORESTERS

TWO GENERATIONS OF PEA MEMBERS WORKING FOR THE BETTERMENT OF BC

**WORDS** JESSICA NATALE WOOLLARD

**PHOTOS** JENNIFER KENNEDY

Stop by the rink in Powell River on Sunday nights and you'll likely catch father and son Mark and Eric Scott tearing up the ice with the Lund hockey team. Donning jerseys of blue and white, Mark, number 15, will be on defence, and Eric, number 18, will be zipping around the ice on centre.

The Scott men's lifelong love of hockey is where the similarities begin. Father and son share a passion for the outdoors and the activities it inspires—biking, hiking, boating, fishing. Mark is a registered professional forester; Eric is working toward that designation. They share the same alma mater; they both work for the Ministry of Forests, Lands, Natural Resource Operations and Rural Development—though they are in different divisions and their work doesn't overlap—and they're both members of the PEA.

"It warms my heart to have one of my kids working in the same work environment," Mark says. "When I got out of high school I wanted to do something that I could advance in, something that had a skill set to it, but at the same time didn't confine me to an office space," he explains. "Eric naturally moved into that field as well. He had the same sort of interests as I had."

Eric agrees, echoing his dad's words: "I wanted to find something where I could work outdoors and not be stuck in the office."

Both found their way into forestry.

Mark completed his Bachelor of Science in forestry at the University of British Columbia in 1986, then worked in the private sector for a few months before joining the PEA in a silviculture position that took him around the province: Clearwater, Horsefly, Haida Gwaii and, finally, Powell River, where he settled with his wife and raised his son and daughter.

Since 2003, he has been a natural resource supervisor in the ministry's Compliance and Enforcement Branch, overseeing a crew of staff on the Sunshine Coast that focuses primarily on environmental compliance matters related to land, air and water. His division responds to complaints, conducts compliance inspections and carries out enforcement actions.

"We deal with the full matrix of environmental compliance issues, everything from unauthorized harvesting operations, unauthorized road building and maintenance, unauthorized uses and occupation of crown land, as well as water act violations, to name a few examples," Mark says.

Because of the Sunshine Coast's extensive coastline, Mark's work involves a lot of boating and helicopter trips; the same position in the Interior would likely involve mainly road transportation, he explains.







*"I've passed on to Eric a lot of the benefits of being in the PEA," he says. "That's one of the reasons he took this temporary assignment (as a First Nations Relations Forester), to get into a professional position."*



Eric's career is just beginning. In 2016, 30 years after his father, he graduated from UBC's Faculty of Forestry. His decision to get his RPF was as inspired by the natural landscape as it was his father's example.

"Growing up in Powell River, we're spoiled here being immersed in the outdoors," Eric says. "I enjoy outdoor activities, such as hiking, biking and scuba diving. I wanted to find a role that could keep me outdoors and more connected to our natural environment."

In high school, Eric got a glimpse of his future career by joining his dad at work on a job-shadow day. "It was a cool experience and a good introduction to the diversity of jobs within the field of forestry," he remembers. During his undergraduate years, completing a Bachelor of Science in natural resource conservation, he started his first government position with the BC Wildfire Service. For five summers he fought forest fires, serving on the initial attack crew based on the Sunshine Coast. Once he graduated, he accepted a position as an authorization technologist in the tenures department at the Sunshine Coast FLNRORD office. The job involved issuing minor forest licences, conducting surveys and audits and assisting with forest health and invasive plants.

Currently, and until April 2019, he's filling a temporary assignment as a First Nations Relations Forester in the stewardship division. When the ministry is looking at a locale for potential forestry operations, Eric's role is to determine which traditional First Nations territories overlap with the terrain.



"It's my job to figure out which First Nations may be impacted by a proposed development or operation and then reach out and engage with these nations," Eric explains. The process can be challenging, especially when a resource decision involves engaging simultaneously with multiple First Nations. In these cases, the importance of understanding existing agreements between the government and individual First Nations comes into play. "These agreements help guide how we engage with First Nations," he says. "We want to ensure Aboriginal interests are protected through these processes and throughout time. This is done through direct engagement with the affected First Nations, working with licensees, sharing information and proposing mitigation strategies to help address concerns."

