

THE
2014
YEAR IN REVIEW

THE |PROFESSIONAL

June 2015 Volume 41 Issue 2

BC's Union for Professionals

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THE PROFESSIONAL

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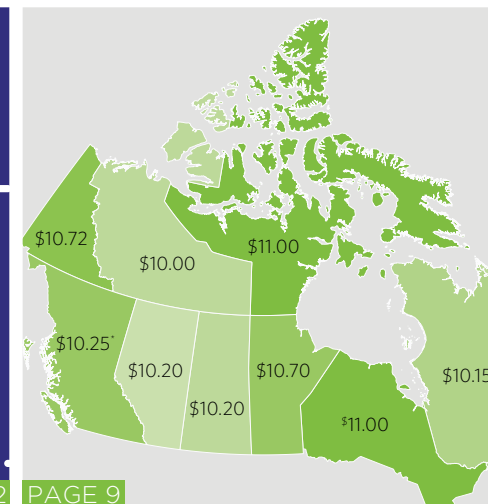
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I am humbled to have been re-elected to the position of president at Convention 2015, the PEA's eleventh constitutional convention in April. My promise to the membership is to bring continuity and stability over the next two years as we continue our process of union renewal. Renewal means becoming a stronger union. We are achieving this through our BC Federation of Labour (BCFED) affiliation and our increased media presence. In the months and years ahead, we will continue to modify how we act and interact in the public arena, the political domain and the broader union movement to increase our strength. Ultimately, we know that our union is all about our members. Your ongoing input and participation are the key to a stronger union.

At convention we unveiled the PEA's new logo. We undertook the process of designing a new logo for several reasons. First, our union has been in a period of change. This change, part of the renewal process, emphasizes an increased focus on public awareness of the PEA. Second, our former logo was designed in 1999 and has reached the end of its useful life. Our new logo uses our acronym and a simple tagline – BC's Union for Professionals. It brings our union's external appearance into the modern world and provides more clarity for both our members and the public as to who we are.

Also at convention, delegates voted in support of the BCFED's minimum-wage campaign, Fight for 15. This is important for our membership because it allows the PEA to build community connections and to demonstrate that the labour movement is focused on improving working conditions and wages for all. Our success at the bargaining table depends heavily on the support we can muster from our allies and public stakeholders. By supporting an increased minimum wage, we can draw upon these relationships in our own times of need ahead.

Thank you for your continued support. I look forward to serving as your president for the next two years.

Frank Kohlberger
President

ASSOCIATION EXECUTIVE

PRESIDENT

Frank Kohlberger, Forester, GLP

FIRST VICE-PRESIDENT

Sheldon Martell, Tenures Authorization Forester, GLP

SECOND VICE-PRESIDENT

Warren McCormick, Emission Inventory Specialist, GLP

SECRETARY-TREASURER

John Foxgord, Manager, UVic

EDUCATION CHAPTERS

Okanagan Regional Library
James Laitinen, Head Librarian

GOVERNMENT LICENSED PROFESSIONALS

Harry Jennings, Agrologist
Theo Knevel, Tenures Forester

HEALTH SCIENCE PROFESSIONALS

Ronda Field, Physiotherapist

ST. MARGARET'S SCHOOL

Natasha Carville, Special Needs Assistant

UNIVERSITY OF VICTORIA

Melissa Doyle, Microbiology Lab Instructor
Kristen Ficke, Programmer Analyst

OBSERVER

Prince George School District
Marcia Waller, Speech Pathologist

STAFF

EXECUTIVE DIRECTOR

Scott McCannell

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Al Gallupe (GLP, OGC)
Melissa Moroz (LSL, LSS, PGSD, UVic)

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I believe the work we're doing here is going to make a difference. I'm asking people to do three basic things: take the conversation back to your workplace, talk to your friends, your neighbours and get them involved; try to recruit one additional person to come and join you; and volunteer some of your time.

