

Includes the
**2013 YEAR
IN REVIEW**
for members

POLITICAL OUTREACH

■ ENDANGERED EXPERTS REPORT

■ PUBLIC SECTOR BARGAINING

THE PROFESSIONAL

Professional Employees Association | pea.org

June 2014



Educating our Local Reps

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ASSOCIATION

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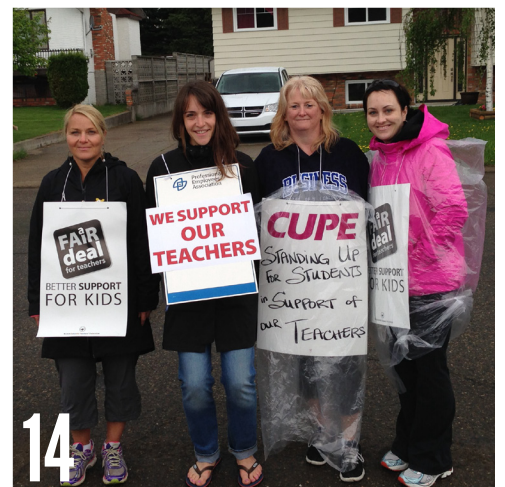
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MESSAGE FROM THE PRESIDENT

ENJOY THE GAINS WE'VE MADE

Summer is often when we take time off from work to relax, travel and enjoy extended time with our families. As we look forward to the slow-down that summer brings, I encourage you to reflect on this hard-fought gain and remember that in many cases it's because of collective action at the bargaining table that Canadians have gained important benefits like vacation time. This is just one of the advantages we enjoy as beneficiaries of the labour movement.

In 2014, the PEA has been engaged in bargaining new contracts for members under the government's Economic Stability Mandate. So far, over 100,000 public sector workers have signed on to a 5.5 per cent wage offer over five years, with a wage freeze for 2014. The HEU signed a tentative agreement in May, while pressure at the BCTF table has so far escalated to rotating job action, a lockout, and an 86% in-favour strike vote followed by the serving of strike notice. Bargaining continues in many PEA chapters as well as in other unions. The UVic chapter has begun bargaining and GLP members have returned to the table after a two-month break. We are watching these developments and will keep you posted on how negotiations are progressing. At all of our tables, the PEA is focused on retaining contract language we have earned over the years and looking to find modest improvements wherever possible.

Layoffs, restructuring and downsizing are prevalent issues we're facing across a number of chapters. In the GLP chapter, the PEA has been vocal in raising concern over ongoing reductions in the number of licensed science officers employed in the provincial government. We prepared a report on the impact of these reductions, entitled Endangered Experts, which we presented to a meeting with elected

officials in May. You can read more about this meeting and see the report on page 4. Other chapters are also seeing cuts. UVic experienced another round of layoffs this spring, adding to the nearly 30 layoffs from 2013. In response, the PEA is investing resources into an awareness campaign, to be launched this fall, on the value of publically funded post-secondary education. At the Okanagan Regional Library, a financial audit has resulted in proposed cutbacks that may lead to layoffs of professional librarians. We anticipate needing to mobilize our ORL members to protect our scarce professional librarian positions. Finally, at St. Margaret's School, a major restructuring of the residence has dramatically altered work schedules. If adopted, the new model will result in drastic changes so that only 16 per cent of PEA members currently holding these positions would be able to continue. The PEA is committed to fighting back against the SMS plan and other trends toward restructuring, downsizing and cuts that are leading to fewer PEA positions and increased uncertainty.

Throughout these challenging times, we have the opportunity to continue to move our union forward. I'm excited to announce that the PEA's 2015 convention will be held in Victoria in April 2015. Convention is a great opportunity to bring forward your ideas on how to improve our union. I encourage all members to start thinking about what resolutions they can put forward.

I hope you enjoy your summer. Take this time to appreciate the hard-won benefits, like vacation time, that we have earned at the bargaining table over the years.

Frank Kohlberger
President

ASSOCIATION EXECUTIVE

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ORL member Kristy Hennings





PEA Labour Relations Officer
Al Gallupe listening to MLA
Spencer Chandra Herbert at
the Legislature in May

Political Outreach

Why we're taking our issues directly to the Legislature

With 92 per cent of the PEA membership being employed in the public sector, we are impacted by the decisions of politicians in the Legislature. Bringing our issues directly to MLAs is one part of the PEA's strategy for improving the working conditions of our members. This sort of outreach is part of PEA renewal; it allows us to build our strategic alliances with decision makers. Political outreach efforts are critical for getting our concerns in front of the politicians who set policy, establish legislation and decide on critical issues that affect workers in the public sector.

Our political outreach began in 2013. In the lead-up to last year's provincial election, we sat down with forest and

natural resources minister Steve Thomson and MLAs Rob Fleming, Lana Popham, Norm Macdonald and Michelle Mungall. Our goal was to make them aware of issues of concern to PEA members, including funding for post-secondary education, professional reliance and environmental concerns.

This outreach was in addition to the election toolkit we developed to encourage our members to get involved in the political process by canvassing candidates about their positions on key issues.

In 2014, our political outreach

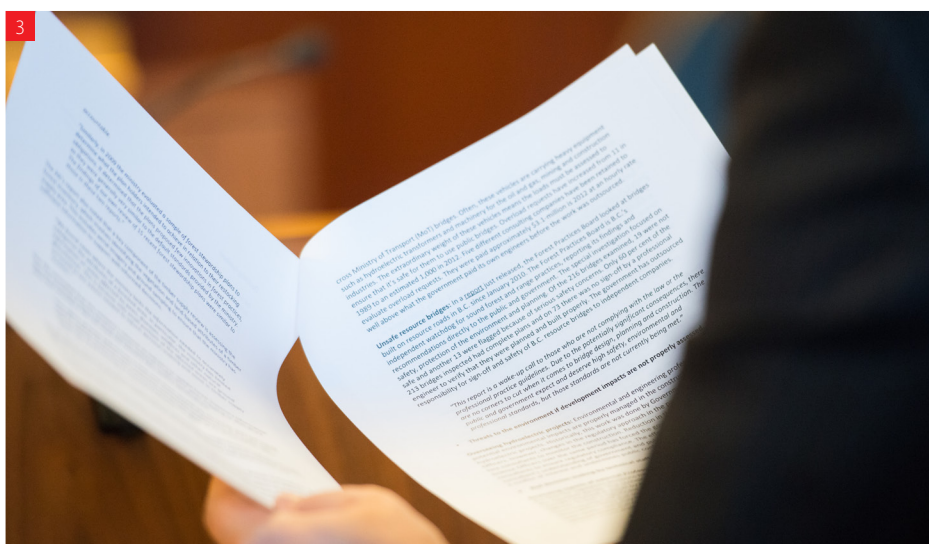
continued as a major part of the PEA's Endangered Experts Campaign. The campaign, which includes a report and extensive ad and media strategy, highlights the issue of the declining numbers of licensed science officers employed in BC government ministries and the threat this poses to the management of the province's environment, resources, and infrastructure base. The report echoes similar alarms raised by the Office of the BC Ombudsperson and the BC Forest Practices Board over the erosion of government monitoring and oversight in BC's resource sector. The full Endangered Experts report is available on page 8.