At the same time as he's working full time, Eric is working toward his RPF designation, for which he needs a few more courses and some on-the-job training. In his pre-RPF state, he's in the PEA as a Licensed Science Officer Level 1, in a position considered "under-implemented." Once he

achieves his RPF, he'll be keeping his eye on professional positions within the PEA.

The prospect of joining the PEA played a role in influencing his son's career path, adds Mark, who has been a shop steward for the last five years.

"I've passed on to Eric a lot of the benefits of being in the PEA," he says. "That's one of the reasons he took this temporary assignment (as a First Nations relations forester), to get into a professional position."

The advantages Mark lists include enhanced work-life balance, compensation for overtime work, clear communication and strong support for PEA members. And, he adds, "When you're in a PEA position, it's a designated professional position; you get to practice in the field you're trained in."

After Eric gets his RPF designation, he anticipates job options will open up for him, and he'll have a better idea of what direction he'd like his career to go in—and where he'd like

to live. Though he loves Powell River, he'd consider relocations for the right role. "It depends what area of forestry I end up wanting to go into and where the positions are," he says.

In the meantime, father and son enjoy working near each other, playing hockey together and taking advantage of the outdoor activities their hometown offers. When they leave work, Mark frequently on foot, Eric by bike, they catch a glimpse of the ocean and the good memories it holds for their family—boating, scuba diving, hockey and fishing.

"When my wife and I got to Powell River, the plan was to be here for a couple years, advance and move on," Mark remembers. "We totally changed our minds. We said, 'we love this place; we're not leaving.' It's the place we want to live."

Father and son list off the things they love about Powell River: the great outdoors, the ocean, the size, the amenities, the walkability. Says Mark, "It makes you love going to work."

# PINK SHIRT DAY

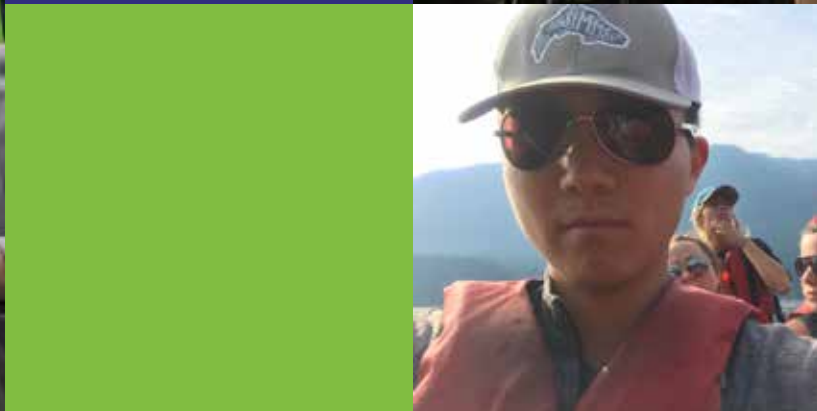
On February 27, 2019 the PEA took part in Pink Shirt Day, a day to raise awareness of bullying and the harm that it can do. Bullying is a major problem in our schools, workplaces, homes, and online.

**RIGHT** PEA local reps attend the first of a two-day training on bullying and harassment and mental health in the workplace on Pink Shirt Day.

**PHOTOS** LILLIE LOUISE MAJOR







# BUILDING SKILLS FOR WORK AND LIFE

BCFED AFFILIATION IS AN ANTIDOTE TO THE DAILY GRIND

**WORDS** JACKIE WONG

**W**e've all been there: when work feels like a grind, the days struggle along and we begin to feel stuck. In those moments, it's easy to forget that our workplace challenges are not burdens we must shoulder on our own. Every day, PEA members are working alongside a vast community of workers across the province who face similar questions and tensions. We are not alone in our struggle, and kindling connections of support across worker communities is a powerful way to transcend the daily grind.

The PEA is connected to thousands of people in the labour movement as a member union of the BC Federation of Labour (BCFED), an affiliation the PEA has had since 2013. The BCFED represents over 500,000 members from unions across BC, and is connected to workers across Canada through its membership in the Canadian Labour Congress (CLC).

Among other benefits, the PEA's affiliation with the BCFED provides a powerful connection to commu-

nity through learning opportunities offered through two popular programs, the CLC Pacific Region Winter School and the BCFED's Young Workers' School at Camp Jubilee.


