

THE | PROFESSIONAL

December 2016 Volume 42 Issue 4

BC's Union for Professionals

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MESSAGE FROM THE PRESIDENT

For our members who work in the public sector, the true seat of power is Victoria—specifically, the Legislature. The MLAs who sit in this chamber are the decision makers—the people who have a direct impact on our members’ wages, working conditions, budgets and more. That is why, when members are experiencing systemic issues, we aim to go directly to the source.

In July, PEA staff met with MLAs Judy Darcy, the official Opposition spokesperson for health, and Sue Hammell, Opposition spokesperson for mental health and addictions. Prior to our meeting, we invited psychologists from the GLP and HSP chapters to chime in with their concerns and issues. These were conveyed in our meeting with the two MLAs. A lot of the themes we discussed are known to Ms. Darcy and Ms. Hammell, including issues related to excessive workloads, diminishing resources, and the need for proper and more accessible mental health care for British Columbians.

In August, our staff, along with HSP forensic psychologist Shauna Darcangelo, raised similar concerns in meetings with the assistant deputy minister for the Health Sector Workforce Division in the Ministry of Health, the executive director of the Workforce Planning and Management Branch, and the acting executive director of Mental Health and Substance Use for the Health Services Policy Division. All parties have asked the PEA to provide further information on the issues brought forward.

This advocacy work occurs in other areas of our membership. In the summer, we gathered input from GLP members in advance of a meeting with the Ministry of Environment’s assistant deputy minister. We are in the process of meeting with members in various ministries of the public service. The input we receive from these meetings will provide valuable information for government decision makers about the challenges of our members’ work environments.

Our goal is that PEA members are able to work in safe, productive work environments and receive fair and reasonable wages and benefits for the valuable work they do. Advocacy is part of the path to realizing that goal.

Thank you,

Frank Kohlberger

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SETTING THE PRICE TAG FOR TIMBER

PEA MEMBERS IN THE MINISTRY OF FORESTS, LANDS AND
NATURAL RESOURCE OPERATIONS HELP MANAGE A
\$12 BILLION DOLLAR INDUSTRY

WORDS JESSICA WOOLLARD

PHOTOS AARON LUTSCH

Money doesn't grow on trees, but they are a money-maker all the same, contributing around \$12 billion annually into the BC economy.

Setting the price tag for timber on crown land is a job that impacts every citizen in the province. Timber cruisers for the BC government walk thousands of acres of forest and collect data on the species, size, health and quality of the trees. From this information, stumpage fees are set.

It's a job that requires complex policies and quality control, which is where PEA member Beth Eagles's role comes in.

A cruising-policy forester for the Ministry of Forests, Lands and Natural Resource Operations, Eagles sets the standards and policies on how to evaluate the wood, "to make sure we're getting accurate samples that reflect the value and amount of the wood for the people of BC."

Eagles draws on the principles of statistical sampling to determine how the timber cruisers will collect data about the trees, where they'll collect from, what route they'll follow, what data they'll collect and to what standard, and how the data will be audited to ensure it's an accurate estimate of the timber.

"Part of my role is to assert the Crown's financial interest, but also encourage a competitive industry so . . . we can invest back into the province, keep jobs going, and keep rural communities afloat and alive and prosperous."

Eagles entered the forestry industry in the mid-'90s. Recognizing her ability in science and math subjects, a guidance counsellor at her New Brunswick high school encouraged her to pursue a non-traditional field. She had a love of wildlife and the outdoors, and when her older brother told her he wished he'd studied forestry and wildlife management, it piqued her interest. She



enrolled in the forestry program at the University of New Brunswick, graduating in 1996.

“At that time, I was a bit of an activist/environmentalist, studying trees, forests, ecology,” she says. “I got to be out in the woods . . . It seemed a natural fit.”

After graduating, Eagles packed her bags for her first job in Alexis Creek, BC. She’s been in the province ever since, living and working first in the Chilcotin District, then in Fort Nelson and Kamloops before taking her current position in Victoria in 2012 and relocating with her husband and three dogs—a Pomeranian, a Pomeranian cross and a Rough collie.