This spring, the PEA wrote to 16 cabinet ministers and opposition critics asking to meet with them to discuss the Endangered Experts report. Perhaps because the continued downsizing directly reflects current government policy, it is not surprising that government ministers declined our requests. We had better success with three of

the opposition critics – Spencer Chandra Herbert (environment), Claire Travena (transportation, highways and ferries) and Bill Routley (deputy critic for forestry). Our meeting with this group was an opportunity to express PEA concerns over the slashing of professionals in the public service and the significant negative effect this is having on BC's capacity to steward its resources and ensure safe infrastructure. The MLAs asked us for input on the professional reliance model and sought more information on the issue.

We will continue to pursue opportunities to ensure politicians are aware of who the PEA is and the concerns we have over what is happening to our professional members and the impact that has on the public interest. Members can help by also raising concerns with their local MLAs. PEA members interested in doing this should contact their labour relations officer in advance so that conflicts related to standards of conduct for public servants are avoided.

- 1. MLA Spencer Chandra Herbert
- 2. GLP member KT Shum
- 3. MLA's reading the PEA's Endangered Expert Report
- 4. MLA Bill Routley
- 5. MLA Claire Travena
- 6. PEA's Executive Director Scott McCannell





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Endangered Experts

Review and Assessment of the Impacts of the Province of British Columbia's Cutbacks in Governmned Licensed Science Officers

In March, the PEA released *Endangered Experts: Review and Assessment of the Impact of the Province of British Columbia's Cutbacks in Government Licensed Science Officers*. This report emphasizes the drastic cuts experienced by our Government Licensed Professionals over the past decade

The Professional Employees Association is a labour union representing approximately 2,500 British Columbia professionals in nine chapters. One of its chapters is for Government Licensed Science Officers employed by the provincial government. As of February 2014, this chapter had 1153 members – a decrease of 15 percent since 2009.

Government Licensed Science Officers include foresters, engineers, agrologists, 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 B.C.'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 B.C. 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 B.C. 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.

The purpose of this report is to draw public attention to the implications for all British Columbians of the decline in the number of Government Licensed Science Officers serving their interests and helping protect their natural resources and infrastructure assets. It is not intended to be a definitive study, but rather a snapshot from the perspective of Government Licensed Science Officers themselves to highlight a serious and growing problem.

36%

The reduction in government engineers that work in the Ministry of Forests, Lands and Natural Resource Operations between 2009 and 2014

Declining numbers

Between 2009 and 2014 there was a significant decline in the number of Government Licensed Science Officers employed by the provincial government as illustrated by the following table:

	2009	2014	Per cent decline	Per cent increase
Foresters	722	529	27	-
Agrologists	190	147	23	-
Geologists	49	44	10	-
Engineers	232	216	7	-
Psychologists	60	57	5	-
Veterinarians	16	11	31	-
Pharmacists	16	20	-	25
Physiotherapists	3	4	-	33
Other	71	125	-	76
Total	1,359	1,153	15	-

- Data sourced from BC Government Union-Check Off Lists provided to the Professional Employees Association.
- The "Licensed Science Officer – Other" category may include small numbers of foresters and agrologists, but they do not make up for the losses in the forester and agrologist categories.

The broader implications of the declining number of Government Licensed Science Officers

The degradation of forest resources due to inadequate monitoring and inspection

A report by the BC Auditor General in February 2012 concluded that the Ministry of Forests, Lands and Natural Resource Operations did not have the capacity to gather enough information to know what's happening on the ground in BC's forests.

The report noted that the province's forests contribute to employment, tourism and recreational opportunities, and generate significant revenue for government to finance public services. But current forest management practices that allow private companies to hire forest professionals to oversee and report on their activities are questionable. Forest companies must submit forest stewardship plans to Government to harvest timber. These plans stipulate how reforestation and other values will be addressed by the companies. With legislative changes in 2004, these plans are developed by private sector companies with only minimal oversight from Government Licensed Science Officers.

"We found ministry reports pointing to concerns within individual components of the oversight framework, particularly in the areas of forest stewardship plans, compliance and enforcement and effectiveness evaluations.

“We found two reports that reviewed the utility of forest stewardship plans, both of which identified a number of weaknesses in the plans. A Forest Practices Board report looking at the initial plans found that they generally stated vague and non-measurable commitments that could restrict the ministry’s ability to enforce or hold licensees accountable.”

“Similarly, in 2009 the ministry evaluated a sample of forest stewardship plans to determine what the plan holders intended to achieve in relation to their restocking obligations. It determined that the plans proposed few innovations in forest practices, as they were generally very similar to the default standards provided by the ministry. The findings of our own review of 15 recent forest stewardship plans were similar to those in these two reports.”

The Auditor General’s report also noted that a key component of the timber supply review is assessing the forest inventory, which involves identifying the vegetation and land-based attributes of a timber supply area. This includes aerial imagery and ground sampling to ensure that the ministry has sufficient information to support well-informed decisions.

“We found cases where the ministry lacks the information needed to accurately categorize the attributes of a forested area. In particular, the ministry has limited information on areas affected by pests, diseases, wildfires and other natural disturbances. This is because only small portions of the affected areas are ground surveyed to the extent needed to inform decision-making and assist in timber supply reviews.”

