

# THE PROFESSIONAL

Professional Employees Association | [pea.org](http://pea.org)

April 2014

**BC's most endangered species?  
Government scientists  
and experts.**



# THE PROFESSIONAL

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## MESSAGE FROM THE PRESIDENT READY FOR 40 MORE YEARS

2014 marks forty years since the formation of the PEA, and we are recognizing this milestone by celebrating our union. PEA history was a major component of our recent Education Conference, and throughout the rest of the year we will be celebrating some of the major achievements of our union and the people who helped to make it possible.

To prepare for our celebrations, we dug deep into our archives and spoke with past presidents to gain a better understanding of how our union has evolved. We discovered a common theme that runs throughout our union's existence: the struggle to balance our sense of professional duty with the desire to be provided the dignity that professionals deserve. This struggle is revealed in a new publication released by the PEA this year, *Duty with Dignity*, which highlights the challenges and successes of our Association from its founding in 1974 to the present day. It is a testament to the sacrifices of professionals in BC in their quest for safe and respectful workplaces.

A major element of our history has been the ongoing struggle against anti-union legislation. Many times in the past we have joined with others in the labour movement to oppose threats to labour movement, and we continue to fight to the present day. Today in Canada unions are being attacked

at the federal level with legislation that would force increased and costly financial reporting (Bill C-377) and impact the health and safety of workers in the federal public service as well as their ability to organize (Bill C-525). The Rand Formula, a principle that entrenches the right of unions to collect membership dues, is also being threatened at the federal level and in several provinces. We will continue to inform our members about these initiatives and use our relationship with the BC Federation of Labour and the Canadian Labour Congress to prevent them from passing into law. As always, we encourage members to provide their input, feedback and advice as we move our union forward.

As we continue to press our employers and the government for respectful working conditions in collective bargaining, we will need your support more than ever. Your contributions at members' meetings, on our online forum and in conversations with one another are all important steps towards building the capacity of the PEA to preserve safe and equitable working environments for all.

Frank Kohlberger  
President

### Association Executive

President

Frank Kohlberger, Forester, GLP

First Vice President

Daphne Laboucan, Aboriginal Social Worker, PGSD

Second Vice President

Susan Dempsey, Counsellor, UVic

Secretary-Treasurer

John Foxgord, Manager, UVic

Education Chapters

Prince George School District

Deborah Coxson, Speech Language Pathologist

Government Licensed Professionals

Theo Knevel, Tenures Forester

Government Licensed Professionals

Sheldon Martell, Tenures Authorization Forester

Government Licensed Professionals

Warren McCormick, Emission Inventory Specialist

Health Science Professionals

Joanne Montgomery, Physiotherapist

St. Margaret's School

Natasha Carville, Special Needs Assistant

University of Victoria

Emma Carter, Project Administrator

University of Victoria

Melissa Doyle, Microbiology Lab Instructor

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Labour Relations Officer: Al Gallupe  
Chapters: GLP, OGC, Broadmead

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# SHAPING THE FUTURE BY REFLECTING ON OUR PAST

EDUCATION CONFERENCE 2014

Brett Harper, Communications Officer

1. GLP member Trudy Goold 2. Members at the Conference 3. Irene Lanzinger, Debbie Cameron and Leo McGrady 4. GLP member Jill Pardoe and SMS member Natasha Carville



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A 17-year member of the PEA stood up at the 2014 Education Conference and stated, "I should have come here 16 years ago." It was his first engagement with the PEA and it sparked an interest in becoming more involved.

A diverse group of 66 PEA members from all parts of the province attended the Association's fourth education conference held at the Hotel Grand Pacific in Victoria on January 31 and February 1, 2014. The themes of member engagement, the state of bargaining in British Columbia, income inequality and anti-union legislation were all on the agenda at this ambitious event focused on celebrating our past and moving the union forward. →



1. Amber Hockin of the Canadian Labour Congress leads delegates through Together Fairness Works 2. Sheryl Karras listening to the bargaining panel. 3. John Hall in discussion with fellow members during one of the education sessions.