- Hassan Yussuff, President of the Canadian Labour Congress

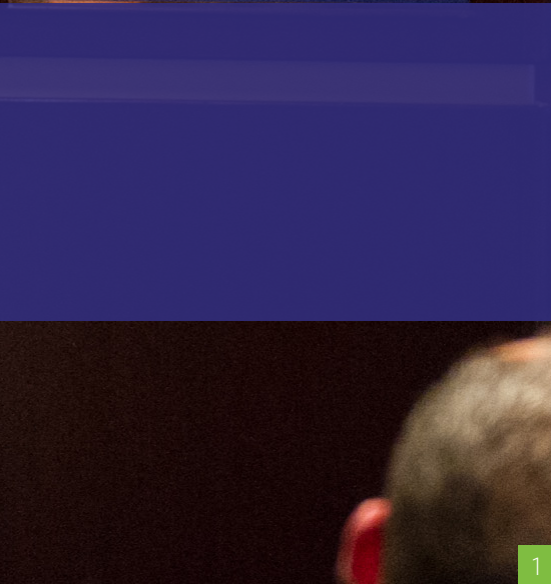


1. CLC President Hassan Yussuff
2. Matt Greeno, UVic
3. Deborah Coxson, PGSD

STRONGER TOGETHER: CONVENTION

It was the first time in the PEA's history that the president of the Canadian Labour Congress (CLC) addressed our convention. The guest list for the event was similarly unprecedented, with the presidents of the BC Government and Service Employees' Union (BCGEU), the Canadian Office and Professional Employees' Union (COPE) Local 378, and the BC Federation of Labour (BCFED) all in attendance, along with secretary-treasurers from the BCGEU and the BCFED, the Victoria Labour Council president, and the executive secretary of the Professional Institute of the Public Service of Canada (PIPSC).

Stronger together became the unofficial theme of Convention 2015. "Building strategic alliances has extended to working closely with other unions," said Scott McCannell, the PEA's executive director, in his report. President Frank Kohlberger highlighted increased engagement with the broader labour movement as critical to shaping the discussion on bargaining, taxes, pensions and the public service. "If we're not sitting at the BCFED table, we can't shape the direction of these important issues on a larger scale," said Kohlberger. →





Speakers at convention echoed the need for greater collaboration between unions and other organizations. Members heard Edward Gillis, chief operating officer of PIPSC, stress the need to dramatically increase alliances among unions and organizations. “Collaborating with our allies is one of the main focuses we have had over the past three years,” said Edward Gillis. PIPSC faces many similar challenges to the PEA’s, including dealing with dramatic reductions in public servants at the federal level.

Mark Haddock, program director from the UVic Environmental Law Centre, echoed the need to expand our collaborations. He spoke about the work his organization did with the PEA on the recent Endangered Experts campaign and highlighted some of the ongoing struggles with professional reliance (self-monitoring by industry) in BC’s resource industries.

RESOLUTIONS

The need to grow alliances and broaden public support was a key driver behind the resolution to adopt the BCFED’s Fight for 15 campaign. The campaign’s goal is to increase the minimum wage for workers in BC to \$15 an hour by the end of 2015. “With this campaign, we’re fighting for everybody and we’re getting the support of everybody,” said one convention delegate.

Members at convention heard arguments for endorsing the campaign including:

- \$15 an hour would put most minimum-wage workers above the poverty line on all the standard measures of poverty.
- Many PEA members provide services to and work directly with children and adults living in poverty.
- Increasing the minimum wage directs money back into our local economies.
- Public sector wages for PEA members have stagnated in part because of growing inequality.
- Support for the campaign shows that PEA members are part of a larger movement for wage fairness.

Irene Lanzinger, president of the BCFED, shared the example of the Seattle-Tacoma airport, SEATAC, which recently launched a \$15 minimum wage for its employees. Lanzinger noted that the experience at SEATAC disputes the common argument raised against increasing the minimum wage – that it will cost jobs. “There was none of the doom and gloom,” Lanzinger said. “In fact, a slight increase in employment was noted after the minimum wage was increased at SEATAC.” A recent study of Canadian employment data by the Canadian Centre for Policy Alternatives reached a similar conclusion, finding there to be no evidence that wage levels affect employment in either direction.¹



1. BCFED President Irene Lanziner speaks with delegates 2. Carl Withler, GLP 3. Barbara Jo May, ORL

Another resolution passed by delegates was a motion to oppose Bill C-51. Bill C-51 is proposed federal legislation that would substantially erode individual privacy rights. The bill would provide numerous government agencies with independent and unmonitored clearance to collect and monitor individuals' personal information.

The main concern over this bill is its impact on the privacy rights of PEA members in the workplace. Privacy in the workplace has been recognized as an important right in various Supreme Court of Canada decisions. If the bill is passed in its current form, it will potentially set the bar lower for privacy rights in several arenas, including the workplace.

Three other resolutions focused on internal PEA issues. They include directives for the PEA to review lunch meeting per diem rates, to consider providing student employment opportunities at the PEA office, and to broaden the regional distribution of donations made through the grants and donations program. →



Resolutions are motions that set direction for the union or put particular emphasis on specific issues.

¹Jordan Brennan and Jim Stafford, *Dispelling Minimum Wage Mythology: The Minimum Wage and the Impact of Jobs in Canada, 1983-2012*, CCPA 2014.



1. Bruce Ward, GLP 2. Mark Louttit, GLP 3. Beth Eagles, GLP

ELECTION OF OFFICERS

Four members of the PEA executive were elected at convention.