The Auditor General concluded that the ministry’s reliance on industry to update forest inventory information was not working properly because reports required modification when mapping or silviculture data was missing or did not meet the ministry data quality specifications.

“The effect of these deficiencies is that until these records are corrected, they will not be used to update the forest cover inventory, limiting the completeness of the information and its overall usefulness for monitoring and decision-making purposes. Again, this means the Chief Forester has to try to estimate the effect of the disturbances rather than rely on a more valid, updated inventory.”

The Auditor General also found that the government relies on forest professionals hired by industry to make stewardship recommendations to government. But internal ministry reports indicated concerns with this practice, particularly with forest stewardship, compliance and enforcement and effectiveness evaluations.



This lack of proper stewardship has significant financial implications for British Columbians. The government takes in half a billion dollars annually from forestry and this revenue pays for public services. In addition, our forest product exports are worth close to \$10 billion annually and the total value of BC's timber supply is estimated to be a quarter of a trillion dollars. It makes sense to invest in the proper science to maintain this revenue stream and the biodiversity to make it sustainable.

A threat to public safety if infrastructure including bridges and water supply facilities are not regularly inspected and monitored

Bridge overload assessment: Government Engineers assess requests for industry vehicles to cross Ministry of Transport and Infrastructure bridges. Often, these vehicles are carrying heavy equipment such as hydroelectric transformers and machinery for the oil and gas, mining and construction industries. The extraordinary weight of these vehicles means the loads must be assessed to ensure that it's safe for them to use public bridges. Overload requests have increased from 11 in 1989 to an estimated 1,000 in 2012. Five different consulting companies have been retained to evaluate overload requests. They were paid approximately \$3.1 million in 2012 at an hourly rate well above what the government paid its own engineers before the work was outsourced.

Unsafe resource bridges: In a report just released, the Forest Practices Board looked at bridges built on resource roads in BC since January 2010. The Forest Practices Board is BC's independent watchdog for sound forest and range practices, reporting its findings and recommendations directly to the public and government. The special investigation focused on safety, protection of the environment and planning. Of the 216 bridges examined, 19 were not safe and another 13 were flagged because of serious safety concerns. Only 60 per cent of the 213 bridges inspected had complete plans and on 73 there was no sign-off by a professional engineer to verify that they were planned and built properly. The government has outsourced responsibility for sign-off and safety of BC resource bridges to independent companies.

"This report is a wake-up call to those who are not complying with the law or the professional practice guidelines. Due to the potentially significant consequences, there are no corners to cut when it comes to bridge design, planning and construction. The public and government expect and deserve high safety, environmental and professional standards, but those standards are not currently being met."

Threats to the environment if development impacts are not properly assessed

Overseeing hydroelectric projects: Environmental and engineering professionals ensure that potential environmental impacts are properly managed in the construction and operation of hydroelectric projects. Historically, this work was done by Government Licensed Science Officers. However, changes in the regulatory approach in the past decade allow the licensees to hire consultants to monitor the construction. Reduction in the number of Government Licensed Science Officers over the same period has forced the government to rely heavily on outside consultants to ensure regulatory compliance. The effectiveness varies with the individual consultant's understanding of government and public interests. This also raises the

27%

The reduction in government professional foresters between 2009 and 2014.

possibility of a conflict of interest and undermines public confidence in the process.

Bad decision-making by technical staff due to little or no guidance and advice

Reviewing reports of external Professional: In the past decade, many technical reports used as the basis for regulatory decisions have been prepared by external consultants and paid for by the regulated parties. The technical content of many of these reports may not have been critically reviewed in detail by experienced and knowledgeable Government Licensed Science Officers. In fact, a significant number of the reports that were reviewed included conclusions that were inappropriate due to incorrect or biased analyses. It is difficult to establish the cause of these errors. They may have been due to resource constraints (time and budget) or may have been deliberate due to a conflict of interest. Had they not been identified and corrected, many of these errors would have resulted in regulatory decisions that favored the regulated party and adversely impacted the environment. Without a sufficient number of experienced and knowledgeable Government Licensed Science Officers to critically review consultant reports, the management and use of BC's natural resources could be compromised.

Irretrievable loss of ongoing research data due to lack of staff to do the work

Gathering data is essential to accurate long-term planning: The efficient and sustainable use of BC's natural resources depends on careful and accurate planning. In the forest sector in particular, data gathered on the ground by Government Licensed Science Officers in years past provided the basis for timber resource management, the control of pests and the health of the forests. The reduction in the number of Government Licensed Science Officers means much of that data is no longer being collected leaving big gaps in long-term trend analysis.

Loss of public confidence in the overview and assessment process if private sector proponents of resource development projects are not independently monitored

The development of the LNG sector needs more, not fewer Government Licensed Science Officers: BC is on the verge of what the government believes will be some of the biggest natural resource development projects the province has ever seen. They could be worth hundreds of billions of dollars over the next few decades. While these projects have the potential for significant benefit for British Columbians, they could become major liabilities if oversight, regulation and stewardship are left almost exclusively to the proponents and their own consultants. Now more than ever, BC needs Government Licensed Science Officers to ensure that the LNG sector is developed in a way that provides the maximum possible protection to the environment and is in line with the needs and wishes of the communities in the north.

Conclusion

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.



Bargaining in BC's Public Sector

From picket lines to lockouts, the climate for bargaining in BC's public sector is heating up

BC public sector unions continue to settle under the government's economic stability mandate, which provides wage increases of 5.5 per cent over five years and includes a wage freeze for 2014. The latest tentative settlement under this mandate was reached by the Hospital Employees Union (HEU) and covers about 45,000 workers in health sector facilities. HEU joins the BC Government and Service Employees Union (BCGEU) and Health Sciences Association (HSA) as large unions that have settled under this very modest mandate. In total, roughly 116,000 public sector workers have settled.

The BC Teachers' Federation (BCTF) has begun targeted rotating job action in their bargaining with the province. Notwithstanding the BC Appeal Court decision earlier this year that restored class size and composition language in BCTF collective agreements, the employer has refused to bargain these matters. The government has offered the BCTF a 6.5 per cent increase over six years and has threatened to roll back wages by between 5 and 10 per cent if the job action continues. In addition, the government provided the teachers with lockout notice for various days through May and June.

