

THE PROFESSIONAL

January/February 2019 Volume 45 Issue 1

BC's Union for Professionals

SERVICE WITH LOVE

Educators at St. Margaret's School are nurturing the minds of young women
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CELEBRATING 45 YEARS

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MAKING MENTAL HEALTH MATTER

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TAKING PART IN THE BC FEDERATION OF LABOUR'S 58TH CONVENTION

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MESSAGE FROM THE PRESIDENT

IN 2019 WE'RE CELEBRATING 45 YEARS AS BC'S UNION FOR PROFESSIONALS

On February 18, the PEA will mark a significant milestone—45 years of existence. As the pages of the calendar flip over, it's important to reflect on how far we have come as an organization. That's why, over the next four issues of *The Professional*, we will be highlighting interesting moments from the PEA's history.

These stories were written for the PEA's 40th anniversary in a book *Duty with Dignity* by labour historian Ben Isitt. They are just as relevant now as they were then. In this issue, we include an article about the events that brought the PEA into being in 1974.

Reflecting on the past informs how we guide ourselves into the future. The PEA strategic plan and our annual membership survey are other tools that help to focus and guide our planning. You can find the results of the survey in this issue.

Finally, I point you to the upcoming Convention 2019. Convention is an opportunity for members to give greater voice to their union. This is done through the election of table officers, the approval of financial statements and the adoption of resolutions.

In this issue we explore how a matter brought forth at our last convention in 2017 has guided the Association's activities over the past two years. That resolution addressed members' concerns about bullying and harassment in the workplace and their impact on mental health. I encourage you to read about the work we've been doing on workplace mental health in this issue. Then, consider submitting a resolution to Convention 2019. Perhaps it will be your resolution we'll be reading about in a future issue of this magazine.

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: Dave Barrett, Premier of BC from 1972–1975, spoke in favour of Bill 75, which created legislation allowing for collective bargaining for licensed professionals.



The story of the PEA forms a unique chapter in BC's labour history. Forty-five years ago, licensed engineers, foresters and others in the BC public service were a key part of the movement to introduce collective bargaining for civil servants. At the same time, they advocated for a distinct style of bargaining that would balance union goals with professional values and codes of conduct.

THE BARRETT GOVERNMENT, THE HIGGINS COMMISSION AND 1973 PUBLIC SERVICE LABOUR RELATIONS ACT

In August 1972, the New Democratic Party (NDP), led by social worker Dave Barrett, was elected to power in British Columbia, replacing the Social Credit government that had governed since 1952. The NDP was directly affiliated with the labour movement under the aegis of the Canadian Labour Congress, and was therefore more receptive to demands from employee groups for legislative change after two decades of Social Credit rule.

Alongside a far-reaching reform program that extended from agriculture and taxation to health, education, forestry and energy policy, the Barrett government initiated a review of the provincial Labour Code and formed a commission of inquiry to examine collective bargaining in the public service. The commission was headed by Richard Higgins, the province's chief personnel officer in the Civil Service Commission since 1970. A *Victoria Daily Colonist* newspaper columnist had earlier suggested that, if the government wanted to attract the best people, it had to "pay at least a fair salary and give them basic bargaining rights."

Memorable Events from the 1970s



The Higgins Commission received substantial input from engineers, foresters and other professionals employed by the government. The overwhelming message was that licensed professionals should have their own bargaining unit distinct from other government employees, to avoid placing professionals in the difficult position of unwillingly participating in strikes or other labour actions that might conflict with their legislated codes of professional conduct. Higgins included this recommendation in his report to the government, which responded by proposing a distinct bargaining unit for licensed professionals when it tabled the Public Sector Labour Relations Act in the BC legislature in April 1973.