Over the last 20 years, she’s worked as a forestry consultant, made harvest development plans, managed contracts and timber sales, appraised timber and done quality assurance. She has also worked on compliance and enforcement, investigative work, First Nations consultation, range, tenures, and silviculture. The cruising-policy forester position makes use of her wealth of skills and experience.

“It’s been a great fit . . . I love the people I work with; I love building relationships with districts and industry.”



Part of my role is to assert the Crown’s financial interest, but also encourage a competitive industry so . . . we can invest back into the province, keep jobs going, and keep rural communities afloat and alive and prosperous.



A PEA member since she joined the BC government in 2000, Eagles is an alternate local representative in the GLP chapter. Living in Victoria, she keeps in close touch with PEA staff, but she also has a personal history with them, after a difficult time in the early 2000s.

After moving to Fort Nelson, she struggled being isolated in a rural, northern town and also faced a mental illness and alcoholism.

"[These challenges] were causing problems for me at work. I wasn't being a great employee . . . they weren't getting productivity out of me."

The situation that followed could have been a negative, scarring experience, Eagles says, if not for the PEA.

She received support from her local rep, a colleague in the union, and Jodi Jensen, the PEA's former executive director, who coached her through the difficult time.

"[Jodi] told me the best approach was to accept accountability and look at what can be remedied . . . She ended up helping me to get in a really good situation," Eagles says. "This was an opportunity for me to work with everyone to get my stuff together, to heal, and to work towards being a more productive employee."

With help from a team of supporters, Eagles has been sober for 15 years and has been recovered from her mental illness for more than 10.

"I couldn't have done it if I hadn't had the union working with me," she says.

When it comes to dealing with personal and professional challenges, Eagles sees the importance of community and kinship: "You need to feel there are people on your side." •

'I couldn't have done it if I hadn't had the union working with me,' she says. When it comes to dealing with personal and professional challenges, Eagles sees the importance of community and kinship: 'You need to feel there are people on your side.'



ABOVE Beth looks at a prism used to measure basal area at a timber cruise plot. Basal area is used in the calculation of an estimate of volume.

LOCAL REP TRAINING

The PEA provided basic local rep training to reps on September 21 and 22. The reps came from across the province and several chapters of the union.



1. GLP member Sophie Michaelsen 2. GLP member Rene Garcia-Daguer
3. GLP member Laura Bolster 4. GLP member Chris Finke 5. PEA Labour Relations Officer Sam Montgomery 6. GLP member Chris Finke 7. PEA Labour Relations Officer Al Gallupe 8. GLP member Margaret Crowley





THE NEXT GENERATION

Across the labour movement, young workers are charting new paths—and redefining the future of work

WORDS JACKIE WONG

No matter how old you are, you're likely familiar with the public conversation that positions people in their late teens and twenties as entitled, social media-obsessed narcissists who are either too lazy, too uncaring, or too self-interested to participate in political processes or secure a full-time job. It's a pervasive set of stereotypes volleyed gamely at the dinner table, on talk radio, and in the news media. But like many things in life, the words don't fit the picture. Across Canada, young people in the labour movement are working to turn these stereotypes around. In the process, they're redefining what it means to advocate for an equitable workplace and empower workers at all stages of life.

Late this summer, the Canadian Labour Congress (CLC) released *Diving without a Parachute: Young Canadians versus a Precarious Economy*, a report drawing from the CLC's national study on the social and economic issues impacting young workers. The report, written by and for young workers, sheds light on structural inequalities that disproportionately impact younger workers.

"Young workers today have borne the brunt of the corporate drive for a more 'flexible' workforce," the authors state. "We have been disproportionately impacted by anti-union attacks and the downward pressure on wages and working conditions. Today's world of work for young Canadians is one where we are being denied the opportunities, job stability, and social protections that previous generations have enjoyed."