## "I WATCHED THE POWER OF THE UNION AT WORK"

The CLC Pacific Region Winter School takes place every January and February at Harrison Hot Springs Resort in BC's Fraser Valley. The school offers week-long courses that focus on building skills in areas such as workshop facilitation, mental health first aid and collective bargaining. Others explore solutions to challenges that can arise when advocating for psychologically healthy workplaces or against gender-based violence.

Sam Davis, a planning forester with BC Timber Sales in Williams Lake, was a Winter School participant in a February 2019 course called "The Basics of Organizing," offered through the BCFED Organizing Institute.

# THE PEA AND THE BCFED

THE PEA  
JOINED THE  
BCFED ON A  
THREE-YEAR  
TRIAL IN  
2013



IN 2016, 85 PER CENT OF  
VOTING MEMBERS CHOSE  
ONGOING AFFILIATION TO  
THE BCFED AND CLC

AFFILIATION  
PROVIDES A  
NUMBER OF  
EDUCATIONAL  
OPPORTUNITIES  
TO MEMBERS

OVER  
**75**  
MEMBERS APPLIED  
TO ATTEND BCFED  
OR CLC TRAINING  
PROGRAMS IN 2018

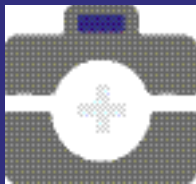


IN THE 2016  
REFERENDUM,  
MEMBERS  
APPROVED  
FUNDING  
AFFILIATION WITH  
PEA INVESTMENT  
INCOME

SINCE 2016 THE PEA HAS  
SENT 25 MEMBERS TO CLC  
WINTER SCHOOL AT  
HARRISON HOT SPRINGS

**6**

PEA MEMBERS HAVE  
ATTENDED CAMP  
JUBILEE, THE BCFED'S  
CAMP FOR YOUNG  
WORKERS



IN 2018 & 2019,  
THE BCFED  
OCCUPATIONAL  
HEALTH AND SAFETY  
CENTRE PROVIDED  
TRAINING TO 22 PEA  
LOCAL REPS AND  
HEALTH AND  
SAFETY REPS

The experience of taking the course alongside hundreds of other members of the labour movement and learning about the process of organizing into a union, he says, was an inspiring reflection of why working in solidarity across unions matters so much.

"I watched the power of the union at work," he says. "It's about sharing that control. It helps us shape our future. And in the end, societally, we'll end up in a better place."

Another course, called "Facing Management Effectively," struck a chord with Elizabeth Hunt, a local rep in Dawson Creek, where she works as a stewardship officer with the Peace Natural Resource District.

The course walked participants through the process of preparing for meetings in which the people involved may not see eye to eye. It's a situation that can be an ongoing source of anxiety in working life, but which many of us rarely have an opportunity to explore productively in community with other workers.

"It blew me away, the number of different unions and associations that were there," Hunt says. "It made me realize that, you know, I'm not the only one out there."

The course, she says, proved widely applicable to all aspects of her professional life, from her work negotiating forest stewardship plans with a range of stakeholders to her role as local rep.

Winter School, she says, equips participants with new skills they can apply "not only for work, but for your life. It gives you really good skills all around."

## CONCRETE STEPS FORWARD

The immersive nature of Winter School offers a welcome departure from the daily routine of work, but the courses are designed specifically for participants to carry the lessons forward into their everyday professional lives.

**P|E|A**

BC's Union for Professionals

Images: Freepik.com



Harshada Deshpande, a staff lawyer with the Parents Legal Centre in Vancouver (part of Legal Services Society), participated in a Winter School course in late January called “Women’s Health and Safety in the Workplace.” Deshpande chose the course because she has been working with women and advocating on their behalf for all of her career. She came out of the course with practical knowledge and concrete steps for carrying forward what she learns into her daily work.

“Our instructors helped us create an ongoing list of things we could do when we go back, and use the knowledge from the course to advocate to make our workplaces safe for women,” she says.



**ABOVE** Young workers at Camp Jubilee in 2017. Each year the PEA sends members to the camp organized by the BCFED. Photo Credit: Ziyang Zhong. **PREVIOUS PAGE** Images from various BCFED and CLC events.

## THE NEXT GENERATION

The PEA’s affiliation with the BCFED also provides opportunities for empowering the next generation through its Young Workers’ School, which takes place each September at Camp Jubilee. The Young Workers’ School, open to members aged 30 and under, connects young workers from across the province through an immersive, relationship-focused introduction to the labour movement.