The legislation established the two main criteria for membership in the new bargaining unit: (1) employment in a professional classification in the public service as understood within the terms of the Act, and (2) membership in an association having statutory authority to license a person to practise his or her profession. Rising to speak in favour of Bill 75, the Public Services Labour Relations Act, Premier Dave Barrett reminded members of the legislature that he had been a civil servant prior to his election as an MLA:

“The one single issue that I’ve been involved in before I was elected to this House, right up to the time we formed a government, was a promise to provide collective bargaining for civil servants. ... Why shouldn’t the civil servants have the right to collective bargaining? Why should they be second-class citizens? They were promised it in our four-hour strike of 1958. ... There is going to be a vote on this bill. ... A year ago August we had a vote and we’re happy with that result too. So, Mr. Chairman, here it is. The chips are down. Are you for the civil servants or against them? I’m all for them. It’s a pledge we made and we intend to keep it.”

Members of the legislative assembly voted 42 to 2 to approve Bill 75 at second reading in late October, and it passed unanimously on November 7, 1973, receiving royal assent the same day.

THE PEA IS BORN

Finally, on February 18, 1974, the BC Government Professional Employees Association (BCGPEA) officially came into being at a meeting in Victoria’s Empress Hotel. The Association’s name reflected its initial emphasis on professionals employed within the BC public service. Later, the PEA would expand to include other professionals in the legal services, health and education sectors. As *The Professional* would record, “The prime mover in the organization and establishment of the Association” was Department of Highways engineer Derek Parkes, who, along with government architect Ron Waterfield, signed up more than 60 per cent of the licensed professionals employed in the BC government to participate in the new union.

At the PEA’s founding meeting, Parkes was elected first president, leading a six-member executive committee. Offices were established in Victoria and Vancouver, and administration and organizing staff were hired, led by Executive Director Geoff Holter. Buoyed by the mandate from the membership and the new-found legislative right to bargain collectively, Parkes and the PEA turned their attention to applying for certification from the BC Labour Relations Board and negotiating a first collective agreement.

Memorable Events from the 1970s and 1980s





CERTIFICATION AND THE FIRST CONTRACT

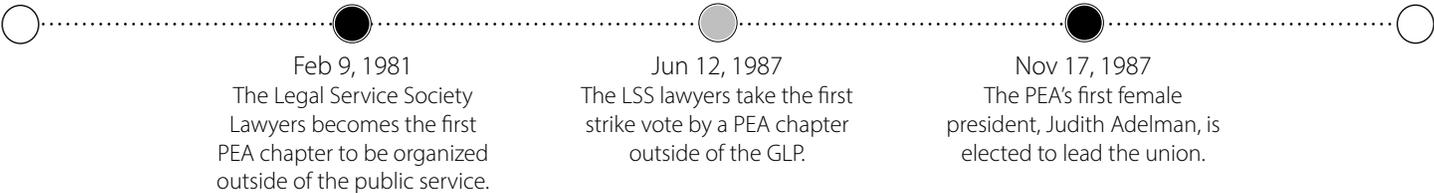
The PEA applied for certification with the BC Labour Relations Board on March 29, 1974. According to the application submitted by President Derek Parkes and Vice-President J.E. Bickert, 629 of the 1053 licensed professionals in the proposed bargaining unit (60 per cent) were deemed to be members in good standing. The bargaining unit would later be adjusted to comprise 1039 professionals in the following occupational groups:

- Doctors
- Engineers
- Foresters
- Land Surveyors
- Pharmacists
- Physiotherapists
- Veterinarians

Respecting the majority support among the employees, the government did not contest the application, and the LRB certified the PEA bargaining unit on May 3, 1974. For the first time, licensed professionals in the BC public service were represented by a certified bargaining agent that could negotiate collectively on their behalf.

- Accountants
- Agrologists
- Architects
- Dentists

Memorable Events from the 1970s and 1980s



SERVICE WITH LOVE

EDUCATORS AND STAFF AT ST. MARGARET'S SCHOOL ARE WORKING TO NURTURE THE MINDS OF YOUNG WOMEN

WORDS JESSICA NATALE WOOLLARD

PHOTOS AARON LUTSCH

Drive onto the grounds of St. Margaret's School in Saanich and you feel miles away from the bustling neighbourhood surrounding it. Tall trees line the road onto the 22-acre campus. To the north lies rich farmland; to the east, the beautiful Lochside Trail that connects the campus with downtown Victoria, Sooke and Sidney. Girls sporting the signature SMS red blazer convene on walkways, under trees and by the tennis courts. They exude energy, confidence and enthusiasm for learning.