Other sectors that have not settled include universities, colleges, K-12 support staff, nurses, doctors, crown corporations and colleges. Approximately 195,000 workers are employed under these agreements.

The PEA's Government Licensed Professionals chapter has been in bargaining since February, while UVic had its first bargaining meetings in May. Other chapters moving in to bargaining this year who fall under the mandate are Prince George School District, Legal Services Society and the Oil and Gas Commission.

We continue to put priority on engaging with our members in what is proving to be another difficult and frustrating round of bargaining under government mandates. Employers continue to stall on improvements to language or benefits, and in many cases are seeking concessions. Overall, the combined results from the current mandate (0, 1, 1.5, 1.5 and 1.5 per cent) and the last two mandates (0, 0 and 2, 2) show just how challenging bargaining for fair wages has been. In British Columbia, wages across both the private and public sectors have fallen dramatically behind those in other provinces, but the government shows no sign of understanding that such low compensation is degrading the quality of public sector services. The best results in this round of bargaining will be achieved where members show strong support for their bargaining committees. Please take every chance to engage and participate in meetings, polls and the chapter forums on the PEA website.

Significant events in this round of public sector bargaining



Nov 13, 2013

The Health Sciences Association (HSA) reaches a tentative agreement covering over 17,000 health care workers, including roughly 150 PEA members in the HSP chapter. The deal concluded five months prior to the expiration of the collective agreement. The agreement included 5.5 percent increase over five years.

Dec 3, 2013

The BCGEU announces a tentative agreement in the Community Social Services Bargaining Association impacting over 11,000 members working in community-based social services across the province.

Dec 6, 2013

The BCGEU announces a tentative Memorandum of Settlement for the 25,000 union members working in the public service across the province. The deal echoes the HSA agreement with a 5.5 percent increase over five years.



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1. Prince George School District members Debbie Coxson, Marcia Waller, Caroline Northey, Holly Kavanaugh and Nicole Haines at a rally for BC Teachers in Prince George. 2. Marcia Waller, Caroline Northey, Holly Kavanaugh and Nicole Haines supporting BC Teachers during the recent job action and lockout. 3. PEA Labour Relations Officer Rhiannon Bray with SMS member Shauna Johnson who is also a CUPE member.

Significant events in this round of public sector bargaining

May 15, 2014

The Health Employees' Union (HEU) announces a tentative agreement that covers 47,000 health care workers in BC under the facilities collective agreement. The agreement follows similar wage offers offered to BCGEU and HSA at 5.5 percent over five years.

May 26, 2014

The BC Teachers' Federation (BCTF) begins rotating job action across the province. A strike vote for full job action is taken on June 9 and 10. PEA members in Prince George respect the BCTF picket lines throughout the dispute.

Jun 7, 2014

CUPE reaches a tentative deal that covers 27,000 K-12 education support workers. The deal includes a 5.5 percent increase over five years. Other improvements include increased hours for educational assistants and an Employee Support Grant in recognition of lost wages for CUPE members who do not cross legal picket lines.



Exploring our History



THROUGHOUT 2014 WE ARE CELEBRATING OUR 40TH ANNIVERSARY BY
LOOKING BACK AT THE EVENTS AND PEOPLE THAT BUILT THE PEA

Excerpt from *Duty with Dignity: The Professional Employees Association in British Columbia 1974-2014*

"Restraint" and Operation Solidarity

In the summer of 1983, a major confrontation erupted between the British Columbia government and public-sector employee groups, including PEA. The catalyst was the "restraint" agenda of Premier Bill Bennett, introduced by the government after it received a renewed mandate in a general election and consisting of 27 legislative bills relating to the scope of public services, the bargaining rights of employees, and social entitlements from rent controls to human rights. The wholesale attack on public-sector employees' jobs and broader social rights impelled PEA members to join with labour and community organizations in a historic mobilization against the government.

At the time of the May 1983 election, PEA had been in the midst of stalled contract talks for its fifth Master Agreement between government licensed professionals and the provincial government. Despite early signs of progress, which led PEA negotiators to believe that a settlement "might be imminent," the Government Employee Relations Bureau revealed that it had no mandate from Treasury Board to negotiate salary levels with the association. PEA had initially approached the round of negotiations "in a spirit of co-operation and restraint," but warned the bureau that it was "under pressure to resort to more conventional labour relations approaches," which would become "irresistible" if no progress was made. When the government refused to return to the negotiating table after the election, PEA filed a complaint with the Labour Relations Board, alleging that the government was "failing to comply with its statutory obligations to negotiate."

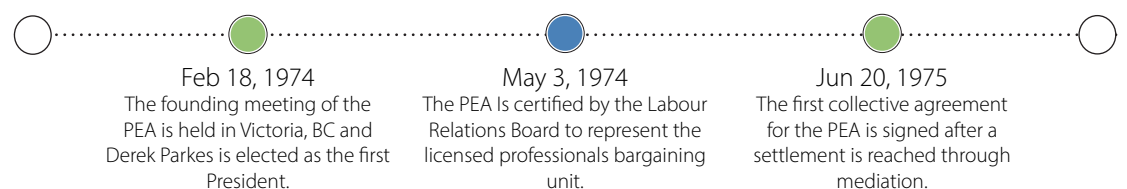
The contract talks between PEA and the province were eclipsed in July 1983 when the Bennett government introduced its package of bills in the Legislature. In a special edition of *The Professional*,

PEA described the legislation: "Bill 3, the Public Sector Restraint Act, proposes to give all public sector employers the unfettered right to discharge any of its employees 'without cause,'" cancelling job-security provisions in existing collective agreements and making future job-security provisions null and void. "It would empower the government to fire any public service PEA member." Another piece of legislation, Bill 2, the Public Service Labour Relations Amendment Act, eroded the bargaining rights of public-sector employees, empowering the employer to unilaterally alter work schedules, determine job classifications and nullify flextime and modified work weeks. Bill 11, the Compensation Stabilization Act, proposed that the "employer's ability to pay" be treated as the overriding consideration when determining pay increases, that wage controls be extended indefinitely, and that permissible pay increases be reduced from 0 to 9 percent to the range of -5 to +5 percent.