Amy Huziak, the CLC's national representative for young workers, echoes these findings. "Young workers and students and young people are coming out into an economy that hasn't really recovered from the recession in 2007 and 2008. At the same time, when we have these huge costs—debt, paying for childcare, paying for housing—young workers are also faced with low

wages. Young people are the most likely or more likely to work in retail or service. Union density in that sector is very, very low . . . it's a very different experience, I think, than what our parents had or our grandparents had," Huziak says.

In addition, the report notes that the traditional labour movement has at times been a barrier to young workers in search of solutions. "In their unions, young workers are increasingly active and taking lead roles in campaigns, especially those that target some of the most precarious workplaces. But labour laws, organizing tactics, and union structures have not always kept up with rapidly changing workplaces, and non-standard work, technological change, and globalization have placed limits on traditional organizing tactics" the report states.

All of these pressures—low wages, precarious working conditions, and an aging labour movement—are motivating many young workers in Canada to take matters into their own hands. As the authors of *Diving without a Parachute* are keen to emphasize, "Although we have been called 'apathetic' countless times, this assumption couldn't be farther from the truth."

CHANGING THE CONVERSATION

Given the tendency of youth experiences and perspectives to be muffled by the negative Gen-Y stereotype, Huziak and her colleagues at the CLC are excited to shift the conversation. Their aim is to build new momentum and solidarity among young workers at the first-ever Young Workers' Summit, which took place in Ottawa in October 2016.

"The official goals of the summit are around building the skills of young workers to mobilize in the face of the changing nature of work," Huziak explains. "The summit is focused around thinking of ourselves as organizers in the face of precarious work . . . it's going to be this really great meeting of minds of young workers that's going to be different from what most folks have heard of before. I'm really excited for it."

The Professional Employees Association sent a delegate this year as a result of its new emphasis on young worker initiatives. As Brett Harper,

FACTS AND STATISTICS ABOUT CANADIAN YOUNG WORKERS

48%

PERCENTAGE OF YOUNG WORKERS WHO WORK PART-TIME



ALMOST ONE THIRD OF YOUNG WORKERS ARE IN TEMPORARY JOBS

13%

UNEMPLOYMENT RATE FOR WORKERS AGED 15 TO 24



ONTARIO ALONE HAS AN ESTIMATED 300,000 UNPAID INTERNS

20%

PERCENTAGE OF THOSE WORKING PART-TIME WHO ARE SEEKING FULL-TIME EMPLOYMENT

who leads the PEA's young worker initiatives, points out, nearly half of the PEA membership is within five years of retirement. As such, the Association has a strong interest in preparing younger workers for future leadership.

EMPOWERING YOUNG PEOPLE, BUILDING SOLIDARITY

The BC Federation of Labour has been a leader in providing educational opportunities for young workers. Each year, the union runs a young workers' school at Camp Jubilee, a retreat and conference centre on Orломah Beach in North Vancouver.

"They come away, I think, feeling really jazzed about getting involved in their union, taking the next step. For some of them, that's kind of the first activity their union has sent them on as a representative," says Denise Moffatt, the BC Federation of Labour's director responsible for its Young Workers' Committee and portfolio. "We do courses like preparing for the provincial election, labour history, anti-oppression training. I think it's a really empowering weekend for people."

Moffatt also works on the BC Federation of Labour's Fight for 15 Campaign, an initiative to increase BC's minimum wage to \$15 per hour. "It's long been the Young Workers' Committee that's really taken the lead in terms of pushing for

those campaigns," Moffatt says. "Young workers are more likely to be earning low wages, in particular under \$15 an hour or minimum wage."

