

Includes a  
special insert on  
Together Fairness  
Works

Income Inequality | PEA's 2014 Education Conference | Scholarship topic announced

# THE PROFESSIONAL

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

Fall 2013



## Outreach and Education

Why it's so important and how we're making it a priority as we move forward with PEA renewal

Page 4







FALL 2013 | VOLUME 39 | ISSUE 4

# THE PROFESSIONAL

## Outreach and education

**4** PEA Renewal is our plan to build more alliances, enhance member education and engagement, and develop an increased presence in the community to create a stronger union that can better represent our members at the bargaining table. This fall the PEA has been building alliances through our BC Federation of Labour affiliation. We have also been focused on providing training to our local reps, bargaining committee members and staff. Find out more about our emphasis on outreach and education.



Above: UVic member Carl Jensen attending PEA bargaining training in September.

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the President



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Income distribution:  
What's going on?

Income inequality is the extent to which income is distributed unevenly in a country. There has been a dramatic spike recently in the disparity between the top and bottom earners in Canada, with the average income of the top 20 per cent growing rapidly. Income inequality is a serious issue that has dramatic impacts on social outcomes including crime and life satisfaction. In addition, economists argue that a country with growing income inequality reduces the incentive to pursue post-secondary education, work harder or invest. Find out how this issue impacts you.

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Making the switch

Following the RBC foreign worker issue last spring, the PEA began searching for more community-minded banks and credit unions to do business with. In the end the PEA chose VanCity. Find out more about making the switch.

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bursaries 2014

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2014 education  
conference

2014 marks the PEA's 40th Anniversary and the PEA Education Conference will be an opportunity to celebrate this milestone. Members in attendance will learn about the bargaining context, the path to increased member engagement and a better understanding of both PEA and labour movement history. If you want to attend please visit [pea.org/conference](http://pea.org/conference) to submit an expression-of-interest form.

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# MESSAGE FROM THE PRESIDENT

Even though the back-to-school season is behind us, this issue of *The Professional* will focus on the theme of education. We will explore several of the PEA's current initiatives related to education, from training and development of our staff and Local Reps to member participation in national awareness campaigns.

At the end of January, the PEA will welcome over 60 members from across BC to our education conference in Victoria. This is a great opportunity for members from all chapters to develop skills and knowledge that can be shared in our workplaces throughout the province. The theme of the conference is *Shaping the future by reflecting on our past: Celebrating 40 years of the PEA*. The education conference will allow us to formally celebrate the PEA's 40th anniversary and reflect on the major challenges and successes of our union over four decades.

The conference will be a time to learn. Emphasis will be focused on understanding the economic climate for the next round of public sector bargaining, expanding members' knowledge of labour history and developing skills for grassroots campaigning. I believe this conference will be another chance to bring our members together to build and act on our plan for renewal as well as celebrate our 40-year milestone.

The education conference is just one of the ways in which we are training and developing our membership. We have also continued to provide local rep training, with a recent session held in Victoria in October. In addition, the PEA is launching an advanced training session for local reps that will focus on grievances, arbitration and

human rights. We also provided a bargaining workshop in September to 13 of our members. This was an opportunity for members of bargaining teams to begin planning for the next round of bargaining that will take place in 2014.

In addition to in-house training, PEA members and staff have been participating in training sponsored by the Canadian Labour Congress called Together Fairness Works. More information on Together Fairness Works can be found on page 11. The ability to participate in this campaign is a direct result of the PEA's affiliation with the BC Federation of Labour. This relationship offers new resources that will strengthen our ability to negotiate with our member's employers.

The PEA is continuing to support members and their families with the announcement of the 2014 scholarship program. This year the topic will address a recent comment made by Naomi Klein at the founding convention of Unifor in September. Klein's argument is that the labour movement needs to champion the green economy. We will ask the scholarship applicants to agree or disagree with this strategy.

I would like to thank all the members who participated in the annual membership survey in August and September; your feedback will be used in the development of our next strategic plan. As part of our planning, we will continue to look for ways to build the capacity of our members through education.

**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  
Bruce Barnewall, Engineer

Government Licensed Professionals  
Gail Campbell, 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  
Melissa Doyle, Microbiology Lab Instructor

University of Victoria  
John Hall, Administrative Officer

## Staff

Executive Director: Scott McCannell

Labour Relations Officer: Rhiannon Bray  
Chapters: FMEP, HSP, ORL, SMS

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

Labour Relations Officer: Melissa Moroz  
Chapters: LSL, LSS, PGSD, UVic

Communications Officer: Brett Harper

Financial Officer: Teresa Husband

Executive Assistant: Toshie Arakawa

Administrative Assistant: Marianna Azouri

Administrative Assistant: Tammy Bouchard





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to the union  
to help you  
with your  
problems

**PROUD**  
to be a union of  
professionals  
in BC

**P**  
PROFESSIONAL





**Above:** GLP Bargaining Committee members Nam Nguyen, Ryan Cunningham and Beth Eagles attend bargaining training in September at the PEA Office. **Opposite:** UVic Executive member Abhinav Rai speaking with students at the UVic President's Barbecue event.