## BARGAINING STRATEGIES PANEL

The conference opened with a fulsome discussion on the state of bargaining in BC. Irene Lanzinger, secretary-treasurer of the BC Federation of Labour, spoke to members from a union perspective on the state of bargaining in BC. She reviewed the BCFED's coordinating role during public sector bargaining in 2012, including the polling it conducted on behalf of all affiliated unions. Irene responded to tough questions on the current state of public sector bargaining and the early deals reached by BCGEU and HSA. She also discussed goals for the current round of bargaining, including low wage redress.

Debbie Cameron, Director of Mediation with the BC Labour Relations Board, spoke from a neutral standpoint and emphasized some key components of reaching agreement at the bargaining table, including the importance of understanding the intention behind proposals. Debbie provided interesting anecdotes to illustrate how understanding the intention behind bargaining proposals can help the parties come to a compromise.

Leo McGrady, legal counsel for the PEA, brought yet another perspective in his discussion of

creative strategies for gaining the attention of media and raising public support when engaging in strike or protest action. He referred to the playful use of teddy bears during the tumultuous Free Trade Area of the Americas Summit protests in Quebec City in 2001.

## TOGETHER FAIRNESS WORKS

In a pre-conference session entitled 'Train the Engager', Ron Stiip, a senior leader within the Canadian Labour Congress (CLC), gave an overview of current legislative initiatives in Canada aimed at weakening labour unions. Several of these damaging initiatives are making their way through legislative processes at many levels of government. The sentiments expressed by participants attending this session were of shock and anger over the potentially devastating impact of these bills. Murmurs were slowly drifting around the room, asking "how can this be happening?" Stiip then steered the discussion to a more positive tone by introducing some of the tools developed by the CLC to assist individuals in getting out into the community to raise awareness about the benefits of trade unions. Stiip emphasized the importance of connection and active listening, themes that were echoed

*Continues on page 8 →*



## THREE ISSUES AFFECTING THE LABOUR MOVEMENT

At the 2014 Education Conference members heard about serious threats to the labour movement. Here are three major issues that we feel are a direct threat to the labour movement.

### 1 BILL C-377

*Bill C-377 is a federal bill sponsored by Conservative MP Russ Hiebert that would force every labour organization in Canada to file detailed financial information. This information would be posted publicly on the Canada Revenue Agency website. Several legal and privacy experts have testified that the bill is likely unconstitutional. The proposed reporting requirements are more rigorous than those for any other institution in Canada including charities. The Canadian Labour Congress estimates it will cost government between \$32 and \$45 million dollars per year to oversee compliance of this regime. The new requirements would also be costly for unions and would divert substantial resources away from the work of advocating for members.*

### 2 BILL C-525

*Bill C-525 would make significant changes to Canada's Labour Code, the Parliamentary Employment and Staff Relations Act, and the Public Service Labour Relations Act. It would modify certification and decertification procedures to impose extremely high requirements for certification. Under Bill C-25, certification could occur only with agreement by a majority of eligible members rather than a majority made up of those who actually vote. These are extremely high requirements. As the CLC noted, not a single member of Parliament would have won their own seats under those rules. The Canadian Labour Code has evolved as a result of extensive consultations among working people, employers and government. Bill C-525 would make drastic changes to how certification of a trade union occurs in ways that are not in the best interest of workers or unions.*

### 3 ELIMINATION OF THE RAND FORMULA

*"I am the first federal politician to make a dedicated push toward this goal... I am going to do my part to see that happens at the federal level and I would encourage provincial governments to do likewise. I am going to work with cabinet and caucus colleagues to build support."*

- Pierre Poilievre, Minister of State for Democratic Reform on eliminating the Rand Formula

Threats to the Rand Formula have been in the works for several years. At the federal level and in Ontario, governments are considering legislation that would make paying union dues optional. These changes would undermine the financial stability of unions and their ability to serve their members.

## WHAT IS THE RAND FORMULA?

The Rand Formula, or "dues check-off" is a hallmark of the labour relations system in BC and Canada. Named after former Supreme Court of Canada Justice Ivan Rand, the formula represented a compromise established after the Ford Windsor strike of 1945. In exchange for accepting a prohibition on the right to strike during the life of collective agreements, workers and their organizations received the financial security arising from the payroll deduction of union dues by employers from each employees' pay cheque.