A FUTURE IN THEIR HANDS

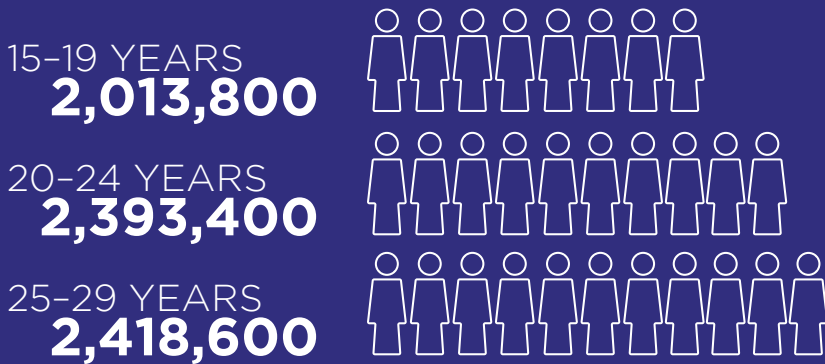
This year, the PEA sent Kristin Hendry to the CLC's Winter School program Young Workers in Action. This was a first for the union. Hendry is eager to continue expanding her skills through further educational opportunities with the CLC. "I think it is important for young workers in the labour movement to come together and build solidarity with each other so that we can put up a stronger fight on labour issues that affect us in particular," she says.

As a regional silviculture specialist with the Ministry of Forests, Lands, and Natural Resource Operations (FLNRO), Hendry's workplace experiences reflect the PEA's larger concerns as a union, particularly in the realm of intergenerational mentoring and knowledge sharing.

"In my workplace, one unique challenge is that there is an unusually high percentage of young workers with not a lot of experienced older workers to sufficiently train them to do their jobs," she says. "Young workers in my workplace are generally given more responsibility and tasks that are usually given to more experienced people. This can be a good

“One thing we’re looking at from the union perspective is, rather than waiting five years ‘til half of our membership is gone, how can we pass that knowledge from our more senior activists to up-and-coming ones in the union?”

CANADA'S YOUTH POPULATION



Source: Diving without a Parachute: Young Canadians versus a Precarious Economy. Canadian Labour Congress, August 2016

thing or a bad thing. With proper mentorship and supervision, this can be a great benefit to young PEA members because they are given a more well-rounded and broader work experience. Without the proper mentorship from older, more experienced staff, this can also be a negative thing because young workers can feel a lot of stress and pressure to perform, and frustration with the inability to do their job properly and efficiently.”

The PEA’s Brett Harper echoes similar concerns about why intergenerational mentorships are missing—and necessary—in the PEA. “One thing we’re looking at from the union perspective is, rather than waiting five years ‘til half of our membership is gone, how can we pass that knowledge from our more senior activists to up-and-coming ones in the union?”

While Hendry’s workplace has an unusually high proportion of younger workers, the PEA membership generally skews towards retirement age. As long-term PEA members start planning for the next chapter of their life, the Association executive is looking for ways to engage younger members in leadership and union activism.

Hendry is optimistic about the PEA’s new focus on organizing its young workers. “My hope would be that it will get more young PEA members interested in becoming more involved in the union and will fuel discussions about what union issues affect young workers in particular, so that we can have a greater voice during the next round of collective bargaining,” Hendry said.

The CLC’s report on young workers concludes with a call to action for all workers: “Growing the labour movement means building young workers’ power to create change and organize new workplaces in new ways,” the report states. “This challenge is not only for young union members, but for Canadian society as a whole to empower working people to create the workplaces we want for ourselves and future generations.”

Union members like Hendry and her peers are up for the task. “I think young workers these days like to be challenged,” she says. “[They like to be] given the opportunity to bring their unique perspectives and promote positive changes in the work that they do.” •



Empowerment and solidarity
Across generations

Inaugural Young Workers' Summit in Ottawa inspires the PEA

WORDS JACKIE WONG



When Heidi Reinikka joined the PEA's Government Licensed Professionals chapter in Port Alberni two years ago, she had no intention of becoming involved in her union. She started work as a new practices forester with BC Timber Sales in December 2014. "I was one of those people who just kind of thought, Oh, I'm part of the union, somebody's taking care of me," she says. But the emails she received about the PEA and the labour movement sparked a curiosity she wished to pursue further. She sent an expression of interest to attend a union education conference in Victoria earlier this year. "I need to get involved in this a little more," she recalls thinking.

And like many new union members, she also remembers thinking to herself, "But I'm not going to be the union rep!"

