

# THE PROFESSIONAL

March 2016 Volume 42 Issue 1

BC's Union for Professionals

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PEA SCIENCE OFFICERS ARE PREPARING  
BC'S FORESTS FOR CLIMATE CHANGE



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## MESSAGE FROM THE PRESIDENT

**R**enewal. It's a word used to describe the annual rebirth of Mother Nature in spring. It describes how we strive to reinvent ourselves at the start of each year. It's also how we think about the strategic work the PEA has been undertaking over the past five years. One of the most significant components of PEA renewal has been our engagement with the BC Federation of Labour (BCFED). This issue of *The Professional* is about the upcoming vote to decide whether to continue our relationship with the BCFED.

In 2013, the PEA embarked on a trial affiliation with the BCFED on the basis that it would provide a) some protection from raiding by other unions, b) economies of scale for union education and training, and c) new avenues for networking and outreach. We hoped it would give the PEA a voice in setting strategies for public sector bargaining.

I believe the affiliation has delivered on all of these goals. I and the PEA executive are in full support of ongoing affiliation to the BCFED.

In January, we announced the program for our biennial education conference. The conference will be longer than it has been in the past, a change that reflects a shift in how we provide education to our members. The new education program also includes opportunities for members to attend training and education provided by the BCFED and Canadian Labour Congress (CLC). This year, PEA local reps, youth delegates and members of the Association executive will take part in the week-long CLC Winter School. Gaining access to this excellent program is a key reason we pursued the trial affiliation three years ago. This benefit is critical for our renewal effort and an important reason to vote yes to ongoing affiliation.

I hope you will review the information provided here on the BCFED and CLC and give some careful thought to how you will cast your vote in the upcoming decision on affiliation.

Thank you,

Frank Kohlberger

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“We’re trying to do what nature does naturally. The climate’s shifted many times in past, but right now, the climates are changing so fast, trees cannot keep up.”



# TRYING TO DO WHAT NATURE DOES NATURALLY

PEA SCIENCE OFFICERS AT THE KALAMALKA FORESTRY CENTRE IN VERNON ARE PREPARING BC'S FORESTS FOR CLIMATE CHANGE.

**WORDS** JESSICA WOOLLARD

**PHOTOS** MELISSA VOTH MCHUGH

Foresters oversee the planting of around 250 million trees each year in British Columbia. For every site where trees are planted, a decision has to be made about which seeds to use. The objective? To select varieties that are most likely to result in strong, resilient trees that grow rapidly and can withstand natural adversity—like pests and climate change.

That's where the BC Ministry of Forest, Lands and Natural Resource Operations comes in, and the work

of forest geneticists like Greg O'Neill. In particular, O'Neill's work focuses on how to select seed that will result in trees that are better adapted to climate change.

"We're trying to do what nature does naturally," he says. "The climate's shifted many times in past, but right now, the climates are changing so fast, trees cannot keep up."





Along with his colleagues at the Kalamalka Forestry Centre in Vernon, O'Neill is leading the way nationally in his field, a profession he says he came into by chance. After completing a bachelor's degree in biology and a master's degree in forest ecology, both at the University of British Columbia, he worked for a year before enrolling at Oregon State University and completing a doctorate in forest genetics, with a focus on the genetics of adaptation in Douglas fir. "It was a launching pad," he says of his doctoral research. "It gave me all the tools necessary to start studying how tree populations differ. Understanding that is the basis for understanding climate change."

At the time of his PhD, responding to climate change was barely on the horizon. "It was pure luck that my PhD prepared me very well to study responses to climate change in forestry," he says.

Following some post-doctoral research at UBC, O'Neill worked as a consultant with the Ministry of Forests and was ultimately hired full time. "I was hired as a tree breeder, but I never did any tree breeding," O'Neill explains with a laugh. "The man I was hired to replace never retired. I saw this gap, this need for finding strategies to address climate change in forest plantation and forest establishment."

O'Neill decided to look for solutions to mitigate the impacts of climate change, and turned his focus to BC's provenance trials—massive plantation experiments with row upon row of carefully marked trees grown with seed sourced from around the province. He saw a new opportunity in the provenance trials: "They are ideal climate change laboratories. It was one of these serendipitous discoveries of science—you do something for one reason and it turns out it has applications to some entirely different areas."

His goal over the next few years is to change provincial policies on seed selection to ensure those 250 million trees we plant each year will be pre-adapted to warmer climates. BC's forests are in good hands.





“His goal over the next few years is to change provincial policies around seed selection, so those 250 million trees planted every year will be pre-adapted to warmer climates.”