The Rand Formula provided unions with stable and predictable incomes. This allowed for continuity in union staffing, the settlement of grievances and negotiations, sustained organizing efforts, and the accumulation of substantial financial reserves as a form of "insurance" in the event of work stoppages. The Rand Formula is based on the premise that since all employees in a workplace benefit financially from the work of the union, they should all contribute financially to maintain the union's operations. Freedom of association is established by making membership in unions voluntary, even when all employees contribute financially through the payroll deduction of union dues.



1. UVic members Kristen Ficke and Chris Clausen 2. Labour historian Ben Isitt 3. GLP member Gerald Reichenback 4. GLP member Paul Inden.

again and again throughout the conference. On the second day of the conference, the CLC's pacific regional director Amber Hockin, continued on the same track with a presentation of the CLC's national campaign to oppose anti-union initiatives. Together Fairness Works is the Canadian labour movement's response to current attacks against trade unions. These attacks are coming in the form of legislation that would restrict unions' rights to organize, remove strategic tools for bargaining such as arbitration and threaten their financial stability.

The PEA is an active participant in Together Fairness Works, including through the provision of financial support for the campaign as part of our 2014 budget. This involvement gives PEA staff and members access to a continuing range of opportunities for gathering together with other members of the labour movement

for discussion, education and action on the issues that affect us.

If you have ideas on how to increase conversations and discussion among members and want to get involved please contact the PEA.

### THE KEYNOTE ADDRESS

Income inequality has become a hot topic in the mainstream media, with global leaders weighing in on the debate. President Obama called income inequality the "defining challenge for our era," and former US Labor Secretary Robert Reich has been visible in the media recently promoting his new movie, *Inequality for All*. In her keynote address to the conference, Linda McQuaig tackled the issue from the Canadian perspective.

Linda McQuaig is an acclaimed journalist and the author of several books, including, most recently, *The Trouble with Billionaires*,

The possibilities of what we could have today are immense... the possibilities in childcare, education, pensions, public transit are simply phenomenal.

– Linda McQuaig

co-authored with Neil Brooks. McQuaig's feisty keynote, drawn from key arguments developed in the book, showed how tax policies over the past thirty years have shifted Canada away from being a country

of relative income equality to one where resources have been dramatically redistributed toward those at the top.



McQuaig argued that this “massive transfer” of income to the rich has had a significant impact on Canadian culture, with serious implications that include increased debt among the middle classes, fewer opportunities for young Canadians, stifled economic growth, reduced social harmony and threats to our democratic institutions.

McQuaig outlined a number of approaches for addressing inequality, beginning with a renewed approach to taxation that would halt the flow of resources to the top. Tax rates for the wealthiest Canadians are at historic lows, she pointed out, noting that the problem is not a shortage of money. “There is in fact lots of money,” McQuaig said. “There is more money than there was before. We are much richer as a society than we’ve ever been.”

McQuaig closed her talk by considering the benefits if Canada were to work toward greater income equality. “The possibilities of what we could have today are immense... the possibilities in childcare, education, pensions, public transit are simply phenomenal.”

## TRACING OUR HISTORY

In 2013, Victoria labour historian Ben Isitt undertook a substantial project to research the PEA’s history. The project led to the publication of *Duty with Dignity*, a book authored by Isitt to commemorate the PEA’s 40th anniversary.

In this presentation, Isitt led PEA members through a “30,000-foot view” of labour history in BC. This included the development of key rights for workers throughout the 20th century and the formation of bargaining units in the provincial government, which led to the formation of the PEA. More information on this can be found on page 14.

## ENGAGING OUR MEMBERSHIP

The final speaker of the day was Jackie Larkin, a veteran of the trade union movement and former director of education for the BC Nurses’ Union. Jackie’s session focused on the need to develop member engagement by appealing to the hearts and minds of each and every member. Her emphasis was on the idea of a “values exchange” through the use of personal stories that connect us to each other. She believes this builds a strong and engaged membership.

Larkin also introduced the idea of the “engagement pyramid.” This is a tool for measuring member engagement that starts with the “observing level” and progresses through various stages of involvement to “owning.” Members in attendance evaluated themselves in relation to the engagement pyramid and talked about how and why they got involved with the PEA.

A series of graphic recordings were developed to capture the discussions. Members are encouraged to view them on our website at [pea.org/conference](http://pea.org/conference).