Fast-forward to the present day, and Reinikka has exceeded her own expectations. As of this summer, Reinikka is now the union representative for GLP members in Port Alberni, a designation passed on from her colleague, Mark Palmer, who served in the role for almost 20 years.

For Reinikka, the move was a leap of faith. "I said yes, even though I knew nothing about the union," she says, smiling. "I figured, hey, what better way to learn?"

The PEA supported Reinikka as its delegate to the Canadian Labour Congress's inaugural Young Workers' Summit in Ottawa this fall. The conference marked the first gathering

of younger union members from across the country.

For Reinikka, the experience was eye opening and tremendously empowering. "It surpassed my expectations," she says. "The entire conference . . . really revolved around solidarity, empowering youth, sharing stories; people realizing that they can change, especially if they're organized and they unite . . . it was so encouraging to people."

The conference featured skill-building workshops on public speaking, holding inclusive meetings, building a more inclusive labour movement, and organizing in precarious contexts.

To Reinikka, it was meaningful to witness how change could happen both within the proceedings of the conference and in the wider world of labour organizing. It was exciting for her to witness individuals growing personally at the conference and gaining confidence in their own voices, and to hear stories of what labour organizing can do for and with precarious workplaces.

Knowing that change can happen, she adds, was so important, especially to young workers who might be quick to accept the status quo due to a lack of experience.

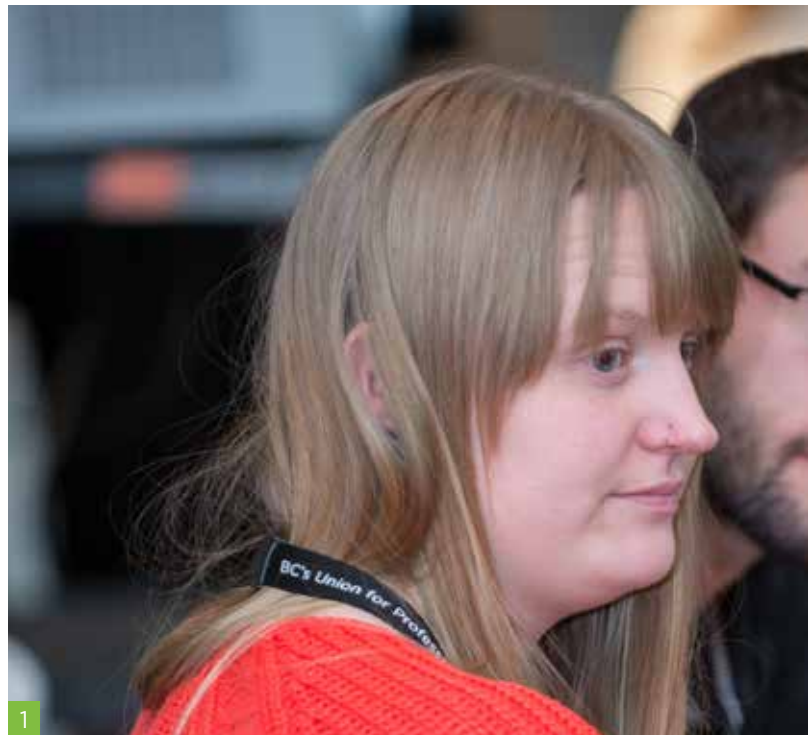
"My eyes opened up to so many things," she says. "Exposure to what's going on is so, so important." ■

GLP ANNUAL GENERAL MEETING

GLP members from across the province met in Prince George on October 17, 2016 for their Annual General Meeting. 34 members were in attendance.



1. Sophie Michaelson and Bradley White 2. Christine Unghy 3. Kelly Loch
4. Helena Adamowicz 5. Hardy Bartle 6. Keynote speaker David Zirnhelt
7. Darius Low 8. Executive Director Scott McCannell 9. Ann Godon
10. Elizabeth Hunt and Doug Beckett 11. GLP executive member-at-large
Shawna Larade 12. Akindele Balogun







THE COURT CASE CHALLENGING PUBLIC HEALTH CARE

WORDS BRETT HARPER

PHOTOS CAELIE FRAMPTON

Thirty-nine dollars and ninety-five cents was the cost for one American woman to hold her baby after a C-section delivery. In an image that went viral on social media in October, the single item is highlighted on a long list of hospital charges. The image brought attention to the future Canadians may face if a recent court case is not defeated.