The all-girls boarding and day school, with around 350 students from junior kindergarten to grade 12, celebrated its 110th anniversary in 2018. Teacher Beverley Waterfield is proud to have been there for the last 22 years, teaching every grade from 1 to 7. This school year, she's teaching grade 5.

In an all-girls environment, you have "a chance to explore who you are as a person in a supportive structure," Waterfield explains, noting that small class sizes mean teachers "can work with the parents on specific goals and help their daughter become the best she can be."

The school is a real community, Waterfield adds. In addition to teaching, she enjoys being part of extra-curricular activities such as the Middle Years Council for grades 5 to

8, where the girls learn leadership skills as they plan presentations and activities for younger students.

Waterfield cherishes the moments where she witnesses the girls achieve something they didn't think was possible. It could be a skill, a concept or a personal challenge. She remembers watching a girl who'd had heart surgery explore rocks on the beach for the first time, on a school trip to Botanical Beach in Port Renfrew. Then there was the time a tween girl got up the courage to stay overnight, away from her parents, on a school camping trip. "I'd built up a relationship with her for three years. There was a trust there that she could do it," Waterfield remembers.

Waterfield's family has been associated with SMS since 1969. She and her sister attended as students; her mother worked there for 27 years, serving mostly as the Junior School coordinator; her niece was involved in the rowing program; and her son worked in outdoor maintenance for a summer. When asked whether she had expected to become a teacher at her alma mater, Waterfield said, "It was one of those things that wasn't planned; it just sort of happened."

After receiving her Bachelor of Arts in psychology and sociology from the University of Victoria in the early 1980s, Waterfield worked as an analyst for BC's Ministry of the





"I chose to become more involved in the PEA so I could use my leadership skills to help with communication between the PEA and the school and make that relationship a little bit stronger," she says. "I find being on the PEA executive really beneficial."

Attorney General. Once she had her son, she reconsidered her career path and was drawn to teaching.

"My mum was really involved as an educator, and I was interested in that field," she says. "I'm really happy that I did change careers."

She re-enrolled at UVic, this time graduating with a teaching degree in 1994. In 2006, she returned to complete a master's in education leadership studies.

At the time she graduated in the mid-'90s, teaching jobs were hard to come by. She was working as a substitute teacher in the public school system when a position came up to teach grade 4 at SMS. She didn't get the job, but when the person who was hired didn't work out, Waterfield gladly took over the class, overlapping with her mother, who retired from SMS at the end of that school year.

A lifelong learner, Waterfield says her teaching work provides continual opportunities to expand her mind and try new things. She explains: "I always like to challenge myself to do something different. I enjoy moving classrooms or changing grades because I think it keeps you fresh, and I think it gives you an opportunity to look at things from a different lens."

Her passion for helping kids learn is reignited all the time. "The joy that you see in the students when they learn a new concept... That's renewed

every year when you get a new class," she says.

Although she's happy in her role, Waterfield has eyed administrative work at the school, looking for ways to challenge herself and advance her leadership skills. While waiting for the right opportunity, she's become more involved with the PEA, first as a member at large in the SMS chapter, then by taking on the chair position. For the last three years, she's also served on the Association executive.

"I chose to become more involved in the PEA so I could use my leadership skills to help with communication between the PEA and the school and make that relationship a little bit stronger," she says. "I find being on the PEA executive really beneficial," she continues. "It's different than being in the education field. You get to see a glimpse of other work environments and ways of dealing with conflict, budgets, organization of a meeting. For me as an educator, that's helping me be a lifelong learner."

Just as Waterfield had a family history at SMS, she has a family history with the PEA. Her father, an architect with the BC government, was one of the first presidents of the newly formed union in the 1970s. From stories she's heard, Waterfield says her dad wasn't one of the ringleaders who created the union but was "probably the voice on the sidelines offering ideas or suggestions." He and his professional colleagues "wanted to make sure they had an association they could rely on."