1. HSP member Joanne Montgomery 2. GLP member Judy Thomas and HSP Member Ronda Field 3. Keynote speaker Linda McQuaig 4. UVic member Emma Carter and presenter Jackie Larkin



# Celebrating our Past-Presidents

The PEA invited past presidents to the 2014 Education Conference as a way of celebrating our history. We have highlighted some of the major accomplishments of the five past-presidents who attended and asked them about their drive to serve in the public service and their reasons for getting involved.

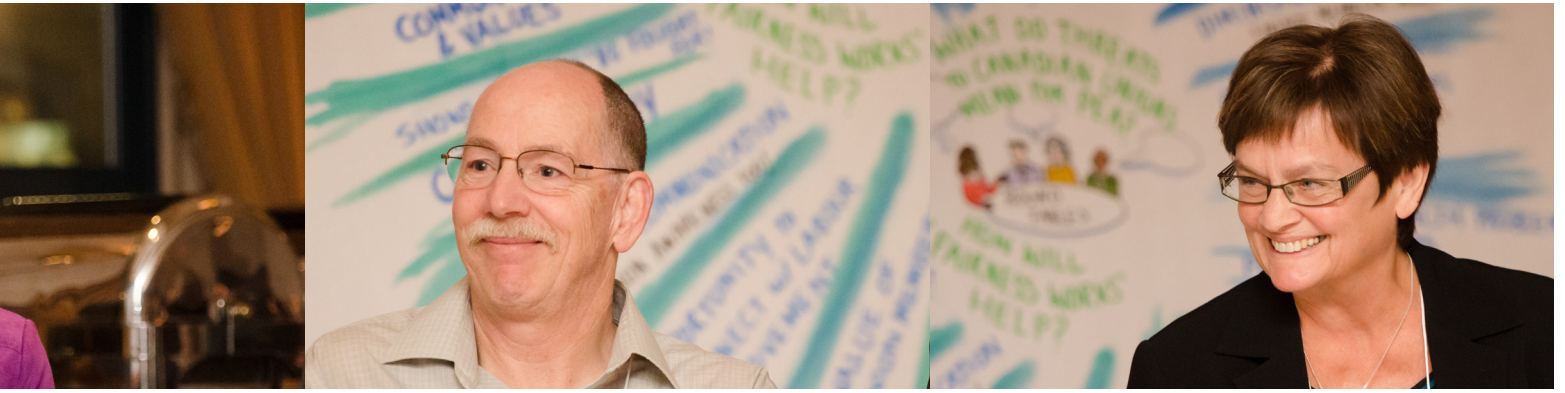
**D**ave Gilbert was PEA president from 1981 to 1982, and was a forester in the GLP chapter. Under Dave's presidency, the PEA laid the groundwork in the constitution for organizing new bargaining units outside of the GLP. Dave was at the helm of our organization when the PEA sought and received a strong strike vote from the GLP chapter. When asked why he thought so many members chose to work for the public service, he replied, "My sense is that most people who come to the public service come because they want to serve the public. They have a perspective – and a set of ethics – that look to public service as a high value. Most of us came to the public service because we valued our resource. And we wanted to make it better. Many of the developments in terms of sustainability have come from professionals in government."

Mike Wyeth followed Dave as president from 1982 to 1987. Mike was also a forester in the GLP chapter and while president oversaw the expansion of the PEA, including the organizing of the Prince George chapter as well as former chapters representing Cedar Lodge, Greater Vancouver Mental Health Services Society and Pearson Hospital. It was also under Mike's presidency that the PEA participated in Operation Solidarity, where the PEA joined with the BCFED to oppose legislation that would have removed public service bargaining rights. He also led the charge near the end of his term when Bill Vander Zalm

introduced Bill 19, the Industrial Relations Reform Act, in the late '80s that was designed to remove and weaken a range of collective bargaining rights.