## FOCUSING OUR ATTENTION ON OUTREACH & EDUCATION

WRITTEN BY: **Scott McCannell, Executive Director**

A key element of the PEA's renewal plan is to increase the amount of outreach we do with other unions, community groups and individuals that may be supportive of the PEA and the interests of our members. This outreach is important for strengthening our ability to advocate for our members' interests. Two examples of outreach this fall have been the UVic chapter executive's participation in the President's Barbeque and the PEA staff's participation in a variety of BC Federation of Labour (BCFED) programs and committees.

In early September, PEA members at UVic participated in the annual UVic Days of Welcome

President's Barbecue. This was an opportunity for the PEA to be present and engage with new students on campus. It was an important chance to explain to students that over 800 PEA members work on campus to support their education.

Another major source of PEA outreach has been our involvement with the BCFED. The BCFED welcomed the PEA into the house of labour in June. Since then, we have participated with a full voice on the Public Sector Bargaining Committee, which meets regularly. This is an important venue for sharing PEA interests and concerns with other labour groups in BC. These concerns include fair wage increases, job security, the

*PEA Renewal is our plan to build more alliances, enhance member education and engagement, and develop an increased presence in the community to create a stronger union that can better represent our members at the bargaining table.*

*Continues on page 6*





**Above:** UVic member Bert Klatt, Labour Relations Officer Al Gallupe, UVic member Carl Jensen, and instructors Brian Mallory and Kevin Galichon at bargaining training in Victoria. Thirteen members were trained in preparation for the upcoming round of bargaining in 2014.

protection of public services and stopping the shedding of government licensed professionals. PEA staff are also participating on subcommittees that address job security and contracting out.

This fall, I was sworn in as a ranking officer on the BCFED executive council. The executive council is charged with various governance functions similar to those of the PEA Association and chapter executives. Meetings are held once or twice a year and are a great opportunity to keep informed of what is going on across BC in both public and private sector unions.

There are a variety of education opportunities that flow from our BCFED affiliation. Staff will be attending a BCFED conference on union renewal in late November. This will be timely as the PEA embarks on its own path of renewal in an effort to better meet members' interests. As well, the PEA is eligible to send representatives to the Canadian Labour Congress Winter School, which is held early

in the new year. We will be circulating more information about it in the weeks to come.

The PEA was invited to participate in training related to the CLC's Together Fairness Works campaign. On September 21, GLP executive member Beth Eagles and UVic executive members Emma Carter and John Hall joined PEA staff and about 100 other union leaders from the Victoria area to learn about the significant issues facing unions in Canada and strategies for protecting unions and collective bargaining rights (see article on page 11).

We anticipate that the PEA's new relationship with the BCFED will enhance the quality of training and educational opportunities we offer to our members. Recent training activities this fall have included a cross-chapter bargaining workshop in September in which members from different PEA chapters learned about a variety of components surrounding collective bargaining including the historical and legal framework, bargaining theory

and the general principles of bargaining, and information on PSEC and its impact on public sector bargaining.

In addition, ten members attended a session of basic local rep training in Victoria in October. This is a two-day introductory course that covers the role of the local rep, collective bargaining and basic labour relations. The PEA is looking forward to launching advanced local rep training in December that will emphasize human rights, member engagement and the grievance and arbitration processes. Interest in this course is high and another session will be offered in the new year.

In 2014, we look forward to continuing our plans for outreach and education starting with a major education conference in late January that will focus on bargaining, member engagement and celebrating the PEA's 40th anniversary. •





**Top:** UVic executive members Melissa Doyle and Emma Carter on campus at UVic. **Middle (left):** GLP members Beth Eagles and Jeff Stone at the PEA office in September during bargaining training. **Middle (right):** Abhinav Rai and John Foxgord speak with students at the President's Barbecue. **Bottom:** GLP Bargaining Committee member KT Shum enjoys a moment during bargaining training.



# Income Distribution What's going on?

WRITTEN BY: **Scott McCannell, Executive Director**

Income distribution trends are concerning – in BC, in Canada and around the world. Income inequality is defined as the extent to which income is distributed unevenly in a country. It is an important indicator of equality in an economy, and has implications for other social outcomes such as crime and life satisfaction.