“Even as an introvert, I met so many people right away and made new friends for the weekend,” says Allana Hiscock, a library assistant at St. Margaret’s School. “After attending Camp Jubilee I have so

much more confidence in my ability to make positive change in my work environments and a desire to get involved.”

Young Workers’ School left Hiscock feeling energized and optimistic about the future of work and the role she can play in advancing positive social change through the labour movement.

Hiscock took a workshop at the school on facilitation skills. Today, in her role as a library assistant teaching library classes to elementary and junior high school students, she’s directly applying the skills she learned at Camp Jubilee.

The experience, she says, has also shifted her perspective on work and her role in shaping the future of it. “I feel more connected to my co-workers as a united workforce.”

Feeling connected to a like-minded community, empowered as a worker and optimistic about the future can help all of us experience work as a something more than just a place to be until the next weekend comes along.

“I know more about what it means to be an informed and empowered worker,” Hiscock says. “I can participate more in my work and union environment.”

# READY FOR RETIREMENT

## MEMBERS OF THE BC PUBLIC SERVICE HAVE A RESOURCE IN THEIR RETIREMENT

**WORDS** BRETT HARPER

Whether it's travelling south for the winters, sleeping a bit later in the mornings, or having the option to simply get up and go, retirement provides freedom. After decades of service, retirement and a pension are the rewards for a career of service. But, the transition to retirement doesn't come with a training manual. As PEA members working for the BC government make a move to retirement, there's a resource to help them adjust to a life devoid of meetings, coffee breaks and email.

The BC Government Retired Employees' Association (BCGREA) supports 9,000 members who previously worked in the BC public service. "It was the idea of having an organization that looks out for the interest of retired people. It seemed like a good idea to have an organization like that, and it seemed like a good idea to become a member, so I did," said Bob Wilson, chair of the Northwest branch and a former PEA member with the Ministry of Forests.

"Rather than having to learn everything myself, I can go talk to people in the BCGREA and find out what kind of benefits are available to retired people," said Wilson.

"It's a resource for learning how to retire," said Al Barclay, who also retired from the Ministry of Forests. At meetings hosted by branches throughout the province, guest speakers bring information to the members about many aspects of retirement. "Some of the topics that are memorable were financial planning, trying to make sure your financial affairs are in appropriate order [and] wills and powers of attorney," said Barclay.

The presenters also provide tips for making use of services in one's own community. "We've had the head of the local library come over and talk about the facilities they have, what services are available, and demonstrations on their services. The government agent has come in and talked to us about programs that are available through the provincial government," said Barclay.

"The guest speakers are timely and relevant in the sense of health, business management of retirement, wills and estates," said Susan Hoyles, vice-chair for the Prince George branch. She is a retired PEA member who worked for the Ministries of Forests and Environment throughout her career.

After retiring in 2013, Hoyles wished to stay in touch with former co-workers. “I get to reconnect with those from years ago. We swap tales about people that we know and keep track of folks,” she said.

“It’s interesting, there’s a fair number of ex-foresters in the BCGREA. It’s been fun rubbing shoulders with people I have had contact with during my work years,” said Wilson.

Hoyles and Wilson are quick to allay any fears that membership in the BCGREA will lead to bureaucratic meetings. “I wasn’t sure I wanted to sit through meetings talking about treasurer’s reports and business stuff. That part is short. The social aspect and the guest speakers outweigh all of that,” said Hoyles.

In addition, the common misconception of piling-on meetings in retirement is just that, Wilson said, adding that there are no rules for attendance. “I’ve had people tell me they don’t want to join because they don’t want to make a commitment to be at a meeting every month, or every three months,” Wilson says. “It’s an excellent opportunity even if you don’t want to come to all the meetings. Regardless, you’ll still be kept up to date on your pension and your retirement.”

The BCGREA offers a number of benefit plans for members through various providers, including:

- Extended Health Benefits
- Cost of Living Increases
- Discount Hotel Rates
- Group Insurance Rates for out-of-province travel, house insurance and life insurance
- Guaranteed Issue Life Insurance
- Pet Insurance

For Barclay, the one benefit that outweighs them all is influence. “I like belonging to an organization that’s going to have a voice for me in dealing with how my pension is handled,” he said. The BCGREA provides members with information on updates to the Public Service Pension Plan. “There are a lot of reasons to join, but for me, I just like having a voice there. The more numbers we have in our membership, the stronger our voice will be.”