It was as Mike was completing his term as president that Kathy Danchuk began her volunteer work with the PEA. Kathy is the PEA's longest serving president at 13 years, and the only one to have served non-consecutive terms from 1993 to 1998 and again from 2001 to 2009. She oversaw the organizing of FMEP, UVic, the Law Society and the Oil and Gas Commission. She was also president when the PEA fought back against massive cuts to the public service in 2002 and led the PEA campaign against attempts to merge the PEA into the BCGEU in 2004. Kathy's perspective on the reason so many PEA members pursue careers in the public service emphasized a sense of greater service: "You're certainly not going to get rich working in public sector type work, so there must be something else that's drawing people to that sort of work. I think it's advocacy. I think it's perhaps environment. It's an interest to serve..."

In between Kathy's two terms, Tom Volkers served as the PEA's president from 1998 to 2001. Tom was a forester with the GLP chapter, and during his term, the PEA shifted from annual general meetings to a delegated convention. It was also during Tom's presidency that our paramedical professional chapter



(HSP) participated in the PEA's first ever strike action. Another important event during this time was the certification of St. Margaret's School in 2000.

Finally, Kathy Kendall served as president from 2009 to 2010. Prior to that, Kathy had been active for several years on the PEA executive. Kathy was a lawyer with the Legal Services Society (LSS). Her term as president was unfortunately cut short when her position at LSS was eliminated as part of the ongoing dismantling of that organization. Her energies were vital in some key PEA initiatives including the Access to Justice campaign. Kathy provided the following insight into her involvement in the PEA and the importance for current members of getting engaged: "Initially I wasn't involved in the PEA. I went to work. I did my job. I would encourage anyone who is a new member of the PEA to become as involved as they comfortably can. Get involved in your workplace. Consider running for a position, being a rep, even sitting on the executive. It's a great way to establish solidarity and to understand the benefits of union membership. Get as involved as you can because it's rewarding. It's satisfying and it's educational."

*"Get involved in your workplace. Consider running for a position, being a rep, even sitting on the executive. It's a great way to establish solidarity and to understand the benefits of union membership. Get as involved as you can because it's rewarding. It's satisfying and it's educational."*

*- Kathy Kendall, Past-President*



**PEA's Presidents past and present at the Education Conference.** From left to right: Mike Wyeth, Dave Gilbert, Kathy Danchuk, Tom Volkers, Kathy Kendall and Frank Kohlberger.

# Exploring our History

A COMPREHENSIVE HISTORY OF OUR UNION IS ONE OF THE WAYS WE'RE CELEBRATING 40 YEARS AS A UNION IN BRITISH COLUMBIA

The story of the PEA forms a unique chapter in BC's labour history. Forty 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 PEA's role as a small, independent union of professionals has been a fascinating journey. Four decades on, we look back on the successes and challenges of this legacy in *Duty with Dignity*, a history of the PEA.

As the PEA turns its attention to the future, we embrace the challenges and opportunities involved in supporting professionals in their workplaces and broader communities, and will continue to balance duty with dignity.

AN EXCERPT FROM *DUTY WITH DIGNITY*

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 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 changes after two decades of tension under 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."



## 40 YEARS IN FOUR MINUTES



The PEA produced a 40th-anniversary video that highlights our past and future. In it, past-presidents and members share their thoughts on the PEA, the state of the labour movement and suggestions for the future. The video was screened at the 2014 Education Conference and is available on the PEA's website and YouTube page.



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 criterion for membership in the bargaining unit that became PEA: (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 practice 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.

You can read *Duty with Dignity* online at [pea.org/history](http://pea.org/history) or contact the PEA office for your own copy.



"*Duty with Dignity* is an excellent book. I've found it very helpful both in my law practice advising unions, and also teaching labour law at Simon Fraser University."

- Leo McGrady, QC, labour lawyer



# Endangered Experts

Our safety, our environment and our economy are being put at risk by the elimination of BC's government scientists and engineers

## Government Licensed Science Officers provide the expert advice and information that the BC government needs to make good decisions about important natural resources like forests and infrastructure like bridges. So why has BC eliminated 15% of all GLP positions since 2009 and nearly 24% since 2001?

**G**overnment Licensed Science Officers include foresters, engineers, agronomists, geoscientists, veterinarians, psychologists, physiotherapists and pharmacists. They provide the provincial government with advice, guidance, research, monitoring and review services to help ensure the efficient and effective management, utilization and oversight of BC's natural resources, infrastructure, food and water resources and some aspects of health care services.