The Conference Board of Canada, an independent think tank, gave Canada a “C” grade on income distribution in a 2011 report. The Conference Board used an economic measurement called the Gini Index that shows the deviation of income distribution in society between top earners and bottom earners. The zero-to-one scale used in the Gini Index measures income distribution where 0 means that every person in the society has the same amount of income, while 1 would show that one

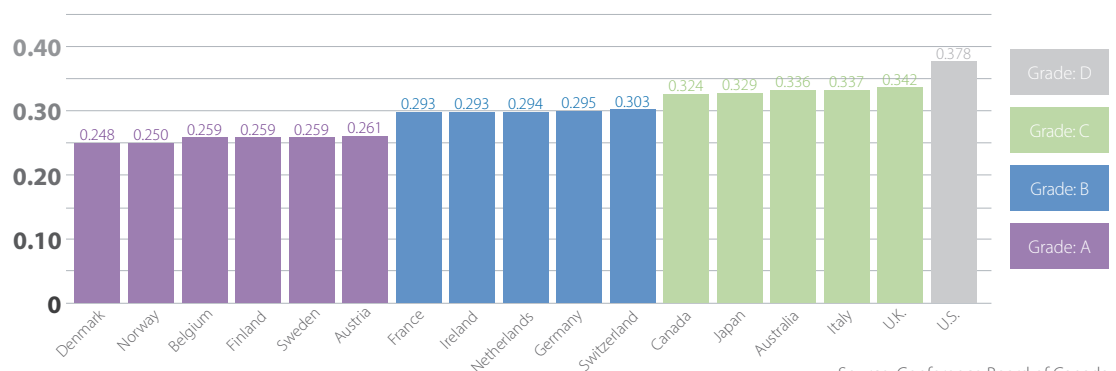
person has all the income.

The results from the Figure 1 below “Income Inequality, Late 2000s” shows the level of income inequality in Canada to be 12th highest out of 17 peer countries.

In Figure 2 “Income Inequality in Canada, Gini coefficient using adjusted after-tax income” on the following page, we see the rate at which Canada’s income inequality has been increasing. The Conference Board concluded that Canada has the fourth highest rate of increase in income inequality among the peer countries, a rate higher than that of the US. Income inequality has been on the rise since the 1990s in Canada.

Another interesting analysis, from the Human

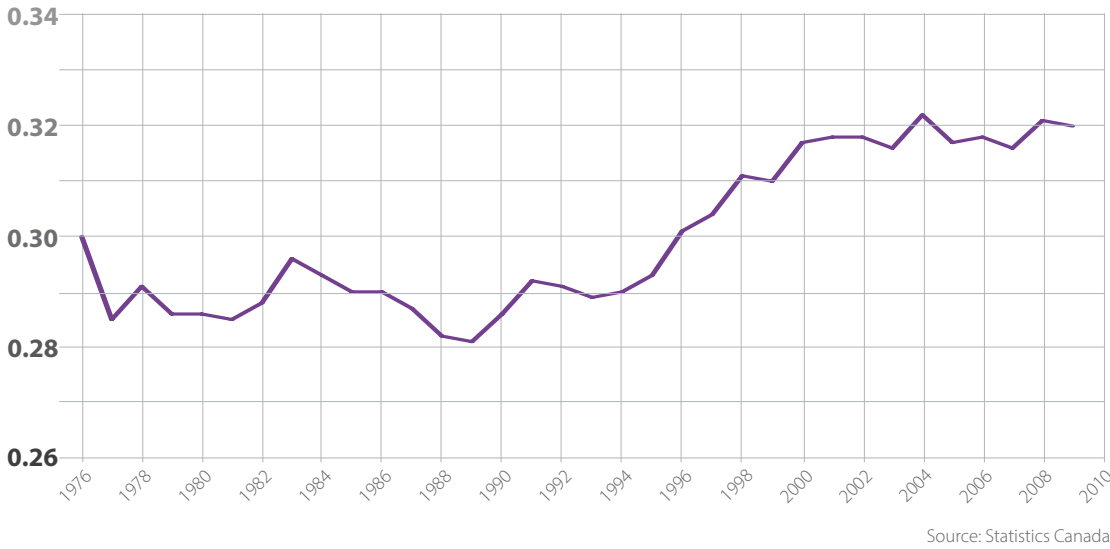
Figure 1: Income Inequality, Late 2000s  
(Gini coefficient)