In a meeting with provincial secretary James Chabot, PEA executive director Geoff Holter said that the government's failure to consult on the far-reaching legislation had undermined the stated goal of "improved productivity," with professionals who had hitherto considered themselves to be "valued participants in the government's plans and operations" feeling they had been "cast aside" in a "callous" manner.

PEA moved quickly in the wake of the premier's announcement, joining with the BC Federation of Labour and other provincial unions in responding to the provincial government's agenda. The labour organizations formed "Operation Solidarity," a ten-point program to provide coordination and impetus to a provincial campaign to defeat the legislation, which would soon marshal under the banner of the Solidarity Coalition. A strategy of mass demonstrations was initiated in the summer →

Memorable Events from the 1970s & 1980s



of 1983, with future plans escalating toward province-wide job action. As the PEA informed members on July 20, 1983:

- “The PEA supports Operation Solidarity’s July 27 political protest on the Legislature lawn.
- The PEA asks all members to join in the July 27 political protest.
- The protest rally is not a strike. A Labour Relations Board decision re the 1980 pension protest affirms employees’ right to join in such political protests.”

When public-sector employers filed a subsequent application to the Labour Relations Board the day of the Victoria protest, requesting that work stoppages to attend the protest be declared illegal strikes, the application was similarly denied. Professionals were therefore free to attend the protest without being accused of “breaking the law,” though PEA advised that their pay would likely be docked.

PEA’s growing openness to militancy did not translate into a wholesale abandonment of professionals’ traditionally cautious stance. As provincial government employee John Macwood

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

- PEA memo, March 1993

informed the association headquarters in July 1983, land surveyors were “willing to contribute more money to [the] anti-rights fightback, but no general strike.” This ambivalence reflected a common characteristic running through PEA’s history – the tension between members’ sense of professional duty and their willingness to stand up for dignity and fairness in their working lives. The impact of the government’s “restraint” legislation and budgetary cutbacks was felt as professionals began to receive layoff notices in the public service and beyond, from psychologists and engineers employed by the BC government, to a lawyer employed by the Legal Services Society, to a social worker at Greater Vancouver Mental Health.

In August, PEA urged its members to join an Operation Solidarity rally at Vancouver’s Empire Stadium and to assist with Operation Solidarity initiatives in regions throughout the province “from Nelson to Nanaimo.” As was the case with previous actions, the Empire Stadium rally was scheduled during working hours to demonstrate that “public sector employees are willing to make

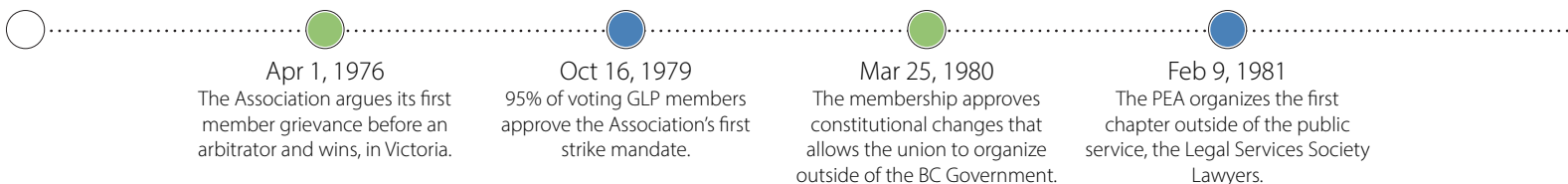
personal sacrifices” and “that Operation Solidarity is willing to disrupt the operations of public sector employers if that is necessary to win fair legislation.” PEA also urged members in Victoria to fill the gallery of the BC Legislature during debate on the contentious bills, commending the Official Opposition for “waging an effective fight against the legislation” and urging members “to support them” – one of the first partisan statements that appeared in the pages of *The Professional*.

As PEA Executive Director Geoff Holter told members at the association’s annual general meeting, the government’s unilateral attempt to rewrite the rules governing the association’s activities and its members’ working lives had led PEA to break “with past traditions of neutrality on political questions, of avoiding public confrontations, of trying to distance ourselves from some of the more strident and militant positions of the mainstream of the labour movement.”

The campaign against the government’s “restraint” agenda was imbued with increased urgency when draft amendments to the BC Labour Code were leaked in August 1983, intended “to completely undo the current Labour Code, which is viewed as a model on this continent, and which has provided ten years of unprecedented stability and peace in labour relations in BC.” PEA was particularly concerned with the proposed amendments, believing the government’s failure to consult with employee organizations risked provoking “massive disruption” and that politicization of the Labour Relations Board would lead to a “lack of confidence” in the agency.

In the midst of the Solidarity mobilization, the president of the Professional Institute of the Public Service of Canada (PIPSC), Jack Donegan, sent a telegram to Canadian Prime Minister Pierre Trudeau on behalf of the PEA, expressing concern over BC’s “restraint” program and drawing the prime minister’s attention to the federal power to disallow provincial legislation: “In addition to the powers of reservation and disallowance contained in section 90 of the British North America Act, the federal government has far reaching leverage over the provincial governments through its shared cost and other funding programs ... leverage which must be used now, to prevent the denial of basic human rights and freedoms in the province of British Columbia.” PEA also joined a Supreme Court action against the government, along with the BC Federation of Labour and BC Teachers’ Federation, asserting that Bills 2 and 3 violated the freedom of association provisions of the Canadian Charter of Rights and Freedoms, and were therefore unconstitutional.

A year earlier, PEA and partner unions representing professionals across Canada had submitted an appeal to the International Labour Organization (ILO) in Geneva against the federal Public Sector Compensation Restraint Act (Bill C-124). However, the ILO’s response represented a rebuke of the union’s position, finding that Bill C-124 did not unduly interfere with the right of workers under the