- Frank Kohlberger, president, GLP
- Sheldon Martell, first vice-president, GLP
- Warren McCormick, second vice-president, GLP
- John Foxgord, secretary-treasurer, UVic

KEYNOTE

The keynote address by CLC President Hassan Yussuff focused on the role of the Canadian Labour Congress and its work in the upcoming federal election.

SERVICE AWARDS

Joanne Montgomery, from the Health Services Professionals chapter, and Vincent Connor from the University of Victoria were presented with service awards at convention. The PEA presents awards to members who have demonstrated substantial and continuous service to the union. Joanne's work with the HSP chapter and the Association executive date back almost 15 years. Vincent has been a UVic executive member since 1998. Videos to celebrate Joanne and Vincent are available on the PEA website. •



“This campaign, we’re fighting for everybody and we’re getting the support of everybody.”

- Convention delegate on Fight for \$15

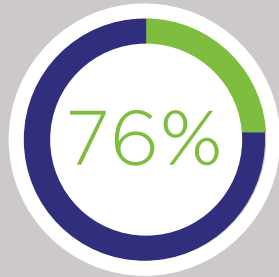
FIGHT FOR 15

PEA MEMBERS ENDORSED THE CAMPAIGN FOR A \$15 MINIMUM WAGE IN BC AT CONVENTION 2015

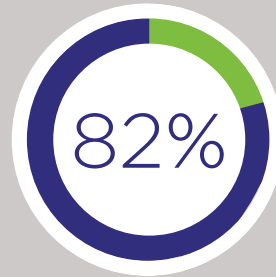
WHAT BC THINKS



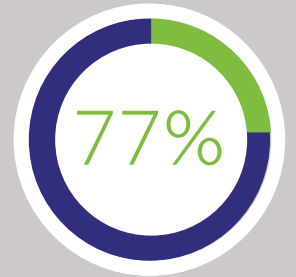
Percentage of British Columbians who agree that \$15 is a fair wage considering the cost of living



Percentage of British Columbians who believe the minimum wage should be increased to \$15/hour



Percentage of women who think the labour movement should be fighting for the minimum wage



Percentage of British Columbians who think the labour movement should be fighting for the minimum wage

Source: Insights West Poll, BC Federation of Labour

120,000

The number of people in BC making the minimum wage of \$10.25/hour.

Source: BC Federation of Labour

\$5441

At the new minimum wage rate of \$10.45 per hour, a person working full-time in Metro Vancouver will still remain \$5,441 below the poverty line.

Source: David Green, *The Case for Increasing the Minimum Wage*, Canadian Centre for Policy Alternatives

100+

51% of people making minimum wage in BC work for large corporations (organizations with 100+ employees).

Source: David Green, *The Case for Increasing the Minimum Wage*, Canadian Centre for Policy Alternatives

WHO EARNS MINIMUM WAGE?

82%

of people making minimum wage are **20 or older**

39%

of people making minimum wage are **35 or older**

60%

of people making minimum wage are **women**

58%

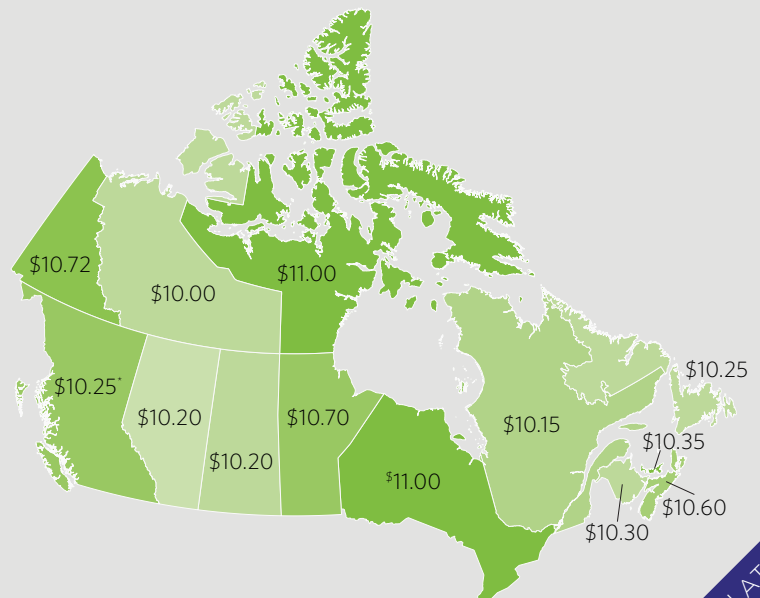
of people making minimum wage **work full time**

68%

of people making minimum wage **do not live with their parents**

Source: David Green, *The Case for Increasing the Minimum Wage*, Canadian Centre for Policy Alternatives

MINIMUM WAGE ACROSS CANADA



*BC's minimum wage will be \$10.45 in September 2015.
Source: Retail Council of Canada

VIOLENCE IS SEEPING INTO OUR WORKPLACES

A new survey by the
Canadian Labour
Congress highlights
domestic violence
impacts in the
workplace

WRITTEN BY BRETT HARPER

Domestic violence has a significant impact on women in the workplace.