The case in question, which began in early September, is *Cambie Surgeries Corporation v. British Columbia Medical Services Commission*. The case is an unprecedented challenge to the laws that ensure Canadians' access to health care is based on need, not wealth. If successful, the challenge has the potential to significantly upend health care in Canada.

Dr. Brian Day of Vancouver's Cambie Surgery Centre is asking the court to rule that four sections of British



Columbia's Medicare Protection Act violate the Canadian Charter of Rights and Freedoms. He argues that the prohibition in BC on the use of user fees, extra billing (charging patients more than the legal amount) and duplicative health insurance (the sale of private health insurance for services already covered by public health insurance) violates the constitution.

Opponents to the Dr. Day argue that if the Charter challenge succeeds, it will likely lead to Canadians paying more for medical care and private insurance than they currently do, and that the marginal benefits of private care will reach only a privileged few.

Several intervenors are involved in the case, including patient and health care advocacy groups such as the BC Health Coalition and Canadian Doctors for Medicare.

The BC Health Coalition argues that a Brian Day victory would make health care less affordable and wait times longer for most people. "If we're going to reduce wait times, we need the provincial government to support proven public solutions. This includes adequately supporting home and community care," said BC Health Coalition co-chair Edith MacHattie.

PEA members in the Health Science Professionals (HSP) chapter understand well the need for investing in community health care. "Our HSP members who work in the community continue to raise the issue of extreme workload," said PEA Labour Relations Officer Rhiannon Bray. Referring to vacant positions that remain unfilled for months and even years at a time, Bray added, "Our members are faced with doing the workload of two or three people. This means extreme burnout and ultimately inadequate care for people requiring medical assistance in the community."

For the BC Health Coalition, reducing wait times is not about opening the system to private, user-pay options, but investing adequate funding in all aspects of the health system. "One of the best ways to reduce wait lists is for the government to invest in solutions to keep people healthy in the first place," said MacHattie. "Better access to affordable, high quality home and community-based care, especially for seniors, would reduce hospital bed shortages, cancellations of elective surgeries and, ultimately, wait times for all patients."

The PEA has financially supported the BC Health Coalition in the lead up to the Brian Day court challenge and will continue to advocate for adequately funded public health care. •

CHAPTER UPDATES

GOVERNMENT LICENSED PROFESSIONALS

MEETING WITH DEPUTY MINISTER

As part of the PEA's initiative to have in-person discussions with higher level ministry staff, two of our members at the Ministry of Environment, Maryam Mofidpoor and Bob Konkin, along with Labour Relations Officer Al Gallupe, met with Mark Zacharias, assistant deputy minister (ADM) of the Environment Protection Division on October 31. The meeting was the follow up to a previous meeting with Deputy Minister Wes Shoemaker.

Discussion at the meeting focused on topics such as how the ministry could hire more licensed professionals as well as subject experts, and create more LSO 4 positions with supervisory duties. We also discussed how to train hiring managers on the value of licensed professionals to cut down on dual postings. We discussed reviewing the

organizational charts to see what positions should be targeted for reclassification.

In all it was a good meeting. We will follow up with a meeting with another ADM and a meeting with an executive director. We intend to dig deeper into all the ministries in a similar way to find out how we can improve the hiring, use and management of licensed professionals.

CAULK BOOTS

In order to prevent a PEA member from being reimbursed for the purchase of caulk boots, the Ministry of FLNRO is spending thousands of dollars to fight it. The PEA has filed a grievance, and the employer has already registered three preliminary objections to the grievance and the arbitrator's ability to even hear the grievance in arbitration.