Waterfield was at SMS when the school joined the PEA in 2000. Around the millennium, the teachers had been asking the administration for a salary comparison with other schools in the region. They discovered that SMS salaries were lower than both the public schools and other independent schools. Around the same time, Waterfield notes, the school was involved in a human rights case that left teachers feeling in need of "a little bit more protection and answers to the wage questions we'd been asking." The teachers voted strongly in favour of joining the union. Support staff, including kitchen and maintenance staff and bus drivers, joined two years later.

Looking back on it, Waterfield says the decision to unionize "was a really positive move."

SMS is in the third year of its current contract (Waterfield served on the bargaining committee). The head of school retired at the end of December, so a change of leadership is forthcoming. But Waterfield says the executive is focused on what they can do to support the membership.

The school's motto is *Servite in Caritate*—Service with Love. It is a motto that speaks to the kind of education the students receive at SMS, and also to the kind of environment the staff help to create, for the girls and for each other.

Says Waterfield: "I really feel that we can create an atmosphere where the staff feel validated and know what they need to do and what is expected of them."

2018 PEA MEMBER SURVEY

WHY OUR MEMBER SURVEY MATTERS

WORDS BRETT HARPER

“Each year, we get a chance to hear directly from our members,” says PEA Executive Director Scott McCannell. “We read each comment and concern brought forward and sort out the best way to approach the issues our members highlight.”

Every spring, the PEA begins its process of building out the annual member survey. Chapter executives, Association executive and the Association executive committees are all given an opportunity to provide input into the survey questions. The survey comprises a series of core satisfaction-related questions—a regular feature going back to the early '90s—as well as targeted questions that assist in achieving specific objectives.

The 2018 membership survey was conducted using a web-based survey tool. The survey was sent to all members and participation was voluntary. Thirty per cent of members took part in the survey, the same participation rate as in 2017. The survey was open from June 25 to July 13, 2018.

Members' survey responses are the starting point for our strategic planning process. Once the survey period has closed, PEA staff analyze and compile the results into a detailed report for review by the Association executive. The results serve as a scorecard to assess the PEA's performance

and the performance of the executive director. Core questions in the survey measure member satisfaction with regard to collective bargaining, collective agreements, union communications and many other issues.

The survey results are also reviewed with chapter executives and bargaining committees for their chapter-specific planning purposes. One issue that was voiced this year was some members' ongoing concerns over recent changes to the public service pension plan.

“Every year critical information is revealed in the survey results,” says McCannell. This year, a concern was raised over the treatment of members by other members at union events. “This is the type of information that we weren't aware of, that we need to take action on.”

Mental health was an area addressed in the 2018 survey. One-third of respondents report having experienced or observed bullying or harassment in their workplace. Problems with job satisfaction, workplace morale and mental health were the top three negative impacts resulting from workload or workplace conditions.