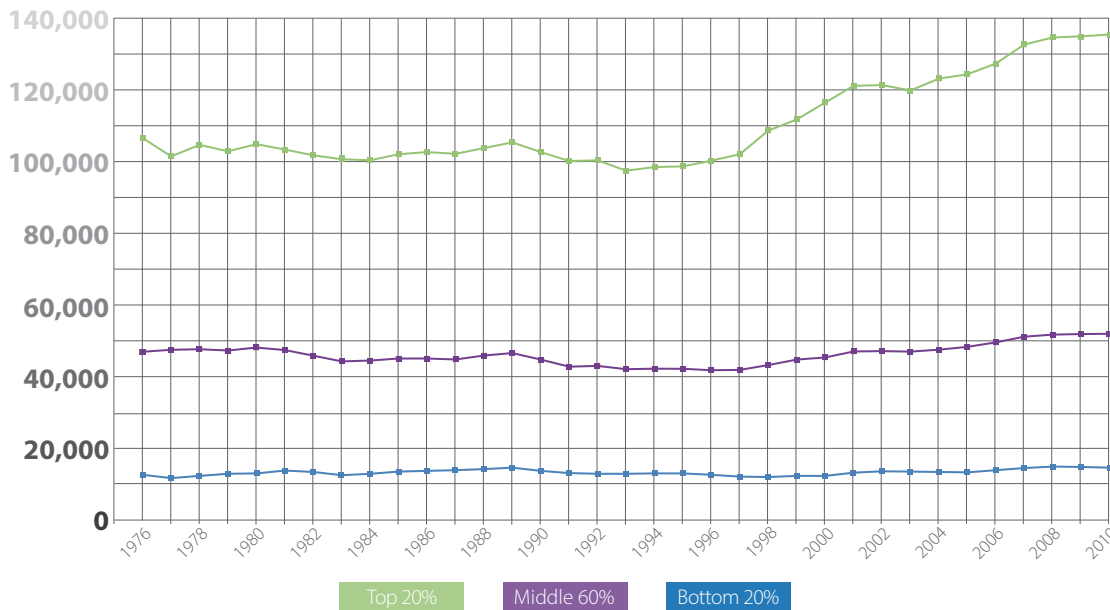
Source: Conference Board of Canada



**Figure 2: Income Inequality in Canada**  
(Gini coefficient using adjusted after-tax income)



**Figure 3: Average after-tax income, by income group, Canada 1976-2010**  
(2010 constant dollars)



Resources and Skills Development Canada (HRSDC) website, shows that income disparities (expressed in 2010 constant dollars) rose significantly between 1995 and 2010. As noted on the website, during that period, “average after-tax incomes increased by 12% for families with incomes in the bottom 20% and by 23% for families with incomes in the middle 60%. It rose by 37% for those in the top income group.”

To put this in perspective, Figure 3 “Average after-tax

income, by income group, Canada 1976-2010” shows the average after-tax income of Canadians in the top 20 per cent to be just under \$136,000, while the average annual salary (pre-tax) of a GLP member is around \$70,000.

**So why does increasing income inequality concern the PEA?**

Many economists argue that, beyond the moral issues related to questions of fairness in society,

income inequality hurts the economy by reducing incentives to pursue education, work harder or invest. A 2011 study by the International Monetary Fund for example concluded that income equality is an important factor in promoting and sustaining economic growth over the long term. Therefore, increasing inequality can dampen economic activity and government revenues.

When governments make policy decisions that favour low taxation and reduced spending on services, there is less revenue for fair and reasonable public sector wage increases, which contributes to income inequality. For example, British Columbia has the lowest corporate tax rate in Canada and very low taxes for high-income earners. At the same time, the BC government’s approach to public sector bargaining has resulted in wage freezes in 2004, 2005, 2010 and 2011. These policy choices have meant that PEA members have generally seen their wage increases fall behind inflation over the last decade and longer.

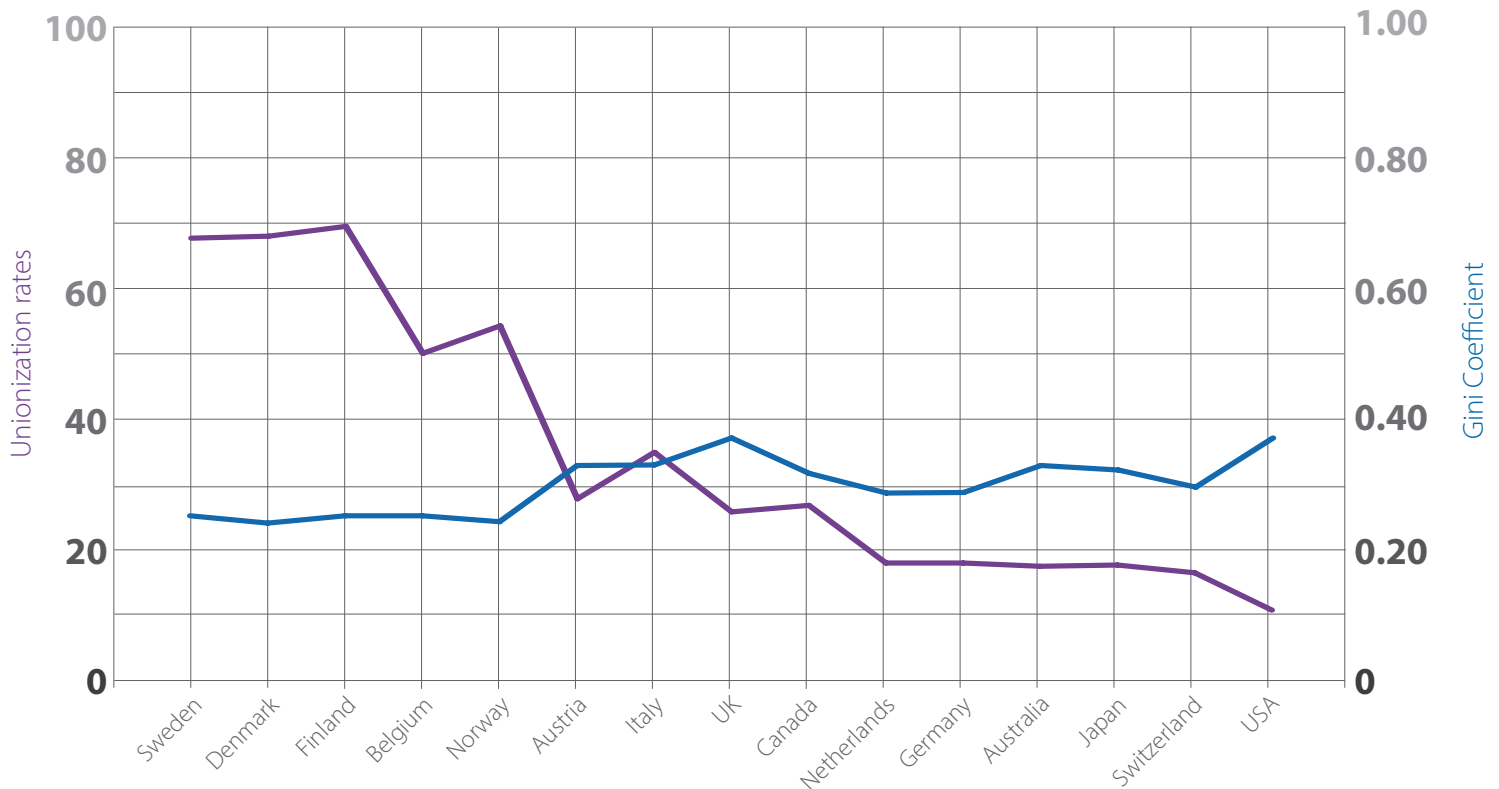
PEA members have continually expressed their concern over these modest wage increases. As much as anything else, this issue has been the impetus for the PEA renewal initiatives to build broader alliances, engage in non-partisan political outreach, and develop our members’ skills and knowledge, in addition to maintaining a focus on member advocacy and collective bargaining. Our members’ concerns about wages reflect what is happening generally to other unions in BC and arguably the middle class in Canada, as reflected in the Conference Board and HRSDC data.