The study found that women who experience domestic violence have a more disrupted work history, receive lower incomes, and are more likely to work in casual or part-time roles.

It's a staggering wake-up call. Domestic violence is costing Canada \$79 million a year in lost productivity. Domestic violence, often considered a private matter that doesn't affect the Canadian workplace, is gaining wider attention in the labour movement thanks to a new study by the Canadian Labour Congress.

The report, *Can Work Be Safe When Home Isn't?*, provides a startling look into the deep and damaging impacts that domestic violence has on the workplace. "Domestic violence doesn't stop when a woman leaves for work. The costs to the workplace and colleagues can be considerable. Very conservative estimates put the costs of domestic violence to the workplace at \$85,000 for every 100 employees," said Lise Martin, executive director of the Canadian Network of Women's Shelters and Transition Houses.

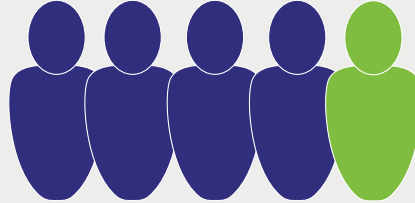
The study by Western University and the Canadian Labour Congress outlines the many ways that workplaces are impacted by domestic violence and the need for proactive strategies to address the issue. The study is also startling because it highlights the lack of understanding we have on the issue in Canada. "Domestic violence is devastating the lives of Canadian workers and it is costing Canadian workplaces in lost productivity, absenteeism and turnover. It's easy to ignore those facts without evidence. This survey will change that," said Barb MacQuarrie, community director of the Centre for Research and Education on Violence against Women and Children at Western University.

Domestic violence has a significant impact on women in the workplace. The study found that women who experience domestic violence have a more disrupted work history, receive lower incomes, and are more likely to work in casual or part-time roles. These barriers can have a cyclical effect for individuals seeking to leave violent relationships, since financial security through employment is recognized as a key necessity for escaping domestic violence and maintaining a standard of living.

The study noted that some of the key groups affected by high rates of domestic violence are aboriginal people, people with disabilities and individuals with a sexual orientation other than heterosexual. These three groups were more likely to have experienced domestic violence in their lifetimes, according to the survey. →



The Yukon Teachers' Association has recently negotiated special leave benefits into their collective agreements for teachers experiencing domestic violence.



Four out of every five individuals who had experienced domestic violence indicated that it impacted their work performance due to being distracted or feeling tired.



Four of every five individuals in the survey who had experienced domestic violence indicated that it negatively impacted their work performance due to being distracted or feeling tired. These individuals reported frequently being late, missing work, or both, as a result of the violence. Nearly one in every ten domestic violence survivors indicated they had lost their job as a result of their experience.

Possibly the most significant insight from the national survey was the large number of respondents who said they had experienced domestic violence at or near the workplace. This included incidents such as receiving abusive phone calls or text messages and being stalked or harassed at or near the workplace. "This survey will help all of us to realize that what happens at home can have a profound impact on what happens at work. Then it will help us to understand the opportunities to keep workers and the whole workplace safe," said MacQuarrie.

The impacts to individuals who suffer domestic violence are substantial; however, the study uncovered how the secondary effects on co-workers

within a place of employment can also be significant. In the study, 35 per cent of respondents reported having at least one co-worker who they believed was experiencing or had previously experienced domestic violence. Another 12 per cent reported having at least one co-worker who they believed was being, or had previously been, abusive toward their partner. Of those individuals who indicated having had a domestic violence experience, over one-third reported that their co-workers were affected as well. This was demonstrated by co-workers feeling stress related to the abusive situation. Nearly half of those individuals experiencing domestic violence said they had spoken to co-workers about their situation.

CREATING A SUPPORTIVE WORKPLACE

Australia is leading the way; over 1.6 million workers earn family-violence workplace benefits in their collective agreements. In Canada, the Yukon Teachers' Association has recently negotiated special leave benefits

into their collective agreements for teachers experiencing domestic violence. Incorporating family-violence benefits into our collective agreements will be an important step in creating supportive workplaces.

Employers and unions can work together to create guidelines for responding to domestic violence, establish paid time off for victims and increase education in the workplace. The study also points out other programs that provide direct support. Unifor's Women's Advocate Program trains workplace representatives who support workers with harassment, intimate violence and abuse.

Finally, an increased understanding of domestic violence through further studies can help shape legislation and policy that impact how Canadian workplaces handle domestic violence.