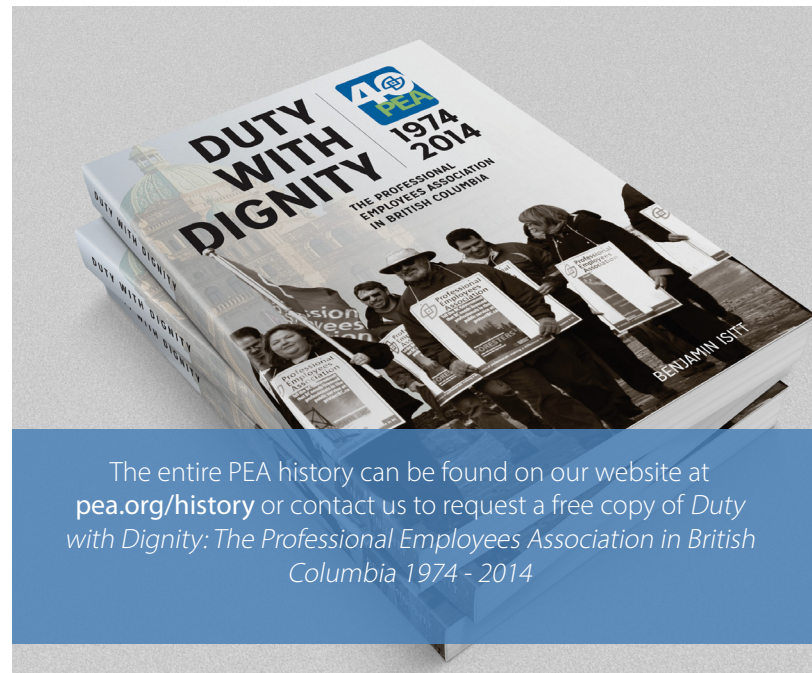


International Convention on Freedom of Association and Protection of the Right to Organize “to participate in the determination of their terms and conditions of employment.” Even so, the ILO would later send a mission to Canada to investigate “deteriorating labour relations between four provincial governments and their employees,” with particular reference to the loss of job security in BC and the Compensation Stabilization Program, which it found to be in violation of Convention 98 of the ILO and “contrary to the principles of voluntary collective bargaining.”

By November 1983, a number of unions, from the BCGEU to the teachers’ federation to the woodworkers union, representing tens of thousands of workers in the private sector, had pledged support for a province-wide general strike to force the Social Credit government to back down on the 27 bills. The proposed political strike was coordinated around the contract negotiations of BCGEU members and other public-sector employees, who were in a legal strike position: PEA, BC Nurses’ Union (formed out of the Registered Nurses Association of BC), Health Sciences Association, Hospital Employees Union, firefighters in the Lower Mainland, and CUPE workers at municipalities and school boards throughout the province. Workers would join the BCGEU in an escalating job action to force the government to back down. Reflecting this strategy, PEA earmarked \$100,000 to compensate professionals in the public service and Greater Vancouver Mental Health for lost wages for respecting BCGEU picket lines (\$53,000 of this reserve was ultimately paid out). Premier Bill Bennett had earlier announced that the legislature would recess indefinitely for a “cooling off” period, suspending passage of the contentious legislation, as tens of thousands of protesters marched past the governing Social Credit party’s annual convention in Vancouver.

The united front displayed by the BC labour movement and community organizations represented one of the widest displays of solidarity in the province’s history. It represented years of careful organizing in workplaces and communities throughout the province, as well as the depth of public anger toward the government’s agenda. When BCGEU went on strike in late October 1983, “Well over 90%” of PEA members in the BC public service and Greater Vancouver Mental Health respected the picket lines, *The Professional* reported. On November 7, BC school teachers joined the government workers in an illegal strike. The following week, tens of thousands of private-sector workers were scheduled to join the political strike.

However, at this high-water mark of working-class mobilization, the Solidarity challenge was contained, as the leader of the woodworkers’ union, BC Federation of Labour Vice-President Jack Munro, reached an agreement in the premier’s Kelowna home averting the planned province-wide general strike. In exchange for concessions on the planned cuts to the public sector and other aspects of the contentious labour legislation (including the



The entire PEA history can be found on our website at pea.org/history or contact us to request a free copy of *Duty with Dignity: The Professional Employees Association in British Columbia 1974 - 2014*

possibility for unions to negotiate exemptions to the job-security provisions of Bill 3), the provincial unions agreed to stand down their challenge. Many community organizations felt that their issues, including attacks to tenant rights, the Human Rights Act and women’s services, had been sidelined by the labour movement in this “Kelowna Accord.” PEA was silent on the accord and the broader Solidarity mobilization in the next issue of *The Professional*.

Contract talks between PEA and the BC government resumed at a slow pace in 1984, with PEA renewing its complaint to the Labour Relations Board that the employer was failing to negotiate and requesting that a mediator be appointed to resolve the dispute. The Job Action Co-ordinating Committee was requested to prepare for “potential strike action.” PEA members, meanwhile, grappled with their response to the job-security implications of Bill 3, the Public Sector Restraint Act, which came into force notwithstanding the Kelowna Accord and allowed the government to unilaterally terminate employees in the absence of a negotiated exemption. Several members took issue with a suggestion arising from an informal “straw pool” that terminations be decided on the basis of seniority. In April 1984, PEA and government negotiators reached a tentative agreement, providing for job-security within “seniority bands” and a zero per cent pay increase for 1983 and 5 per cent divided over 1984 and 1985. The agreement marked a sharp reduction from salary increases professionals had received in previous years, but it also included the “best” layoff and job-security provisions that PEA negotiators believed were possible “in the political and economic circumstances.” PEA members ratified the agreement in May 1984 and it was signed the following month.

Jul 7, 1983

The B.C. Government introduces legislation removing public service bargaining rights. The PEA joins Operation Solidarity.

Jun 12, 1987

The Legal Services Society takes a strike vote, the first chapter outside of the GLP to do so.

Nov 17, 1987

The PEA’s first female President, Judith Adelman, is elected to lead the union.

Nov 14, 1989

Carolyn McCool is the first person outside of the GLP chapter to be elected President.

2014 Scholarship & Bursary Winners

This year we asked scholarship applicants to explore the role of the labour movement in developing the green economy.

Since 1993, the PEA has provided scholarships to PEA family members through an annual essay contest. Applicants for the scholarships must be registered or in the process of registering in full-time post-secondary studies. To qualify, they must write a 1500-word essay on a topic related to some aspect of the Canadian labour movement. The topics often address major social, economic and environmental issues and their impact on labour unions.

This year, the question focused on climate change and the economy, a topic raised by author and activist Naomi Klein in her keynote address to the founding convention of Unifor in September 2013.