2018 PEA MEMBERSHIP SURVEY RESULTS

30%

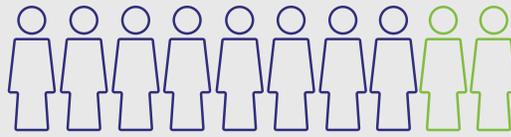
PERCENTAGE OF MEMBERS WHO PARTICIPATED IN THE SURVEY



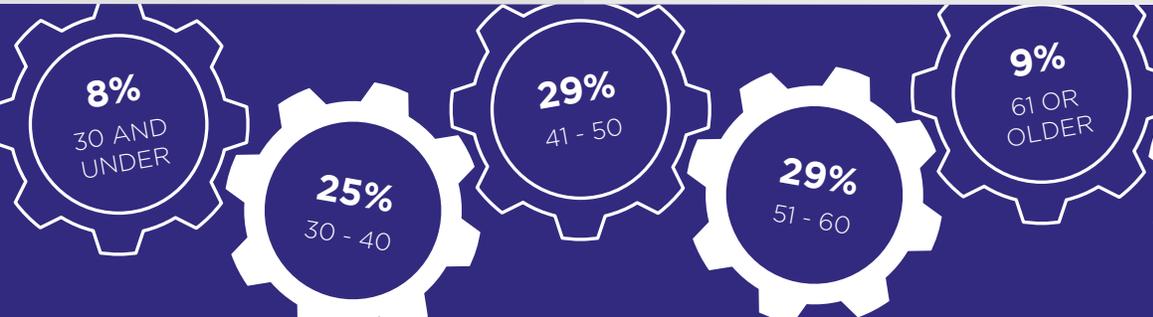
69% OF MEMBERS ARE SOMEWHAT OR VERY SATISFIED WITH THEIR COLLECTIVE AGREEMENT

87%

OF RESPONDENTS ARE SOMEWHAT OR VERY SATISFIED WITH THE PEA



MORE THAN 8 OUT OF EVERY 10 MEMBERS ARE SATISFIED WITH THE PEA'S APPROACH TO COLLECTIVE BARGAINING



91%

OF RESPONDENTS THINK THE PEA DOES A GOOD JOB COMMUNICATING WITH MEMBERS

90%

OF RESPONDENTS THINK PEA COMMUNICATIONS ARE RELEVANT TO THEM AND THEIR CHAPTER



ONE OUT OF EVERY THREE MEMBERS WHO RESPONDED HAS EXPERIENCED OR OBSERVED BULLYING OR HARASSMENT IN THEIR WORKPLACE

The 2018 survey was conducted using a web-based survey tool. The survey was sent to all members and participation was voluntary. Thirty per cent of members took part in the survey, the same participation rate as in 2017. The survey was open from June 25 to July 13, 2018.

FALL MEMBER EVENTS

Throughout the fall, our members have been active at Annual General Meetings, training, and more. Here are some highlights from all these events.

1. Heather Soo at GLP Member Engagement Leader Training
2. GLP member Kelly Loch **3.** Trevor Demerse at GLP Member Engagement Leader Training **4.** Geoffrey Klassen at GLP Member Engagement Leader Training **5.** GLP Chapter Chair Sam Davis at the GLP AGM **6.** GLP Bargaining Committee member Marc Schuffert at the GLP AGM **7.** GLP member Lorna Green **8.** GLP executive member Don D'Souza at the GLP AGM **9.** GLP member Andrea Inwards **10.** GLP Executive member Elizabeth Hunt **11.** Jamie Rupar Gilliatt







BCFED CONVENTION

In November, PEA members and staff attended the 58th Convention of the BC Federation of Labour. The event featured discussions on future priorities of the BCFED, speakers, training and a rally to support Canada Post workers.



MAKING MENTAL HEALTH MATTER

Workloads and workplace bullying are impacting PEA members' mental health. Here's what we're doing about it.

WORDS JACKIE WONG

The author Annie Dillard has famously written, "How we spend our days is, of course, how we spend our lives." We spend a large part of our lives at work, affirms Laura Faccone, occupational health and safety coordinator and facilitator with the BC Federation of Labour. Faccone facilitates workshops on workplace mental health, an issue she would like to see treated with the same seriousness as other occupational hazards.

"The hazards that we typically identify with are the slips, the trips, the falls," Faccone says. "But we often forget about the psycho-social piece."

Faccone's workshops introduce participants to a process of understanding how the brain, the body and our experience of society impact each other. She also offers tools for participants to use in both their professional and personal lives that help them identify the symptoms of mental health distress and how to help a person through it.

"One in five of us in any given year—or one in three in a lifetime—will experience mental illness," she says. "We owe it to ourselves to better our working knowledge in and around mental health if, at the end of the day, this is going to affect our outward responses to these things called life and work."

The PEA is offering Faccone's workshops to local representatives through the BC Federation of Labour's Occupational Health and Safety Centre. PEA members quickly filled the first workshop offered in November 2018. The next workshop will take place in February 2019.

The popularity of the workshops indicates that there is widespread interest among PEA members in confronting mental health issues in the workplace, says PEA Labour Relations Officer Rhiannon Bray. This correlates with results from the 2018 member survey, in which a large proportion of members from across the province expressed concerns about mental health, bullying and harassment.

THE STATE OF CANADIANS' MENTAL HEALTH

IN ANY GIVEN YEAR **1 IN 5**



PEOPLE IN CANADA WILL PERSONALLY EXPERIENCE A MENTAL HEALTH PROBLEM OR ILLNESS

ALMOST ONE HALF **49%**



OF THOSE WHO FEEL THEY HAVE SUFFERED FROM DEPRESSION OR ANXIETY HAVE NEVER GONE TO SEE A DOCTOR ABOUT THIS PROBLEM



Source: Mental Health Commission of Canada (2013). Making the case for investing in mental health in Canada.