If you or someone you know is suffering domestic violence and require assistance please contact your Labour Relations Officer. •



IS YOUR BOSS WATCHING YOU?

Delving into the ever-changing landscape of workplace privacy

WRITTEN BY SCOTT MCCANNELL

Workplace privacy took centre stage in early 2015 when the newly elected mayor of Saanich, Richard Atwell, accused the District of Saanich of installing spyware on his computer. The accusation, and the media frenzy that followed, resulted in a review of the case by BC's privacy commissioner, Elizabeth Denham. The incident highlighted the ongoing evolution of our understanding of privacy rights as we continue to ride a digital wave of gadgets and software in our day-to-day work lives.

In reviewing Atwell's complaint, the privacy commissioner referred to legislation and recent legal decisions that are beginning to establish a framework for balancing the right of public and private employers to protect the security of their data and networks while respecting the personal privacy of employees and citizens. In the District of Saanich, the "spyware" installed on the mayor's and

other employees' computers enabled automated screenshots, keystroke logging and other monitoring tools. The commissioner found that in using these tools to track employees' actions, the District had infringed on their privacy rights. Subsequently, the tools used were removed and the data they had recorded destroyed.

In her report on the incident, the commissioner emphasized the high threshold set by privacy legislation for the use of monitoring tools, which limits employers to gathering only information that is necessary for the protection of IT systems and infrastructure. Another key recommendation from the report emphasized the requirement to notify employees when collection of personal information is taking place. Above all, the privacy commissioner emphasized the reasonable expectation of privacy for employees.

So what does this “reasonable expectation of privacy” mean for employees? It is certainly not an absolute right to privacy. The commissioner has ruled on two other cases in the last couple of years that provide some clarity. In both cases (Schindler Elevator and the University of British Columbia), the employer had installed GPS tracking systems on mobile employees’ vehicles. The commissioner found that both the private sector elevator company and the public sector university were allowed to track employees’ productivity, hours and whereabouts through the GPS. She noted that employers must be able to demonstrate and justify their purposes when it comes to this type of monitoring and that it was relevant that in both cases, managers were not involved in real-time surveillance of employees with the GPS tracking.

At the heart of BC’s privacy legislation is the balancing of two principles. The first is an individual’s right to protect their personal information, and the second is an organization’s need to collect, use and disclose information for reasonable purposes. Personal information is information that pertains to an identifiable individual. Examples include a person’s home phone number, blood type and physical description. Personal information does not include business contact information.

In recent years, privacy rights have been at the centre of various workplace disputes related to employers’ use of tools such as drug testing, video surveillance, reference checks, and access to medical information, among others. The balancing of the two principles above is generally part of the legal and arbitral decisions that have set the framework for workplace privacy. For example, in 2013, the Supreme Court of Canada confirmed

that random drug testing is not justified in the workplace, even in inherently dangerous work environments, although it could be appropriate where there is evidence of drug abuse in a particular safety-sensitive workplace. Other decisions have placed limits on the type of medical information an employer may require from employees. Various arbitrations have established that confidentiality between doctor and patient is a substantial privacy right. As a result, in the management of medical absences and return-to-work situations, employers are entitled to limited information only that describes the nature of the illness (not the diagnosis), whether a course of treatment is taking place, whether medical follow-ups are occurring, whether there has been a specialist referral, the functional limitations for the employee in the workplace as a result of the illness, and the prognosis for recovery.

PEA members should be aware that there are limits on the information that employers can collect, although there is also sometimes significant latitude where employers can demonstrate that collection is reasonable (e.g., GPS tracking). Employers also have a duty to protect employees’ personal information and to provide employees access to that information. The privacy commissioner makes clear there is some expectation that privacy rights apply even with employer-provided devices; however, some practical advice for members is to ensure that they avoid having any personal information on employer devices that has the potential to raise employer concerns. The privacy commissioner will be issuing a general set of employee privacy guidelines in the near future for municipalities and other public bodies. This will help to reduce the grey area that surrounds privacy in an increasingly digital age. ■



WHAT SHOULD YOU REMEMBER ABOUT DIGITAL PRIVACY IN THE WORKPLACE?

- When you send an email, imagine more than the intended reader may read it.
- Lacking computer skills will not be a good defense against any employer’s discipline
- If the employer’s practices or policies change (i.e. storing personal information or data) make sure you follow the new direction. If you need help with the change, ask for it.
- Employees can be investigated after layoff. What will your boss find on your computer if you are immediately laid off?
- Ask yourself if there files on your work hard drive that shouldn’t be there. If there are, remove them.
- Inappropriate images on your work computer, cell phone or tablet can be grounds for dismissal.