As PEA members approach retirement, they can look forward to the advantage of a decent pension and some freedom after a lifetime of public service. “You wake up in the morning, and decide what would you like to do today,” said Wilson.

PEA members who worked for the public service and want to find out more about the BCGREA can visit their website at [bcgre.ca](http://bcgre.ca).

“*Rather than having to learn everything myself, I can go talk to people in the BCGREA and find out what kind of benefits are available to retired people.*”

## CHAPTER UPDATES

### GOVERNMENT LICENSED PROFESSIONALS

#### **COLLECTIVE AGREEMENT RATIFIED**

The GLP tentative agreement is now ratified, with 92.3 per cent of voting members voting in support of the agreement. Ballots were cast by 67.3 per cent of GLP members. The Public Service Agency has ratified the agreement.

A number of initiatives including new committees, lunch and learns, and more will be forthcoming. We will post the new collective agreement and revised pay grids as soon as possible.

Thank you to the Bargaining Committee members John Babineau, Christine Bieber, Laura Bolster, Edmond Margawang, Marc Schuffert, and Jeff Stone for their substantial amount of time, work and leadership. Thank you to all members for your support through the process.

### HEALTH SCIENCE PROFESSIONALS

#### **EXECUTIVE**

The HSP chapter executive would like to welcome our new chapter treasurer Cindy Aston and our new member at large Sarah Henckel-Sutmoller. Thank you to departing chapter executive members Shawna Darcangelo and Michael Louie.

#### **COLLECTIVE AGREEMENT RATIFIED**

Health science professionals working in hospitals and communities throughout the province have voted to accept a new collective agreement that recognizes the value of health science professionals on multi-disciplinary health care teams.

With a vote of 82 per cent in favour of the agreement, union members covered by the multi-union Health Science Professionals Bargaining Association (HSPBA) collective agreement have accepted a three-year contract that meets important objectives. The agreement includes competitive wages, a classification system that reflects the contributions of a diverse group of specialized members of the health care team, strategies to address workload and recruitment and retention, and a commitment to improving health and safety on the job.

Of the 98 PEA members who voted, 93 per cent voted in favour of the agreement.

The HSPBA represents 19,000 members in five unions: Health Sciences Association (HSA), BC Government and Service Employees' Union (BCGEU), Canadian Union of Public Employees (CUPE), Professional Employees Association (PEA), and Hospital Employees' Union (HEU).

The new agreement is effective April 1, 2019.

#### **PROFESSIONAL DEVELOPMENT**

The Health Science Professionals Bargaining Association is pleased to announce a new \$3 million professional development fund.

The fund was created through a contribution from the Ministry of Health. The PEA's share of the funding amounts to approximately \$25,000.

All health science professionals covered by the HSPBA collective agreement, which includes members of PEA, are eligible to apply for professional development funding. Applications will be reviewed and accepted on a first-come, first-served basis.

Find out more information on the PEA website at [pea.org/chapters/hsp/programs](http://pea.org/chapters/hsp/programs).

## LAW SOCIETY LAWYERS

### **COLLECTIVE AGREEMENT RATIFIED**

In January, 73 per cent of voting members voted to ratify the tentative agreement. Eighty-four per cent of members voted in the ratification process. We expect the results of the Law Society ratification shortly.

Thank you to the Bargaining Committee for their support and hard work.

### **LABOUR RELATIONS OFFICER UPDATE**

Labour Relations Officer Sam Montgomery has now returned from her leave. Thank you to Al Gallupe for his service while covering the LSL chapter.

You may reach Sam at 250-385-8791 ext. 201 or by email at [smontgomery@pea.org](mailto:smontgomery@pea.org).

## LEGAL SERVICES SOCIETY

### **JOB ACTION BY ALL**

The PEA is working with members to address concerns over possible job action from the Association of Legal Aid Lawyers (ALL). Following a successful strike vote in March, it's possible BC's legal aid lawyers will withdraw their services beginning April 1, 2019.

The PEA will be posting confidential memos on the PEA website to advise our members as events unfold. We want to ensure that you are kept safe from any possible negative consequences of this job action.

Find our more at [pea.org/lss](http://pea.org/lss).

### **LABOUR RELATIONS OFFICER UPDATE**

Labour Relations Officer Sam Montgomery has now returned from her leave. Thank you to Al Gallupe for his service while covering the LSS chapter.