*Continues on page 10*





**Figure 4: Unionization Rates and Gini Coefficients**  
(2011 Unionization Rates versus Late 2000s Gini Coefficients)



Source: The Organization for Economic Co-operation and Development

### Warning signals

As noted elsewhere in this issue, the PEA will be participating in the Canadian Labour Congress Together Fairness Works campaign. Our goal is to make union members and the public aware of various Conservative government efforts to introduce American-style “right-to-work” legislation in Canada. Right-to-work legislation generally requires unions to represent all members, but makes paying union dues discretionary. The federal Conservative Party convention in October 2013 passed resolutions supporting the adoption of “right-to-work” among other anti-union resolutions. In addition, Conservative opposition parties in both Alberta and Ontario have publicly stated their intentions to introduce such reforms if elected.

Looking south to the United States, where 24 states have adopted right-to-work legislation, unions have been weakened to the point where the national US union density rate (the percentage of workers represented by a union) is now 7 per cent in the private sector

and just 12 per cent overall. Union density in right-to-work states is 7 per cent overall.

In Canada, unions represent about one out of three workers; however, union density has fallen from 40 per cent in the 1980s to 27 per cent in 2011. Union density and income equality as compared in Figure 4, “Union Rates and Gini Coefficient” are based on OECD data and support the argument that many economists make – namely that union density has a reverse correlation with income inequality. For example, in Scandinavian countries like Sweden where union density (i.e., union rate) is above 80 per cent, there is significantly less income inequality (Gini coefficient) than in Canada or the US.

So, if the federal government or various provincial political parties succeed in reducing union density through the introduction of right-to-work legislation, arguably income inequality will only worsen.

### Last comments

The point of the above discussion is to provide

some context for PEA members with regard to trends in income distribution. About 92 per cent of our members work in BC’s public sector and have faced modest increases under the BC government public sector bargaining mandates. Just as we have experienced wages that fall behind the rate of inflation and a smaller share of the overall wealth in society, so have many other individuals and families. The PEA will continue to bargain hard and engage members in the affairs of their union. You will be asked to participate in the CLC’s Together Fairness Works campaign so that politicians and special interest groups hear voices against right-to-work initiatives and the elimination of the Rand Formula. Stopping “right to work” will prevent further erosion of what unions can achieve for their members and further income inequality. The PEA will also continue to make resources available for members to actively participate in the political process so that we can influence all political parties’ public policy as it relates to our members’ workplace interests. •





# together FAIRNESS WORKS

*There are lots of good things that unions provide for their members – decent wages, safer workplaces, fair treatment and job security. The PEA is joining in a national campaign to increase awareness among Canadians of the benefits for everyone of the “union advantage.”*





**together  
FAIRNESS  
WORKS**

# Why launch a campaign ABOUT FAIRNESS?

## The labour movement is facing an unprecedented level of coordinated threats against unions

Some politicians and business groups are trying to convince Canadians that new laws should take away your right to have a strong union. These threats come in the form of provincial legislation, attacks in the media on unions and union members' benefits, and bills in the House of Commons. These attacks are happening across Canada and include:

- Bill C-377, with its onerous financial disclosure requirements for unions
- Bill C-525, which would make it harder for workers to form unions
- Bill C-60, which puts Treasury Board employees at the table for collective bargaining between Crown corporations and unions
- An omnibus labour bill in Saskatchewan that will drastically change labour legislation
- Tim Hudak's (Ontario Progressive Conservative leader) promise of anti-union legislation in Ontario if he is elected
- Bill C4, which would allow federal public sector employees to unilaterally set essential service levels

## What's at the centre of the Together Fairness Works campaign?

Protecting the Rand Formula is at the centre of the Together Fairness Works campaign. Some Conservative MPs want to change the law to eliminate the Rand Formula, starting in the federal jurisdiction. Conservatives in Ontario and Saskatchewan are also threatening laws that would de-fund unions for all

workers. In early November the federal Conservative party passed resolutions calling for the elimination of the Rand Formula.

## What is the Rand Formula?

The Rand Formula describes what we refer to as automatic or compulsory dues check-off. It has been in place since 1946 when Supreme Court Judge Ivan Rand issued the fundamental decision that underpins how the collective bargaining process in Canada operates.

The Rand Formula requires that where workers have voted to unionize, the union has a duty to represent every worker in that workplace fairly. The formula requires that employers deduct dues from all workers. Under the formula, workers do not have to be a member of the union; however, if they are benefiting from the union's services they must share the cost.

The Rand Formula is a fundamental component of the unionization model in Canada and is necessary for the services to members and negotiation of better wages and benefits that unions provide. The consequence of the elimination of the Rand formula would be that the PEA would not have the necessary resources to effectively represent all of its members. Further, our bargaining power would be eroded because non-dues paying employees would be crossing picket lines and weakening our position during a strike.

## What about the so-called "right-to-work" laws in the US?

Laws outlawing mandatory union dues and membership have been passed in 24 states. The impact for workers, both union and non-union, has been devastating, and the result is massive inequality.

Compared with states where mandatory dues collection has been outlawed, states that require dues collection from union members have:

- 22 per cent higher wages
- 37 per cent higher spending on K-12 education
- More than double the rate of unionization - 14.3 compared to 6.5 per cent
- 30 per cent lower rate of workplace deaths

Source: Unifor

## Who is participating in the campaign?

Unions across Canada are participating in the Together Fairness Works campaign. By encouraging all affiliated members of the CLC to participate, the labour movement is able to better spread the message among all of its members.

## Communicating with our members

Over the next months you will begin to see posters of PEA members in your workplaces and on the website. These posters are part of a national campaign to raise awareness about the union advantage. In the pages that follow you will see some examples of these materials. These posters are designed to highlight the significant gains for employees made through the collective bargaining process. •





“For me one of the biggest benefits of the special leave provision was the ability to request, and in most cases implement, modified work weeks that would allow for a day off every 2 or 3 weeks. This extra time helped me achieve a better work-life balance and enjoy more time with my children when they were growing up.”

# together WE'VE GOT SPECIAL LEAVE PROVISIONS

 [fairnessworks.ca](http://fairnessworks.ca)





“The vacation I take to spend time with my family comes from my union’s negotiated contract, not the minimum stipulated by government. This makes for strong families supporting our future, our children.”

# **together WE’VE GOT VACATION LEAVE**

● [fairnessworks.ca](http://fairnessworks.ca)

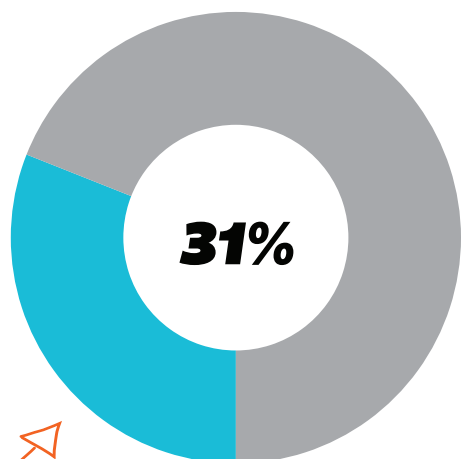


**\$100 million EVERY WEEK!**

# The Union Advantage in BRITISH COLUMBIA

There were **592,200 union members** working in British Columbia in 2012. That's **31%** of all employees. Their weekly payroll of over \$575 million accounted for 36% of the total for the whole province.

On average, unionized workers earned **\$5.12/hour more** than non-union employees. That union advantage translated into **\$100 million** more every week paid into local economies to support local businesses and community services.



**UNION MEMBERSHIP** among all provincial employees



**UNIONS BARGAIN FOR FAIR WAGES**  
The difference in average hourly earnings

## Union Wage Contribution to the British Columbia Economy \*

Average hourly wage for workers with unions	\$27.10
Average hourly wage for workers without unions	\$21.98
<b>Union Advantage</b>	<b>\$5.12/hour</b>
How many workers are union members?	592,200
Union members as % of all employees	31%
Total weekly payroll for all workers with unions	over \$575 million
Above as % of total community weekly payroll	36%
<b>What the Union Advantage provides to the province</b>	<b>\$100 million/week</b>

\*Based on the average annual wages for 2012 (Statistics Canada).