JOANNE MONTGOMERY

A PEA 2015 service award winner, former HSP Chapter chair, physiotherapist and long-time union activist

WRITTEN BY BRETT HARPER

If voluntary service was currency, Joanne could have made a living with her commitment to PEA. She has been a dedicated PEA volunteer for nearly 15 years sitting on the association executive, chapter executive, a variety of committees and serving as a local rep. In 2014 she moved to a casual physiotherapy position, signalling a shift to semi-retirement.

It wasn't by accident that Joanne put in countless hours as a PEA volunteer; she values volunteering. Her coworkers agree: "she's definitely been somebody that thinks about other people and whether or not the rest of us can do something to help," said co-worker Denise Rheaume. She just returned from Ecuador, where she worked with the Canadian Association of Medical Teams Abroad. This will be her second trip, consisting of eight long days working with a group of medical professionals doing hip replacements on younger adults and repairing clubfeet and other bone abnormalities on young children. She's a physiotherapist by training and her skills are invaluable in Ecuador. She also mentions that she'll be increasing her volunteering in the community as she moves to her semi-retired state. "Because she is able to go out into the world and volunteer, she does do it" said Laura Kuypers. All of this new found voluntary service picks up where she left off with PEA.

Joanne has been a physiotherapist since 1988, graduating

from UBC, after years of working as an activity coordinator at a care facility. She had the chance to see physiotherapists at work in the care facility and was convinced it was the right career choice for her. After upgrading and attending UBC, she worked at a number of small hospitals in the Okanagan region. It was at the Summerland Hospital that she first got exposure to unions. Summerland Hospital was a small facility. She was the only physio amongst a couple x-ray techs, a few lab techs, and a dietician. All of these individuals were Health Sciences Association (HSA) union members and because of the small size, everyone rotated through the local rep role there.

It was in her role as a local rep with the HSA that she learned the role of unions in the workplace. "The prospect of becoming a local rep was intimidating," Joanne admitted. She strongly believes the ongoing educational opportunities are a key to making new reps feel welcome. The PEA's servicing model also makes the role easier: "the good thing with PEA is that you have direct access to the LRO's so you're never hanging out there by yourself, feeling like you have to have every bit of knowledge," said Joanne.

Joanne joined home health after leaving Summerland Hospital in 2000. This is where she became a PEA member and embarked on a decade and a half of service →

“We’re pretty well off, and there are lots of people here across the country, around the world, that are not. This is through no fault of their own. I just think that as a union movement that’s something we should be involved in. It just sits with the values of the union for me.”





1. Labour Relations Officer Rhiannon Bray and Joanne 2. Joanne at the 2014 Education Conference 3. Joanne and Amanda Bartlett 4. Joanne at Convention 2004 5. PEA President Frank Kohlberger and Joanne 6. Joanne, Amanda Bartlett and Laura Kuypers



to our union. Joanne knows that people don't easily identify with the work that home health physiotherapists do. The major differentiation between PEA's HSP members and other physiotherapists is the location of their clients. Physiotherapists belonging to PEA work in the community through the province. "It's not reasonable to expect some individuals to get to a clinic or an outpatient department because of their health issues. They may have just gotten home from hospital after some sort of surgery. They may be extremely frail or demented. We provide that service in the home," said Joanne. The role of a home health physiotherapist is to assist people with problem solving in their home. "We can problem solve with them, recommend techniques, equipment, that kind of thing," said Joanne.

In April, Joanne was awarded PEA's Service Award. This honour is given to a member who demonstrates a substantial commitment to their union. In conversations with her co-workers, they highlighted a deeply held belief in the labour movement. "She believes strongly in the labour movement concept of everyone deserving equal and fair representation," said Laura Kuypers. Her decade and a half of service to the labour movement is a clear indicator that she thinks the labour movement is vital.

Joanne is insightful when asked about the future of our union. "Well, I certainly think we need to get approval for long-term membership in the BCFED. Nurture that relationship and our relationship with the CLC," said Joanne. When asked why, she said "we absolutely have to have the support of a larger group. Not just for us as PEA, but as a union movement as a whole." She is also a strong believer in giving back to our communities through charitable donations. "We're pretty well off, and there are lots of people here across the country, around the world, that are not. This is through no fault of their own. I just think that as a union movement that's something we should be involved in. It just sits with the values of the union for me." ■

CHAPTER UPDATES

FAMILY MAINTENANCE ENFORCEMENT PROGRAM

FMEP

Signing Bonus

The employer has agreed to pay a full \$1,000 signing bonus to all members of the bargaining unit. Initially, the employer was providing part-time members with a pro-rated signing bonus. This was not what was agreed to at the bargaining table. The signing bonus is not pro-rated for members who work less than 1.0 FTE. If you received a pro-rated amount, please expect to receive the remainder of the monies owed to you.