You may reach Sam at 250-385-8791 ext. 201 or by email at [smontgomery@pea.org](mailto:smontgomery@pea.org).

## OIL AND GAS COMMISSION

### **BARGAINING**

The PEA will begin collective bargaining with the employer at the end of May. Members will receive a bargaining survey prior to negotiations and are strongly encouraged to complete it.

## OKANAGAN REGIONAL LIBRARY

### **ANNUAL GENERAL MEETING**

Labour Relations Officer Rhiannon Bray will be visiting the ORL to meet with members shortly. Watch your email for information.

## UNIVERSITY OF VICTORIA

### **COLLECTIVE AGREEMENT RATIFIED**

Members have ratified the tentative agreement. Ninety-one per cent of voting members supported the tentative agreement. Fifty-five per cent of members cast a ballot. UVic has also ratified the agreement.

Thank you to the Bargaining Committee members Kristen Ficke, Adam Gaudes, Ori Granot, Sandra Guerreiro, Sheryl Karras, and Jesse Oshaneck for their support and hard work.

### **LABOUR RELATIONS OFFICER UPDATE**

Labour Relations Officer Sam Montgomery has now returned from her leave. Thank you to Al Gallupe for his service while covering the UVic chapter.

You may reach Sam at 250-385-8791 ext. 201 or by email at [smontgomery@pea.org](mailto:smontgomery@pea.org).

# PEA UPDATES

## EXECUTIVE CHANGES

Katy Chan, UVic, was welcomed as the newest member to the PEA Association Executive. She replaces Chris Clausen, who stepped down. Thank you to Chris for his service.

In June, representatives from FMEP and LSS will take their position on the PEA executive. ORL and LSL representatives will rotate off the executive for the year.

## GIVING BACK

Thank you to all members who participated in Giving Back 2018. Giving Back is a program that allows PEA members to nominate registered charities within Canada for a donation. These eligible organizations are presented to the PEA membership, and members vote for their favourites. The charities that receive the most votes are given a donation from the PEA.

The following are numbers of members who participated in the program in recent years:

### Number of Eligible Charities

- 2014 - 38 nominated charities
- 2015 - 37 nominated charities
- 2016 - 29 nominated charities
- 2017 - 45 nominated charities
- 2018 - 21 nominated charities

### Votes

- 2014 - 20.1% turnout
- 2015 - 20.1% turnout
- 2016 - 19.7% turnout
- 2017 - 17.9% turnout
- 2018 - 21.2% turnout

The PEA donates up to \$10,00 each year through Giving Back to charities (approximately \$3.50 per member). There are additional investments of staff and committee time to administer the program.

In late 2018 the PEA launched a survey to seek input from the membership on the program. After reviewing

the feedback, and reviewing upcoming initiatives, the Grants and Donations Committee has decided to suspend the Giving Back program for 2019.

The membership feedback showed a strong level of support for ongoing charitable giving by the union; however, there was not a clear direction from members that Giving Back was a worthwhile member engagement initiative. When the program was conceived, it was designed primarily to increase member engagement.

The PEA operates two programs within the Grants and Donations committee: Giving Back and labour-focused donations.

The labour-focused donations support organizations and events that further the cause of our members and the labour movement. Ten thousand dollars a year is budgeted for this program.

In 2018 the PEA supported the following organizations and events with this fund:

- BC Federation of Labour 24th Annual Labour Christmas Dinner
- BC Health Coalition
- BC Heritage Labour Centre
- BC Library Association
- Evidence for Democracy
- Labour Day 2018 at the PNE, with Vancouver District Labour Council and New Westminster Labour Council sponsorship
- Miner's Memorial
- rabble.ca
- *Rank and File* magazine
- Retail Action Network
- Together against Poverty (TAPS)
- UVic Environmental Law Centre

The labour-focused donations will continue in 2019.

The Grants and Donations Committee and the PEA executive will review Giving Back and consider a re-launch of the program in 2020.

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P|E|A

BC's Union for Professionals

September 23-24, 2019

Victoria, BC

# LOCAL REP BASIC TRAINING

The workshop provides the opportunity to learn about the PEA, labour relations and collective bargaining, and develop skills that will assist in the role of PEA local representative. The PEA reimburses travel, accommodations, meals and other expenses necessary to attend this local rep training, consistent with our policy.

Register at  
[pea.org/localreps](http://pea.org/localreps)