HEALTH SCIENCE PROFESSIONALS JOINT RECRUITMENT AND RETENTION COMMITTEE PHYSIOTHERAPIST SHORTAGE

Labour Relations Officer Rhiannon Bray has been selected to serve on the physiotherapist-shortage file for the Joint Recruitment and Retention Committee. The committee plans to develop a report on issues affecting the recruitment and retention of physiotherapists (PTs). Bray is asking physiotherapists to contact her with their accounts of:

- success or difficulty recruiting physiotherapists into vacancies
- reasons cited by applicants for accepting or rejecting a job offer
- reasons given by PTs for leaving their jobs (e.g., to stop practicing, to retire, to seek other employment in BC or elsewhere, in either the public sector or in private practice)
- steps taken to mitigate recruitment and retention pressures, including employee engagement initiatives
- This information will be collected, shared and reviewed by members

CONTINUES ON PAGE 22



INTRODUCING MARC JOLY

The newest addition to the PEA staff team is Marc Joly, an accountant with a wealth of training and experience who will take the reins of the financial department.

Marc has held numerous accounting positions throughout his career with organizations including BC Lottery Corporation, Ducks Unlimited and Underwriters Insurance Brokers. He has a Bachelor of Business Administration degree from Simon Fraser University and is a Chartered Professional Accountant.

In his personal life, Marc spends time with his family—which includes a West Highland Terrier. He's a downhill mountain biking and road biking enthusiast and has been learning to play guitar for far longer than he would like to admit.

You can reach him at mjoly@pea.org or by calling the office at extension 207. •

Membership Survey Results

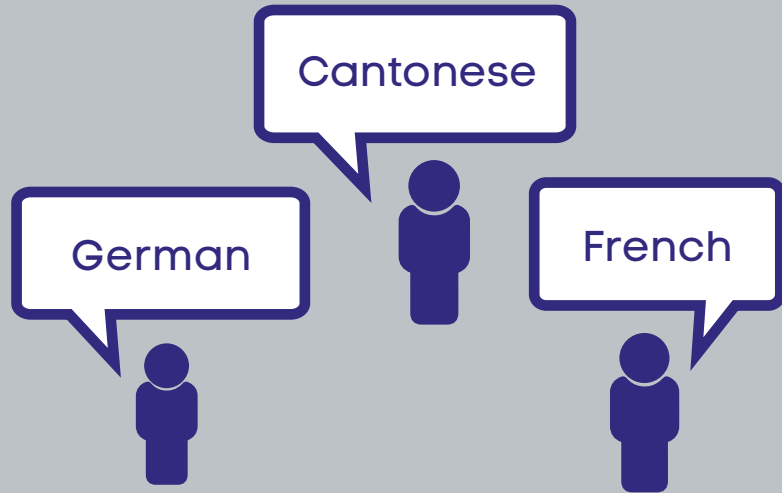
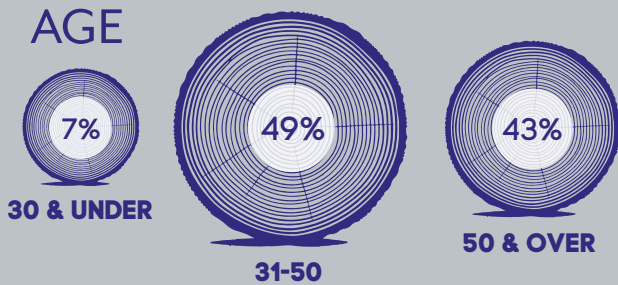
2016

DEMOGRAPHICS

16% of members surveyed spoke a language other than English at home

TOP 3 LANGUAGES SPOKEN

of members who spoke a language other than English at home



We asked members to self-identify in any the following equity seeking groups



SATISFACTION



85%
of members are satisfied with the PEA and the work that it does



4/5
members are satisfied with their current collective agreement



72%
of members are satisfied with the PEA's approach to collective bargaining

92% of members believe the PEA does a good job of communicating with its members

CONTINUED FROM PAGE 20

of Joint recruitment and retention committee.