GOVERNMENT LICENSED PROFESSIONALS

GLP

Collective Agreement Ratified

GLP members voted 84 per cent in favour of a tentative agreement. The Public Service Agency also ratified the agreement. Both sides will work on finalizing the changes into the master agreement. Until that time, please refer to the memorandum of settlement and the 14th Master Agreement.

HEALTH SCIENCES PROFESSIONALS

HSP

New Joint Trust to Administer Health and Welfare Benefits for HSP Members

The Health Science Professionals Bargaining Association (HSPBA) and Health Employers' Association of BC (HEABC) have ratified the trust agreement that formally establishes the Joint Health Science Benefits Trust (JHSBT). The 2014-2019 HSPBA

collective agreement included a letter of agreement committing the parties to establishing the joint trust for provision of health and welfare benefits.

A joint trust is a self-funded not-for-profit organization that manages pooled assets for the maximum benefit of its members. Trusts are legal entities that are held to the highest fiduciary standards. All employees and employers covered by the collective agreement must participate in the JHSBT for the provision of their health and welfare benefits.

The primary advantage of a joint trust is that employees and employers become partners in delivering health and welfare benefits. Working together, both parties are motivated to provide the best possible benefits for members and to operate efficient and sustainable benefits plans.

As set out in the collective agreement, current benefits will be maintained until at least April 1, 2016. After that, the trustees may opt to redesign the benefit plan subject to available funding. Benefits can only be changed if union and employer representatives agree on changes.

The trust agreement is the legal document that establishes the terms and conditions of the trust and outlines the authority and responsibilities of the parties - HSPBA and HEABC - and those of the trustees appointed to oversee the trust.

HSP

37.5 Grievance for Fraser Health

The 37.5 hour workweek arbitration for members in Fraser Health will be heard September 23, 2015.

HSP

Professional Development Money

During the last two rounds of bargaining through the Health Science Professionals Bargaining Association (HSPBA), the PEA received Professional Development Fund money. 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 reimburse the cost of tuition, fees, books and related expenses to a maximum of \$250 for courses by HSP members until the funding has been exhausted.

More details about the application process, funding criteria and deadlines can be found at pea.org/hsp

LAW SOCIETY LAWYERS

Collective Bargaining

The collective agreement with the Law Society expires at the end of 2015. Marlon Song, Trevor Kaatz, John Nalleweg and Camille Karlicki will serve as the union's bargaining committee along with Melissa Moroz from the PEA. Members are encouraged to fill out the bargaining survey and connect with committee members regarding priorities for this round of bargaining. Dates with the employer will be set for the fall.

OKANAGAN REGIONAL LIBRARIANS

ORL

ORL and UBCO Partnership Grievance

The PEA is pleased to report that parties have reached an agreement on the ORL/UBCO grievance filed March 10, 2015 that specifically protects our bargaining unit's work. The letter of understanding

allows the ORL to move forward with its partnership with UBCO. Thank you to the members for your input and patience on this issue.

ORL

Bargaining Unit Work Grievance

Parties reached a mediated settlement with the employer regarding the grievance filed on May 30, 2014 over the issue of public service manager positions doing PEA bargaining- unit work. There were moments during the mediation session on April 23 when it looked like parties would be headed to arbitration, but an agreement was reached and we are pleased with the settlement. One of the highlights is that the ORL has agreed to create a Librarian D-level position. Its tasks are still to be determined, but the job will be posted by August 31, 2015.

PRINCE GEORGE SCHOOL DISTRICT

PGSD

Transfer to BCTF

Members have been holding meetings with the school district and the Prince George Teachers Association regarding a transfer of union representation from the PEA to the PGTA. While members have been very satisfied with representation from the PEA, for many members, the transfer will mean a significant pay increase. The PEA will be holding a vote as early as June to confirm the transfer.

ST. MARGARET'S SCHOOL

SMS

Vacation Error

A PEA member became concerned when they realized that their vacation entitlement had not been calculated in accordance with Article 12.03 of the collective agreement. The member brought the issue forward to a local rep, who passed the information on to the union. As it turns out, the school had not been honouring the additional earned vacation entitlement agreed to by the parties. After the union alerted the school to this issue, they conducted a full audit of all of the members' vacation entitlement

calculations. The audit found that twelve members' vacation entitlements had been miscalculated and that the employees were owed additional time or money totalling 206.8 hours and \$2,268.

The PEA encourages all members to review their vacation entitlements so we can ensure that no one was overlooked in the audit. We are pleased that we were able to reach a resolution to this issue without having to file a grievance with the school. This is a great example of a member bringing an individual concern forward that turned out to be more than an isolated situation, which then resulted in a positive outcome for twelve members.