OVERWHELMED AND BURNTOUT

The PEA's 2018 membership survey found that more than half (51 per cent) of respondents believe their mental health has been negatively impacted as a result of workplace conditions. Seventy-one per cent found workload or workplace conditions to have an impact on their job satisfaction, and 65 per cent said it affects workplace morale. Nearly half of all respondents, 49 per cent, indicated that workload or workplace conditions negatively impact their work quality.

These figures represent the experiences of 523 PEA members (270 members skipped the mental health question on the member survey). In comments submitted

as part of survey, people expressed that they are overworked, and that their volume of work is at times overwhelming. Some described their workplaces as "toxic."

This is weighty information that the union does not take lightly. "The employer, actually, is obligated to provide its workers an environment free of bullying and harassment," notes Rhiannon Bray. "WorkSafeBC guidelines changed in 2013 to address different areas of bullying and harassment."

But addressing members' experiences of anxiety and low morale in a meaningful way is not always easy. Like any kind of complex work, it requires support, education and a practical roadmap on how to move forward.

"IT SHOULDN'T BE THAT WAY"

It's difficult to address mental health concerns in a workplace when employers lack the tools, vocabulary and skills to effectively support individuals who are struggling. Bray points to the cultural expectations that many of us have been told to adopt when encountering interpersonal conflict or stress at work. "In years gone by, it was kind of like, 'toughen up,'" she says.

Bullying, harassment or extraordinary stress, she adds, have often been talked about as an expected, if unpleasant, part of the fabric of one's career. But Bray notes, "It's not that way anymore. And I'm glad that it's not that way because it shouldn't be that way."

The 2018 survey results support several of the proposals put forward by members at the PEA's last convention. "They were all around workplace bullying and harassment, and basically encouraging the PEA to address these issues for its members in the workplace," Bray explains.

"Based on those convention resolutions, which were approved by the membership at convention, we began to take some action towards implementing what those resolutions had instructed."

Some of that work shows up in Laura Faccone's workshops for local reps. The objective of the training sessions is for local representatives to emerge with practical tools for supporting workers with mental health concerns, both individually and collectively.

While many of the participants are local reps or members of OHS committees, Faccone has designed the training to offer flexible strategies that can be adapted for a variety of settings.

"Whether you're on your [occupational health and safety] committee or not, this matters, because we all have our bodies, and we all have this beautiful brain that's attached to our bodies," she says. "Ultimately, that brain's going to control your outward responses to the environment that you're in—whether it's at home, at work or in your community."

BUILDING TOOLS TO SUPPORT EACH OTHER

Participants in Faccone's Workplace Bullying and Harassment training will gain facility in the following subject areas:

- myths and facts of mental illness
- stigmas associated with mental illness
- organizational factors that contribute to mental illness

- CSA (Canadian Standards Association) standards for psychological health and safety, and how to apply them
- other available resources

It's the first time the PEA has offered mental health training to its local representatives, and the sessions have been met with great enthusiasm. "The uptake that we received was incredible. The class filled very quickly," Bray says.

As a labour relations officer, Bray frequently receives calls from members who wish to inquire about situations they encounter in which they feel bullied or harassed. "Usually, by the time that they contact me, it's showing up as some sort of mental health issue; they're experiencing depression or anxiety around their job," she says. "I think people are becoming more aware that it's not acceptable to be treated that way."

She's hopeful that the BCFED training sessions will empower more members to meaningfully act upon issues of bullying and harassment and support coworkers who are struggling.

"I hope that the participants learn about what their rights are and the members learn about what their rights are, in terms of experiencing bullying and harassment in the workplace. And I also hope that they're just not looking out for their rights, but they're also looking out for their coworkers," she says.

Bray wants the wider PEA membership to know that they're not alone in their struggle. "The PEA is there to support them and make sure that they have a workplace where they're able to be successful."