“Working in an academic environment, professional development is essential to ensuring that I am able to stay on the leading edge in my field. The professional development leave and support in my collective agreement has provided me with the ability to do this.”

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





# CHAPTER UPDATES

## GLP GOVERNMENT LICENSED PROFESSIONALS FORESTER SCOPE OF PRACTICE

In early October the PEA sent an urgent message to all Registered Professional Foresters to contact the ABCFP regarding comments that were alleged to have been made by an ABCFP staff member around potential changes to the RPF scope of practice, such that RFTs would approve site plans, which currently are only within RPF scope of practice. Members responded with a significant amount of communications with the ABCFP at the PEA's urging.

Taking an active role in advocating against the loosening of scope of practice is a must for RPFs in these times where government and employers are constantly trying to stretch the boundaries. We are tasked with being continually vigilant to ensure that the expediencies of lower cost and less trained employees are not the deciding factors in who prepares, interprets and approves documents vital to forest health and sustainability. The ABCFP is crucial to protecting that scope of practice. It is important that they fight for keeping appropriate services professionally designated when they are in discussions with the employer.

Full details of the purported threat to RPF scope of practice are available on the PEA website at [pea.org/glp](http://pea.org/glp).

## GLP COLLECTIVE BARGAINING

Members of the GLP Bargaining Committee met in Victoria in late September to attend a two-day training session in advance of bargaining that will begin in early 2014.

The committee also began reviewing the

member survey that was completed in September. Bargaining priorities will be identified and prioritized based on the results of the survey, and membership meetings (noon-hour pizza lunches) will be scheduled to review these priorities in mid to late November. GLP members should feel free to contact members of the bargaining committee with thoughts or comments (see any of the three previous GLP bargaining bulletins on the PEA website for names).

## GLP ANNUAL GENERAL MEETING

The GLP Annual General Meeting will take place on November 18, 2013 at the Coast Inn of the North in Prince George.

## GLP JOINT COMMITTEE ON LICENSED PROFESSIONALS

The Joint Committee on Licensed Professionals (JCLP) had its first meeting with senior ADMs and the deputy minister of the PSA on September 23. The JCLP is intended to enable data-based dialogue and recommendations that address issues relating to de-professionalization. Recommendations will go forward to resource ministry deputy ministers.

The GLP committee members have continued to meet in the lead up to a meeting held on October 28 with the Government.

## GLP DUAL POSTING GRIEVANCE

The dual posting grievance arbitration hearing has been rescheduled to April 2014. Part of the need to reschedule reflects continuing challenges relating to the employer disclosing information and data relevant to the arbitration.

## HSP HEALTH SCIENCE PROFESSIONALS COLLECTIVE BARGAINING

A chapter-wide teleconference was held on September 17 to update and discuss recent collective bargaining activities. If you were unable to attend the meeting, you are encouraged to contact Labour Relations Officer Rhiannon Bray for further details.

## HSP EDUCATION FUND

During the last two rounds of Health Science Professionals Bargaining Association (HSPBA) collective bargaining, the PEA gained new funding for professional development.

To maximize the number of members who can access this money, the HSP chapter executive developed an application process and funding criteria.

The PEA will cover the cost of tuition, fees, books and related expenses to a maximum of \$250 until the funding has been exhausted.

More details about the application process, funding criteria and deadlines can be found online at [pea.org/hsp](http://pea.org/hsp).

## HSP ANNUAL GENERAL MEETING

The HSP Annual General Meeting will take place on Wednesday, December 4, 2013 at 12:00 p.m. via teleconference.

## ORL OKANAGAN REGIONAL LIBRARIANS BARGAINING COMMITTEE

Thank you to those members who completed the bargaining survey. Results have been collected and will form the basis of proposals to bring to the bargaining table. Two bargaining dates have been confirmed for November 4 and 5. Members of the employer's bargaining committee are Stephanie Hall, Barb Drake and Marilyn Harkness. The

*Continues on page 18*





# CHAPTER UPDATES

CONTINUED FROM PAGE 17

membership will be given regular updates via email as bargaining progresses.

ORL

## VACATION ENTITLEMENT DISPUTE

The PEA and management were able to come to agreement on a dispute over the application of vacation entitlement language. After attempting to get resolution on this issue with Human Resources, Executive Director Stephanie Hall agreed with the PEA's understanding of Article 12.04 at our last joint standing meeting. There was also discussion about the composition of the Occupational Health and Safety committee. Previously Human Resources believed that a PEA member should represent excluded management on OHS committees at the various ORL sites. However after a discussion about what the WorkSafe order had intended, management has agreed it is to ensure that PEA members would not be asked to sit on the committees in place of management.