Over the past several years, the number of Government Licensed Science Officers employed by the government has declined sharply due to staff cutbacks and an unwillingness to replace people who retire or resign. Between 2009 and 2014, the number of Government Licensed Science Officers in government service dropped by 15 per cent.

This is an important issue because natural resources are the backbone of the BC economy and neglecting their management and monitoring is a threat to the current and future well-being of all British Columbians.

As a result of the reduced number of Government Licensed Science Officers, much of the work they were doing has been cut back, discontinued or contracted out to the private sector. The implications for the people of BC could include:

- Loss of resource revenue due to reduced oversight;
- The degradation of forest resources due to inadequate monitoring and inspection;
- Public safety threats if infrastructure like bridges and water supply facilities are not regularly inspected and monitored;
- Threats to the environment if development impacts are not properly assessed;
- Bad decision-making by technical staff due to little or no professional guidance and advice, and
- Irretrievable loss of ongoing research data due to lack of staff to do the work.

Government Licensed Science Officers are professionally trained and accredited experts and scientists. They are the first-line stewards of BC's natural resources and primary protectors of the safety of public infrastructure facilities. The PEA believes there are now not enough experts working for the province to adequately look after the interests of British Columbians and the situation is getting worse.

You can find out more about this public awareness campaign, launched by the PEA to stop the reductions of Licensed Science Officers at [endangeredexperts.ca](http://endangeredexperts.ca). You can also write your MLA, watch videos and join our Facebook page or follow our Twitter account. Finally, you can review the media coverage at [pea.org/inthemedial](http://pea.org/inthemedial).

## Find out more and what you can do to help at [endangeredexperts.ca](http://endangeredexperts.ca)

# Bargaining in BC's Public Sector

What we know about the Government's approach to bargaining with the public sector

Scott McCannell, Executive Director

The current round of public sector bargaining in BC is anything but usual. The quick pace of early settlements achieved by the BC Government and Service Employees' Union (BCGEU) and Health Sciences Association (HSA) last fall is in stark contrast with the protracted state of bargaining at the BC Teachers' Federation (BCTF) table. In early 2014, a court case between the BC government and BCTF found the government to have bargained in bad faith and to have provoked strike action in 2010. Longer deals are the expectation of government, and wage increases are minimal. What's clear is that government is bringing little to the table and expecting a lot in return.

Within the PEA, bargaining in the Government Licensed Professionals (GLP) chapter is well underway, and the Health Science Professionals (HSP) chapter already has a new five-year collective agreement.

The HSP chapter bargains as part of a large association of unions representing about 14,000 professionals in the health sector. The HSA is by far the largest of these unions and leads bargaining. When a tentative deal was reached last fall, HSP members voted overwhelmingly to reject the five-year agreement, which offered only a 5.5 per cent wage increase over five years with a wage freeze in 2014. As well, the deal introduced a cap on benefit costs, which will inevitably lead to benefit clawbacks. The Canadian Union of Public Employees (CUPE) also voted against this agreement; however, both groups were outnumbered by the HSA membership, and a recommendation from that union led to ratification of the agreement.

There are also three BCGEU settlements concluded from bargaining in late 2013. The

BCGEU reached settlement with the Public Service Agency (PSA) in early December for its 25,000 public service members. That agreement provided the same 5.5 per cent increase over five years (zero and one followed by three staged 1.5 per cent increases). At two other simultaneous bargaining tables, the BCGEU reached settlements in Community Social Services



(CSS – 11,000 members) and Community Health (CH – 15,000 members). These settlements provided much higher wage increases, with CSS workers to receive 11.5 per cent in average increases over five years. The CH settlement provides 7.5 per cent in average wage increases over five years. Teachers (43,000) are in bargaining as well and recently won a major court victory where class size and composition provisions were ordered back into the collective agreement. The provincial government was found to have bargained in bad faith after stripping the teachers' collective agreement and then refusing to bargain. There is little other bargaining in the public sector at this time, aside from health facilities workers.

At the GLP table, the employer has made clear in tabling the same 5.5 per cent wage offer that it is their best and final offer, and we are only just half-way through

our scheduled dates. We have a number of proposals that would begin to address deprofessionalization – the concerted effort by government to shed licensed professionals from the public service – but to date, the employer has steadfastly refused to address meaningful language proposals.