In her speech, Klein emphasized the urgent need for collective action to reverse society's reliance on fossil fuels and bring about a green economy. Klein argued that the labour movement is uniquely situated to lead this fight for survival. She stated, "It is not hyperbole to say that our future depends on our ability to do what we have so long been told we can no longer do: act collectively. And who better than unions to carry that message?"

Following from Klein's statement, we asked scholarship candidates to respond to the following question: Should the labour movement become the voice for environmental concerns such as climate change or a green economy?

The results from the contest showed that this year's scholarship applicants overwhelmingly agree with Klein. Scholarship winner Maureen McCulligh summarized the general theme of the essays best with her vision of a "green labour revolution," where "industry would evolve around creating green infrastructure," and the shift to a green economy "will not only help to slow down climate change, it will help to create equality and social justice."

Nine students were awarded scholarships of \$1,000 each this year. The high-school winners were Jeremy Bolster, Anna-Lena

Steiner, Patricia Reid, Brianna Brochez, Ryan Grady and Chloe Sylvain, and the post-secondary winners were Robert Simmerling, Nadine Esmé Marquis and Maureen Mcculligh. The winning essays may be viewed on the PEA website at pea.org/scholarships.

The PEA also provides bursaries to PEA members enrolled in part-time education with the aim of working towards a diploma or degree. This year, Zuzanna Szkudlarek was awarded a bursary of \$500 towards her continuing education.

The scholarship topic is chosen in the fall of each year, and the deadline for applications in March 15. Stay tuned to future issues of *The Professional* for the 2015 topic.

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?

By becoming the voice for environmental concerns... the labour movement in general and the PEA specifically, would be fulfilling their roles of creating better working conditions for their members and making improvements to society as a whole.

Jeremy Bolster
High School Winner

Unions must take a leading role in the protection of our environment and prevention of climate change, because of the example they set, the voice they have, and to ensure the survival of their members, the economy, and humanity as a whole.

Anna-Lena Steiner
High School Winner

If unions were to become green, it would take a tremendous amount of work, but in the long run, the economic model would be more ideal. Klein calls this 'a green labour revolution.'

Patricia Reid
High School Winner

Trade unions need to be that sensible voice that counters the nay-sayers and that lobby for new realities that will shape the lives of their workers and their children, before it's too late.

Brianna Brochez
High School Winner

Germany is already benefitting from unions joining together with environmental groups, government and business combining forces in undertaking a massive improvement project to create 200,000 jobs while cutting two million tonnes of CO² emissions.

Ryan Grady
High School Winner

Unions can act like liasons between the workers, industries and the government by voicing environmental concerns and issues relating to the job; so that, there are significant discussions, leading to positive change.

Chloe Sylvain
High School Winner

Unions are in a powerful position to make the necessary changes required on a national and international level to counteract the potentially catastrophic effects of our environmental destruction, and help to create a sustainable economy.

Robert Simmerling
University Winner

Every position adopted or decision made by a labour union should reflect the wishes of the membership. The question is best answered... by the union membership at large.

Nadine Esmé Marquis
University Winner

Though the idea of labour unions collaborating with environmentalists to create a green labour revolution comes off as an ideal solution to the problem of climate change, there are many obstacles that need to be overcome for the partnerships to work.

Maureen McCulligh
University Winner

Chapter UPDATES

FMEP FAMILY MAINTENANCE AND ENFORCEMENT PROGRAM BARGAINING

The FMEP bargaining team has been struck and consists of Jennifer Anderson, Richard Benwell and Brent Hird. Labour relations officer Melissa Moroz met with the committee on May 23 to develop a strategy for the upcoming bargaining and to begin proposal development.

GLP GOVERNMENT LICENSED PROFESSIONALS

ANNUAL GENERAL MEETING

The 2014 GLP AGM will take place on October 27, 2014 in Kamloops, BC. Members may be eligible to attend with paid expenses. Send your expression of interest to attend by August 31. For details, visit pea.org/glpagm.

GLP

GLP

PUBLIC SERVICE BARGAINING

It has been a busy winter and spring, with GLP public service members now in their fifth month of bargaining. Three days were scheduled for bargaining on June 3, 4 and 5, with members' meetings to follow on June 11 and 12.

GLP

OIL AND GAS COMMISSION BARGAINING

The Oil and Gas Commission bargaining committee has been meeting to finalize proposals to take to the employer. The committee hopes to begin as soon as the employer is ready. The collective agreement expires on June 30, 2014, and we hope to begin negotiations before the expiry date.

GLP

DUAL POSTINGS ARBITRATION

An arbitration hearing on dual postings scheduled for three days in April was adjourned after one day while the union

appeals to the Labour Relations Board as to whether the arbitrator has jurisdiction to rule over the union's right to take the issue of dual postings to impasse (i.e., whether we can strike on the issue). This is an important decision to settle given that we are in bargaining. The dual postings issue is still on the bargaining table and we hope to make some real progress on it during this round of bargaining.

GLP

ONGOING CHANGE

There are many changes happening in GLP workplaces: classifications are being changed and new work is being given to employees when others leave and are not replaced. The Lean initiative, Core Review, and NRS Transformation processes are putting everyone a little on edge. The Workplace Environment Survey in 2013 showed high levels of employee dissatisfaction, and the PEA is dealing with a relatively high volume of grievances. What is not happening is that vacancies are not being appropriately filled and public servants are not being recognized for the skills they bring and service they provide, nor offered compensation accordingly.

GLP

JOINT COMMITTEE ON LICENSED PROFESSIONALS

The Joint Committee on Licensed Professionals wrapped up in May with a final meeting of the PEA members who sat on the committee. The meetings with the assistant deputy ministers and deputies resulted in six agreed to recommendations. We put these out to the members on our PEA website in Bulletin #3 on the JCLP. Our committee decided in a recent meeting to let our members view the recommendations that we made that didn't get the deputies agreement on. Please see the Bulletin #4 titled: Successes and shortcomings: important issues around deprofessionalization on the website.

HSP

HEALTH SCIENCE PROFESSIONALS UPDATES

The HSP chapter executive passed a motion to join the BC Coalition of Health. The



ORL member Kristy Hennings and GLP member Sheldon Martell at Local Rep Training in Victoria on April 28 and 29.

chapter will also make a \$1000 donation to this organization. The mandate of the Coalition is to strengthen and improve public health care in British Columbia and to preserve Medicare.