CHAPTER UPDATES

GOVERNMENT LICENSED PROFESSIONALS

ANNUAL GENERAL MEETING

The GLP AGM was held in Victoria on Monday, November 5, 2018. Members of the GLP executive include:

- Sam Davis, Forester, Chair
- Shawna Larade, Agrologist, Vice-Chair
- Sheldon Martell, Forester, Secretary-Treasurer
- Don D'Souza, Engineer
- Frank Kohlberger, Forester
- Elizabeth Hunt, Forester
- Patricia Wilson, Psychologist

BARGAINING

The GLP Bargaining Committee met for 21 days throughout the fall of 2018. As of press time, your bargaining committee is returning to the table on January 8 and 9, 2019. Up-to-date details can be found on the PEA website.

HEALTH SCIENCE PROFESSIONALS

TENTATIVE AGREEMENT

After almost 10 weeks of bargaining, a three-year tentative agreement has been reached between the Health Science Professionals Bargaining Association (HSPBA) and the Health Employers Association of BC (HEABC).

Highlights of the proposed April 1, 2019 to March 31, 2022 agreement include a general wage increase of 6 per cent over three years, and a number of improvements to address workload, appropriate compensation and job classification, recruitment and retention, occupational health and safety; and violence prevention issues.

The tentative agreement covers more than 19,000 health science professionals who deliver health care services in BC hospitals and communities.

Other unions in the HSPBA are the Health Sciences Association, the BC Government and Service Employees Union, the Canadian Union of Public Employees and the Hospital Employees' Union.

Each of the member unions will consider the recommendation of the bargaining committee as they prepare to take the agreement to a vote by members.

The vote on the tentative agreement will take place via e-ballot beginning Monday, January 14 and ending at noon on Friday, February 1, 2019 (Pacific Daylight Time). All members will receive their ballots at their preferred email address on January 14.

The tentative agreement can be found at pea.org/hsp.

PROFESSIONAL DEVELOPMENT

The Health Science Professionals Bargaining Association (HSPBA) 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.

ANNUAL GENERAL MEETING

The following individuals were elected to the HSP chapter executive at the Annual General Meeting, held via teleconference:

- Ronda Field, Chair
- Zaheen Rhemtulla, Vice-Chair
- Laura Kuypers, Secretary
- Michael Louie, Treasurer
- Shauna Darcangelo, Member-at-large

HOSPITAL EMPLOYEES' STAFF UNION

COLLECTIVE AGREEMENT

The April 1, 2018 to March 31, 2021 collective agreement is now available. You can find it on the PEA website at pea.org/hesu.

LAW SOCIETY LAWYERS

TENTATIVE AGREEMENT

The Professional Employees Association and the Law Society of BC have been in negotiations over a new collective agreement. The respective bargaining committees are happy to announce that they have reached a tentative settlement that they are recommending to their principals for ratification. The Memorandum of Settlement signed by the parties is available on the PEA website at pea.org/lsl.

The settlement provides for a term of three years, from January 1, 2019, to December 31, 2021, with a wage increase of 2 per cent in each of those years. It also provides for a 0.75 per cent market adjustment increase on January 1, 2020, and a further 0.75 per cent market adjustment increase on January 1, 2021. In addition, all PEA members will receive a \$1,000 signing bonus.

There were also some language improvements in the areas of union security, through which new eligible employees will become members of the PEA on the first day of hire instead of 30 days later, and with regard to work schedules, in that finalization of work schedules will now require the mutual approval of both the supervisor and the employee, where before it required only the supervisor. The employer also stated that they heard the bargaining committee's concerns about the Employee Recognition Program and intend to review it in 2019 and will only make changes that have the approval of the PEA.

LEGAL SERVICES SOCIETY

Legal Services Society announced it will open seven new Parent Legal Centres for child protection matters. This has resulted in a small increase to our membership. Welcome to the new members with LSS.