SMS

New Local Rep

Natasha Carville is the new local rep for the middle years. A full list of local reps for the St. Margaret's School staff is available on the PEA website.

UNIVERSITY OF VICTORIA

UVIC

Benefits Seminar

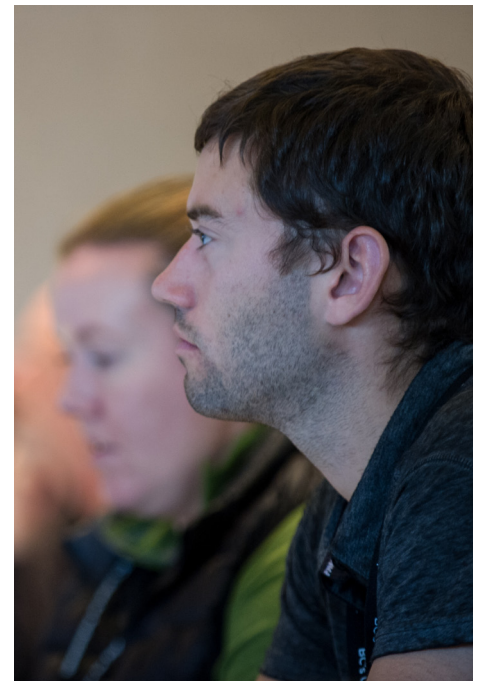
Ever wondered why you have the benefits you do? Or what those benefits are and who pays for them? Come and join your PEA colleagues for a lunchtime seminar on extended health benefits. Suzanne Helston, the UVic benefits manager, will provide an overview of your benefits package, including some of the recent changes. Melissa Moroz, the PEA's labour relations officer, will discuss why and how we have the benefits we do as unionized professional employees at UVic.

Location: HHB110
Thursday, May 28
12:00 - 1:00 p.m.

UVIC

Pond Party

All UVic members are invited to attend the UVic Pond Party on June 17 at 4:30 p.m. at the University Club. Members are encouraged to bring their spouse for refreshments, appetizers and prizes.



UNION UPDATES

Local Rep Training

The Advanced Level sessions are 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.

If you would like to register for any of the courses please email membership@pea.org

Advanced Local Rep Training
October 19 - 20, 2015
Victoria, BC

Basic Local Rep Training
November 16 - 17, 2015
Victoria, BC

New Logo for the PEA

After months of work refining a design, the PEA has launched a new logo. The logo replaces one launched in 1999 at a time when the PEA had a substantially different approach to labour negotiations. The new logo focuses on the PEA's identity by encompassing a new tagline - BC's Union for Professionals.



EQUITY AND HUMAN RIGHTS COMMITTEE

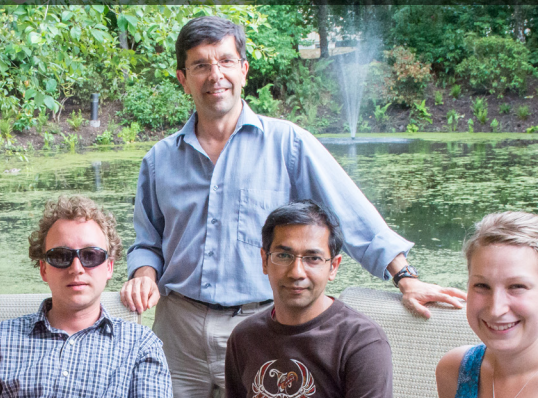
The Equity and Human Rights Committee is a new opportunity for members to get involved with the PEA. This Executive Committee focuses on increasing human rights for all workers and specifically working to increase opportunities for workers with disabilities, workers of colour, LGBTQ workers and women.

PEA members who are interested in joining the committee should contact us at membership@pea.org. Individuals who self-identify within one of the equity seeking groups (workers with disabilities, workers of colour, LGBTQ individuals and women) will be given preference on the committee.

UPCOMING EVENTS

UVIC SUMMER POND PARTY

June 17, 2015



PEA IN THE VICTORIA PRIDE PARADE

July 5, 2015



PEA AT THE VICTORIA LABOUR DAY PICNIC

September 7, 2015



10%

The province now employs 10 per cent fewer licensed science officers in the Ministry of Environment than it did only a year ago



Professionals in the provincial government are on the decline

In March 2014 a report issued warnings over the steady decline of licensed science officers employed by the provincial government. A year later, the province has cut the total number of licensed science officers in the BC Public Service by another four per cent. This is compounded by a 15 per cent cut over the previous five years. These cuts continue to erode the number of science officers entrusted to keep British Columbia's most valuable natural resources sustainable and safe.

"There are now not enough science officers working for the province to adequately look after the interests of British Columbians... and the situation is getting worse.

- Scott McCannell, Vancouver Sun

Find out more about what you can do to help at endangeredexperts.ca