PSYCHOLOGIST COMPENSATION REPORT

The PEA has completed a report to submit to Ministry of Health ADM Ted Patterson and official Opposition health spokespersons Judy Darcy and Sue Hammell on behalf of our psychologists in the public sector. The report outlines the significant differentials in compensation levels that exist between psychologists in BC and those in other provinces across Canada. The PEA is asking the Ministry to consider solutions to address wage differentials, inadequate professional development, de-skilling of mental health services, professional fee reimbursements and other factors affecting the recruitment and retention of psychologists.

LAW SOCIETY LAWYERS ANNUAL GENERAL MEETING

The AGM was held on September 28, 2016. Reports and minutes from the meeting may be found at <http://bit.ly/2fE2K2e>.

REWARDS AND RECOGNITION PROGRAM FOIPPA

The members received a partial response to our FOIPPA request regarding the Rewards and Recognition Program on August 9. Results were discussed at the AGM and members voted to authorize the PEA to request the rest of the information for analysis.

BARGAINING UNIT EROSION AND CONTRACTING OUT

Members have raised concerns about the employer using non-professionals, paralegals and uncalled lawyers to do work of the unit. There were also concerns about the use of so-called independent

contractors for instructor positions. Members are asked to report any examples of contracting out to the PEA.

OKANAGAN REGIONAL LIBRARIES

COLLECTIVE AGREEMENT

The PEA is pleased to announce that the one-year extension agreement to your collective agreement has been ratified. Thank you to bargaining committee members James and Tara for their guidance and insight.

As per the one-year extension agreement, the parties have agreed to form a joint classification committee. The committee allows for three representatives from the union and three from management. Once the representatives have been selected, parties will set a schedule to meet regularly over the next 11 months.

MUNICIPAL PENSION PLAN INFORMATION SESSION

The chapter executive will hold a Municipal Pension Plan information session in the spring of 2017. Stay tuned for further details.

ST. MARGARET'S SCHOOL EXTENDED HEALTH BENEFITS

When does the additional \$200 in vision funding become available?

Eligibility for vision benefits is based on the anniversary date of your prior purchase. The previous limit was \$200 per 24-month period. This benefit has increased to \$400. The employer was able to have the increase applied immediately, meaning the extra amount can be accessed right away. For example, if a member purchased glasses and claimed the full \$200 on June 29, 2016, you now have an additional \$200 available as of July 1. If you have not yet spent your \$200, you have \$400 available. Once the money is spent you

must wait 24 months from the date of spending to utilize the funds again.

ASSOCIATION NEWS SERVICE AWARDS

Is there a member who has provided exceptional service to the PEA? Nominate them for a PEA Service Award. The PEA Service Award honours a candidate or candidates for long and significant service to the Association. The award recognizes those who have made diverse and noteworthy contributions to members and the PEA. Recipients of the award are invited to a special presentation at the 2017 Biennial Convention. Nominations for this award must come from either a chapter executive or the Association executive by January 1, 2017. For more information, please contact membership@pea.org.

CONVENTION

The Biennial Convention is May 12-13, 2017. Members interested in attending should watch their email for information on how to attend.

ILCA AWARDS

The PEA was pleased to be awarded two International Labour Communications Association awards. The PEA won best best magazine design in the state or provincial category for *The Professional*. The PEA was runner-up for best member profile in the state or provincial category for *Putting the Science Back into Prescribing*. •

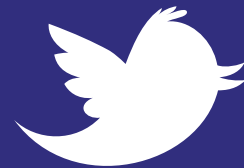
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SCHOLARSHIPS FOR PEA MEMBERS AND THEIR FAMILIES

The 2016 scholarship essay topic

“Young PEA workers, aged 30 and under, face distinct workplace challenges that their predecessors didn’t: high housing costs, increased job insecurity, stagnant wage growth, diminished pensions and more. How should labour unions transform in order to serve the needs of younger union members?”



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

DEADLINE TO APPLY IS MARCH 15, 2017
FULL DETAILS AT PEA.ORG/SCHOLARSHIPS

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