I have not heard one single PEA member say that 5.5 per cent over five years is okay. PEA members' wages (and those of other public sector workers in BC) have been either frozen or so modest over the last two decades that it is easy to demonstrate how they have lagged behind the cost of living and fallen dramatically behind labour market averages.

The province's own self-described "very conservative" projection for GDP growth for 2014 through 2018 is 11.8 per cent, more than double the 5.5 per cent wage offer. The BC budget shows inflation forecasts as 1.4 per cent in 2014, 1.8 per cent in 2015 and then 2.0 per cent from 2016 to 2018. So, with 5.5% in increases over five years, public sector workers are not getting a fair share of economic growth, and their wages will fall some four per cent further behind the cost of living by 2019.

The government through Public Sector Employers' Council (PSEC) has named this most recent mandate offering the 5.5 per cent lift over five years the "economic stability mandate." (Note: 92 per cent of PEA members fall under PSEC mandates – UVic, GLP, LSS, HSP, OGC and PGSD). Perhaps in an effort to promote how fair and reasonable it is, the government touts an Economic Stability Dividend (ESD) under this mandate. After a PSEC presentation at the GLP bargaining table, we remain of the view that the ESD has little potential for providing





“The Court has concluded that the government did not negotiate in good faith with the union after the Bill 28 Decision. One of the problems was that the government representatives were pre-occupied by another strategy. Their strategy was to put such pressure on the union that it would provoke a strike by the union. The government representatives thought this would give government the opportunity to gain political support for imposing legislation on the union.

- Excerpt from the BC Supreme Court decision on Bills 28 and 22 impacting BCTF members and the BC Government

meaningful increases. The government is taking liberties in claiming that the ESD “offers public sector employees an opportunity to participate in the province’s economic growth.” The ESD is not linked to growth and is paid only if the province guesses wrong on their projections for real GDP. For example, if GDP was 5 per cent and was forecasted to be 5 per cent, there would be no benefit at all from the ESD.

So what does all of this mean for PEA members? It means that the PEA and your bargaining committees will continue to focus on meaningful collective bargaining and pursuing settlements that are fair and reasonable. UVic, OGC, PGSD and LSS bargaining is under this mandate and will begin later this year. We will look

for opportunities to work with other unions that have not settled and continue to work within the BC Federation of Labour (BCFED) to maximize our leverage in bargaining. Unions within the BCFED are not mandated to follow collective bargaining objectives and the settlements reached to date are nowhere near what had been contemplated in BCFED-led discussions prior to the HSA and BCGEU deals. We will seek to build on members’ engagement and provide strategic and thoughtful leadership based on what our members are saying. The government’s PSEC mandate and the pithy settlements reached at some tables present significant challenges. The ongoing support of PEA members and their active participation is critical as we move forward in this round.

# Chapter Updates

## FMEP FAMILY MAINTENANCE AND ENFORCEMENT PROGRAM BARGAINING

The FMEP bargaining committee hopes to meet with the employer at the bargaining table mid-summer. The bargaining committee will begin negotiation preparations over the next couple months.

## GLP GOVERNMENT LICENSED PROFESSIONALS LABOUR RELATIONS UPDATE

A substantial number of labour relations activities have been at the forefront of GLP servicing. The PEA is moving forward to

arbitration on the dual posting grievance during three days in mid-April. As both sides gather evidence for the arbitration, the PEA looks forward to bringing up the ongoing issue of deprofessionalization. The PEA is also going to arbitration in September over an instance of unjust discipline against a member.

Further, the PEA has filed for separate grievances in the past several months over misuse of managerial authority. The PEA has also launched multiple appeals on classification on behalf of our members.

The PEA has successfully settled an employer grievance on re-payment and recoveries of over-payment to an employee. Also, the employer has withdrawn an appeal for exclusions of three Managers of Recreation Sites and Trails.

## GLP OIL AND GAS COMMISSION

The collective agreement for the oil and gas commission expires June 30, 2014. The bargaining process for this agreement will likely start at the end of May. The election of the Bargaining Committee will begin shortly. Any members interested in being involved in the bargaining committee should contact PEA labour relations officer Al Gallupe.