PGSD

## PRINCE GEORGE SCHOOL DISTRICT

### INTEREST ARBITRATION AWARD

The PEA proceeded with arbitration after coming to impasse at the bargaining table. The PEA has received the results from the interest arbitration award from Vince Ready. A full copy of the award is available on our website for members to read at [pea.org/pgsd](http://pea.org/pgsd). The financial component of the award appears as follows:

July 1, 2010 – 0%

July 1, 2011 – 0%

July 1, 2012 – salary increase negotiated by CUPE, Local 3742 (TBD)

July 1, 2013 – salary increase negotiated by the BCTF (TBD)

As this is an interest arbitration award, there will be no ratification process and the

award is not subject to appeal. The current contract expires June 30, 2014. Preparations will be underway shortly for the next round of bargaining.

SMS

## ST. MARGARET'S SCHOOL

### RESIDENCE STAFF BARGAINING

Preliminary discussions have begun with the employer regarding the integration of residence staff into the collective agreement. Labour Relations Officer Rhiannon Bray's initial meeting with SMS representative Philip Halkett was respectful and productive. Residence staff will receive ongoing updates on the status of bargaining.

UVIC

## UNIVERSITY OF VICTORIA ADMINISTRATIVE AND ACADEMIC PROFESSIONALS

### ANNUAL GENERAL MEETING

The UVic Chapter AGM will be held on Thursday, November 14, 2013 from 11:30 a.m. to 1:30 p.m. in the Arbutus-Queenswood Room of the UVic Cadboro Commons building.

LOCAL REPS

## ADVANCED LOCAL REP TRAINING

### DECEMBER 3 & 4, 2013

The PEA is holding a two-day advanced level Local Rep training session on December 3 and 4, 2013 in Victoria. This session is open to all Local Reps who have completed the basic Local Rep training course. The workshop will provide participants with the opportunity to learn more about labour relations and collective bargaining and to further develop their skills for representing the PEA in their workplaces. Contact the PEA at [membership@pea.org](mailto:membership@pea.org) to be added to the waiting list. •

## MAKING THE SWITCH

### PEA MOVES FROM RBC TO VANCITY IN RESPONSE TO THE TEMPORARY FOREIGN WORKER ISSUES

As members may recall, last spring it was revealed that RBC's subcontractor iGate had been employing temporary foreign workers to replace recently laid-off Canadian workers. This very objectionable practice was brought to the forefront of media in large measure because of the efforts of the labour community.

What the temporary foreign worker issue clearly demonstrated is the power of unions and other groups to influence large organizations like RBC. BC's labour movement holds more than \$5 billion in union and pension funds on deposit with RBC. The threat to remove these investments ultimately sparked a response from RBC in which it stated that RBC and its suppliers "will not hire foreign workers from outside of Canada when performing services on behalf of RBC, where a worker eligible to work in Canada is available and able to perform the service."

As a result of the incident, the PEA executive made a decision to move its banking to VanCity Credit Union, a financial institution that is more representative of values held by the PEA. Vancity is recognized for its community investment programs and its high standards of social, ethical and environmental performance. It is also the largest organization in Canada to become a "living wage employer" and to encourage the living wage for other employers as part of its business philosophy. The living wage is a higher standard than the minimum wage that reflects the real cost of living. VanCity also offers cost-effective services that are well suited to our banking needs. As an aside, PEA investments continue to be managed by the investment firm Raymond James. •





# Scholarships and bursaries for PEA members and their families

## Scholarships and Bursaries

Up to ten scholarships of \$1,000 each will be awarded to PEA members in good standing or their relatives who are registered, or in the process of registering, in a full-time post-secondary educational program. Candidates are judged on their excellence in an essay of up to 1,500 words. Up to ten bursaries of \$500 each will also be awarded every year to PEA members in good standing who are registered, or are in the process of registering, in a part-time post-secondary educational degree or diploma.

Changes to the PEA scholarships and bursaries: Following a review by the PEA's Association Executive, former recipients of scholarships and bursaries are not eligible to apply again. This provides greater opportunity for the PEA to help out members and their families pursuing post-secondary education. For the full policies, please visit [pea.org/scholarships](http://pea.org/scholarships) or [pea.org/bursaries](http://pea.org/bursaries).

2014 Scholarship topic:

It has been suggested recently by Naomi Klein that unions need to join the climate fight and champion the development of a green economy as a means of survival. Should the labour movement become the voice for environmental concerns such as climate change or a green economy?

**Deadline to apply for PEA scholarships and bursaries is March 15, 2014**





# 2014 Education Conference

*Shaping the future by reflecting on our past: Celebrating 40 years of the PEA*

January 31 & February 1, 2014  
Hotel Grand Pacific, Victoria, BC



**Linda McQuaig | Keynote Speaker**

Linda McQuaig is a prolific and well-known Canadian journalist, columnist and non-fiction author best known for her series of best-selling books that challenge what she describes as Canada's departure from the principles of universal social programs, towards an American-style system. The National Post newspaper has described McQuaig as "Canada's Michael Moore." Linda will set the context for a number of issues facing PEA members and Canadian unions generally.

Submit your expression of interest to attend by November 30 at [pea.org/conference](http://pea.org/conference)