The HSPBA requested a 21-day extension to the May 22 deadline for the resolution procedure set out in arbitrator Vince Ready's April 7 award regarding implementation of the 37.5-hour work week. That extension has been granted. The new deadline is June 19. After June 19, any unresolved grievances will go to a binding mediation-arbitration process.

Long time PEA activist and HSP chapter chair Joanne Montgomery will be retiring this summer. We would like to thank Joanne for her time, energy and commitment to the union. She has been an excellent resource and fabulous chapter lead.

ORL OKANAGAN REGIONAL LIBRARIANS

FAMA STAFFING REPORT CONCERNING

The ORL management released the Financial Allocation Model Analysis (FAMA) staffing report to the PEA in late May. The report anticipates a number of cuts that will have a direct impact on PEA members. We are currently collecting personal-impact stories about how these proposed cuts will impact members and the public. The PEA is also seeking clarification on a number of issues in the report as well as the ORL's plans for underserved branches. Your chapter executive will be gathering comparative statistics from other libraries in BC to get a better understanding of the legitimacy of the FAMA staffing report.

PGSD PRINCE GEORGE SCHOOL DISTRICT

SUPPORT FOR BCTF

Members of the PGSD chapter demonstrated solidarity with the BCTF during their recent job action. We respected BCTF picket lines during the job action and lockout and attended rallies in support of the teachers. Preparations for PGSD

bargaining will begin in the fall.

SMS ST. MARGARET'S SCHOOL

RESIDENCE STAFF BARGAINING AND CHANGES TO THE RESIDENCE MODEL

Despite efforts by the PEA to prevent dramatic changes proposed by the employer to the SMS residence model, the school has confirmed it will move forward with these proposals. The changes will have distinct impacts on current PEA members and cause significant layoffs to long-service staff members. The PEA is negotiating transition support for these members and continues to bargain terms and conditions for these staff under the new model with the employer.

UVIC UNIVERSITY OF VICTORIA ADMINISTRATIVE AND ACADEMIC PROFESSIONALS

COLLECTIVE BARGAINING

UVic bargaining is well underway, with proposals being exchanged by both parties. This round of bargaining is unusual in that the University presented a comprehensive package early in the process. This package included a wage offer of 5.5 per cent over five years (tied to benefits caps). A wide range of changes and concessions have been tabled by the employer and are available for review at pea.org/uvic. The PEA bargaining committee has put job security forward as the most significant priority in this round of bargaining. An initial member meeting in early June saw a significant turnout. It will be the first of many opportunities to discuss the progress of bargaining.

POND PARTY

The UVic chapter welcomes all UVic PEA members to its annual Pond Party on June 26. The event will take place at the University Club from 4:30 to 7:00 p.m. This is a great opportunity to meet your colleagues and enjoy a selection of appetizers and a beverage. Door prizes are available and members are welcome to bring a guest and children. Full details are available a pea.org/uvic.



Local Rep Training 2014

Training sessions are open to current local representatives and chapter executive members. For information, contact membership@pea.org

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.

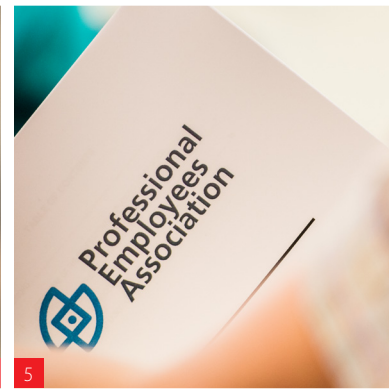
September 22 & 23, 2014
8:30 – 4:30 (Victoria, BC)

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

Educating our Local Reps

On April 28 & 29 Local Reps came to Victoria to attend PEA's Basic Local Rep training course. The course included information on the PEA including governance and history. Local reps also learned about conflict resolution, the grievance and arbitration process, investigation meetings and bargaining.

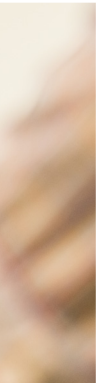
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- 1.** GLP member Patricia Wilson
 - 2.** SMS member and PEA's former first vice-president Sonny Wilson
 - 3.** PEA's Labour Relations Officer Melissa Moroz who instructed the course
 - 4.** GLP member and PEA's first-vice president Sheldon Martell
 - 5.** A local rep flips through training materials
 - 6.** GLP member Marc Schuffert
 - 7.** A PEA member reviewing the course slides at local rep training
 - 8.** GLP member Shawna Larade
 - 9.** PGSD member Anik Provencher
 - 10.** GLP member Charles Klasen
 - 11.** UVic member Matt Greeno
 - 10.** Charles Klasen and Matt Greeno finishing up an exercise during training





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With so many deserving organizations helping to make the world a better place, your Association Executive wants to make sure PEA grants and donations funds are distributed to initiatives close to the hearts of members. Giving Back allows PEA members to nominate organizations that are important to them. Members can later vote on their top choices and the organizations with the most votes receive a donation on behalf of PEA members.

NOMINATE

SEP 29 - OCT 10, 2014

Is there an organization that you think deserves a financial donation from the PEA? Nominate them at pea.org/givingback.

VOTE

OCT 27 - NOV 7, 2014

Vote for the organization you think deserves a donation from the PEA. Vote online with your member number at pea.org/givingback

RESULTS WILL BE ANNOUNCED IN DECEMBER


Nominations and voting are open only to active PEA members in good standing with an assigned member number. All submissions and votes are sent online and must adhere to the rules and regulations. Full details available at pea.org/givingback

The Professional was the winner of the
2013 Canadian Association of Labour Media
Award for Excellence in Print Layout



“Simple, consistent and well designed. A good combination of images, infographics, copy and design elements. An excellent use of colours and photography that reflect and enhance the PEA brand.”

- CALM judges

A photograph of a man with curly brown hair and a beard, smiling broadly. He is wearing a light blue button-down shirt and is holding a baby in his arms. The baby is looking towards the camera with its hand near its mouth. The background is a blurred outdoor setting, possibly a street or courtyard.

“This gives me
the opportunity to
spend extended time
with my daughter
during one of the most
important times
of her life.”

together WE’VE GOT PARENTAL LEAVE

● fairnessworks.ca

University of Victoria member Matt Greeno and Sylvie