OKANAGAN REGIONAL LIBRARY

ANNUAL GENERAL MEETING

The ORL AGM took place on Monday, October 1, 6:30 p.m., at the Marten Brewpub in Vernon. The following individuals were elected at the meeting:

Chapter Executive

- James Laitinen, Chair
- Tara Thompson, Vice-Chair
- Ashley Machum Hutton, Secretary-Treasurer

Bargaining Committee

- James Laitinen
- Tara Thompson

Employee Assistance Program

- Alison Hayman

Joint Standing Committee

- James Laitinen
- James Stuart

Local Representatives

- Kristy Woodcock, North
- Saundra Bernier, South (Alison Hayman is acting South Rep until March 2019)

ST. MARGARET'S SCHOOL

ANNUAL GENERAL MEETING

Thank you to all members who attended the SMS AGM. The following individuals were elected at the meeting:

- Bev Waterfield, Chairperson
- Michael Keddy, Secretary-Treasurer
- Laura Baddeley, Member-at-large
- Sonny Wilson, Member-at-large

UNIVERSITY OF VICTORIA

TENTATIVE AGREEMENT

The bargaining committee reached a tentative agreement with the University in December. Details of the tentative agreement are available on the PEA website at pea.org/uvic.

PEA UPDATES

CONVENTION 2019

The PEA 2019 Convention will take place on May 3 and 4, 2019 in Victoria at the Inn at Laurel Point. Visit pea.org/convention to find out how to submit a resolution, or run for a table officer position.

GIVING BACK

Thank you to all members who participated in Giving Back 2018.

Each of the winners below were awarded \$1,000:

National Charities

- WE Charity

Provincial Charities

- BC Children's Hospital
- The Land Conservancy of BC

Metro Vancouver Charities

- Evans Lake Forest Education Society

Regional BC Charities

- Canadian Mental Health Association – Kelowna Branch
- Salmo Watershed Streamkeepers Society

Vancouver Island Charities

- Victoria Women's Transition House
- Our Place Society
- Anawim House
- BC SPCA – Victoria Office

A review of the Giving Back program is currently underway. Thank you to all members who participated in the membership survey on the program. We will report on the results of the review in the spring.

ECONOMIC STABILITY DIVIDEND

Members will receive a 0.75 per cent wage increase in 2019 as a result of the Economic Stability Dividend (ESD) clause included in your most recent collective agreement.

The ESD clause was part of the government's compensation mandate, and promised to compensate public sector employees if the economy outperformed the government's forecast. The ESD pays an ongoing wage increase equal to half the difference between the projected growth in the BC economy and the actual growth. The ESD is in addition to the general wage increases.

The 2019 ESD payout will be 0.75 per cent to GLP, HSP, UVic, LSS and OGC members.

- GLP and HSP members will receive the ESD increase effective February 1, 2019, in addition to a 1 per cent general wage increase.
- UVic and OGC members will receive the ESD increase effective May 1, 2019, in addition to a 1 per cent general wage increase.
- LSS members will receive the ESD increase effective August 1, 2019, in addition to a 1 per cent general wage increase.

PUBLIC SERVICE PENSION PLAN

As you may be aware, the Public Service Pension Plan (PSPP) was redesigned, with changes taking effect for pensionable service on and after April 1, 2018. The PEA has received advice from actuaries and legal counsel in regard to those changes. A bulletin explaining that advice is available on our website at pea.org/pension. Members must log in to view the bulletin.

Up to 10 Bursaries of \$500 for PEA members

Applicants must be registered, or in the process of being registered in a part-time post-secondary educational degree or diploma program for an upcoming educational session **or other professional development education.**

Full details at pea.org/bursaries



CONVENTION



MAY 3 & 4
2019
VICTORIA, BC



March 1, 2019
Resolution deadline



March 1, 2019
Table Officer nomination bio deadline

Find out more at pea.org/convention



SCHOLARSHIPS FOR PEA MEMBERS AND THEIR FAMILIES

The 2019 scholarship essay topic

“Barriers still exist for equity-seeking groups to employment in British Columbia. Is it appropriate for the labour movement to focus on improving the lives of all BC workers, and if so, how can unions take the lead on equity employment?”



Up to 10 scholarships of \$1,000 are available
for PEA members and their families

DEADLINE TO APPLY IS MARCH 15, 2019
FULL DETAILS AT PEA.ORG/SCHOLARSHIPS

P|E|A

BC's Union for Professionals

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