## HSP HEALTH SCIENCE PROFESSIONALS 37.5 HOUR GRIEVANCE

Union Representatives from the HSPBA and representatives from HEABC met with Arbitrator Vince Ready on March 10th-12th regarding the 37.5 implementation grievances. The PEA was satisfied with the hearing and are waiting for Arbitrator Ready's award on this matter. Thank you to members for your ongoing patience.



The PEA used a graphic recorder to capture the conversations and ideas from the Education Conference. You can view all of the recordings at [pea.org/conference](http://pea.org/conference).

ORL

## OKANAGAN REGIONAL LIBRARIANS

### BARGAINING

The PEA is pleased to inform you that members voted to ratify the tentative agreement between parties. Of the 71% of members that voted, 100% voted in favour of ratification.

Thank you again to the bargaining committee members Monica Gaucher and Georgia McKay for their hard work and commitment.

SMS

## ST. MARGARET'S SCHOOL

### RESIDENCE STAFF BARGAINING

The PEA and SMS are continuing to negotiate the terms and conditions of the residence staff's integration into the collective agreement. The process has been slowed by the employer's 14-page proposal that would see drastic changes to the current residence model, specifically with scheduling and job descriptions. If the proposed changes take place only three of the current staff would be able to continue employment under the new model.

The PEA will continue to work with the employer at the bargaining table until impasse is reached. At that point parties will engage in a mediation process followed by arbitration if necessary.

On another matter, the PEA has an arbitration scheduled with the employer for May 29th. The issue giving rise to this arbitration is in reference to Article 2.04 Time off for Association Business specifically reimbursement of substitution costs for PEA members participating on the bargaining committee. THE PEA and SMS have a different interpretation of clause and how the language should be applied.

UVIC

## UNIVERSITY OF VICTORIA ADMINISTRATIVE AND ACADEMIC PROFESSIONALS

### COLLECTIVE BARGAINING

The PEA UVic collective agreement expires June 30th 2014. The bargaining team consisting of John Foxgord, Sandra Guerreiro, Sheryl Karras, Bert Klatt, Chandra Beaveridge and Duncan Hogg recently hosted a series of bargaining preparation meetings. These sessions were very useful for the committee.

Although both meetings had a unique flavour, it would be fair to say that discussions focussed largely on issues relating to job security. The committee heard personal stories about the hardships of being a term employee and what it meant, beyond not having access to all the contractual entitlements of a regular employee, to be in a precarious position. The committee also heard clearly from our members that the impacts of the 2012 – 2013 round of layoffs are still being felt across campus with increased anxiety about the uncertain future and funding cuts to post-secondary.

The bargaining team is now in the phase of surveying the members and drafting up proposals to table in bargaining. We are always most welcoming of input. If you would like to present an idea to all or any of the members of bargaining team, please connect with us.



## Local Rep Training 2014

Training sessions are open to current local representatives and chapter executive members. For information, contact [membership@pea.org](mailto:membership@pea.org)

### Basic Local Rep Training

The workshop will provide you with the opportunity to learn about the PEA, labour relations and collective bargaining, and develop skills that will assist you as a PEA local representative.

April 28 & 29, 2014  
8:30 – 4:30 (Victoria, BC)

### Advance Local Rep Training

This session is open to all local reps and chapter executive members who have previously attended the basic level local rep training course. The workshop will provide you with the opportunity to build on the skills learned in the basic level session.

September 22 & 23, 2014  
8:30 – 4:30 (Victoria, BC)

November 3 & 4, 2014  
8:30 – 4:30 (Victoria, BC)

## THE UVIC SPRING SOCIAL: BRINGING MEMBERS TOGETHER



On February 19, the UVic Chapter Executive hosted the annual Spring Social for UVic members at the University Club. Members had the opportunity to socialize with each other, hear brief remarks from Association Executive members and PEA staff and celebrate the PEA's 40th anniversary.



“The professional development provision of my collective agreement guarantees that I will be permitted the time I need to attend training and workshops specific to my job as a speech language pathologist. Ongoing professional development is required for me to maintain my membership with provincial and national regulatory associations. Most importantly, it helps to ensure that I am providing the best possible service and treatment for my clients. This maximizes treatment success and efficiency.”

**together**  
**WE'VE GOT**  
**PROFESSIONAL DEVELOPMENT LEAVE**



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