# PAID PARENTING WINNING MATERNITY AND PARENTAL LEAVE BENEFITS

Where did paid parental leave come from, and what role did unions and organized working people play in bringing this benefit about?

**WORDS** BEN ISITT

*It was not until 1992, after the New Democratic Party returned to power, that professionals in the BC public service won paid parental leave from the employer.*

Today, professionals and many working parents across BC and Canada enjoy the benefit of leave with pay after the birth or adoption of a child.

This benefit has not always existed, and it continues to evolve, reflecting the aspirations of parents for financial security and changes in public policy and collective agreements.

Parental leave benefits are relatively generous for some workers and meagre or non-existent for others. In Canada, the current system combines a state-supported entitlement through the Employment Insurance (EI) system with an employer-paid entitlement for workers covered by workplace agreements.

Where did paid parental leave come from and what role did unions and organized working people play in bringing this benefit about?

## FEDERAL ACTION FOR PARENTAL RIGHTS

Until the 1970s, few workers in Canada enjoyed entitlements to paid parental leave. Provisions in workplace agreements were often confined to granting a mother the right to take leave without pay for a period following the birth of a child; this provision was enacted into British Columbia law in 1966 and federally in 1971. Few provisions existed for leave for fathers or workers who became parents through adoption.

For working mothers, the lack of paid parental leave presented serious challenges and skewed access to unpaid leave along socio-economic lines. Higher-paid women or those with partners earning high incomes were best positioned to make use of the entitlement to unpaid leave.

Clearly, a change in policy was needed.

Women's groups and unions had advocated for decades for social welfare programs geared toward women, beginning with the introduction of "mother's pensions" and family allowances after the first and second world wars. These programs provided a measure of financial independence and security for women, while reflecting a gendered conception of women's role in society and the workforce.

As the proportion of women working outside the home increased, from less than one-fifth of the paid labour force in the 1940s to nearly half by the 1970s, pressure mounted to expand Canada's social welfare system to include paid parental leave. Grace MacInnis, the NDP member of parliament for Vancouver South, and the only woman in Canada's House of Commons in 1968, introduced private





The Canadian Union of Postal Workers (CUPW) waged a 42-day strike in 1981 that helped extend paid parental leave benefits to workers in English Canada.

members' bills to extend paid maternity benefits to women employed in the federal civil service. While the bills were not passed, they helped raise the profile of the economic plight of working women.

The 1970 report of the Royal Commission on the Status of Women increased pressure on the federal government to act, acknowledging that "special treatment related to maternity will always be necessary."

In 1971, the government of Canada responded, introducing changes to the Canada Unemployment Insurance Act that provided 15 weeks of paid maternity leave to birth mothers. Over time, this benefit would expand to include adoptive parents (in 1983) and birth fathers (in 1990). In 2001, the benefit period was extended to support up to 50 weeks of paid leave for birth mothers and 35 weeks for birth fathers and adoptive parents.

At the same time, changes to EI eligibility rules negatively impacted the ability of part-time and casual workers, many of whom are women, to access to parental benefits. Since the 1990s, successive federal governments have retreated from their commitments to deliver strong, universally accessible social programs, leaving a growing number of working people without access to benefits such as paid parental leave.

According to a 2010 study, only two-thirds of mothers in Canada were eligible for EI-paid maternity leave, and fewer than one-fifth received top-up pay through employers. As well, EI benefits are capped at 55 per cent of normal earnings to a maximum of \$537 per week, and are subject to a two-week unpaid waiting period, imposing financial hardship on many new parents.

In contrast, Quebec has administered its own parental insurance program since 2006, with more generous benefit provisions of up to 75 per cent of normal earnings, no waiting period, a specific benefit for fathers and a much lower threshold on eligibility. This has fuelled demands for reform of the system in English Canada into a federal social program funded by general revenue, rather than through the EI system.

## PAID PARENTING IN COLLECTIVE BARGAINING

Limitations in the paid parental leave provisions available through Canada's Employment Insurance system have also inspired workers and unions to demand top-up benefits, or "supplemental unemployment benefits" (SUBs), through the collective bargaining process.



The “common front” mobilization of Quebec public sector unions in the 1970s won the first “top-up” parental-leave language in collective agreements in Canadian history.

A watershed moment for occupational parental rights arrived in 1979, when Quebec workers in the “common front” public sector unions won 20 weeks of paid maternity leave, alongside 10 weeks of paid leave for parents who adopted a child and 5 days’ paid leave for birth fathers. This entitlement covered one-fifth of working women in Quebec.

Two years later, in 1981, the Canadian Union of Postal Workers waged a 42-day strike to win, among other gains, 17 weeks of paid maternity leave, becoming the first major union in English Canada to secure employer-paid parental leave in a collective agreement.

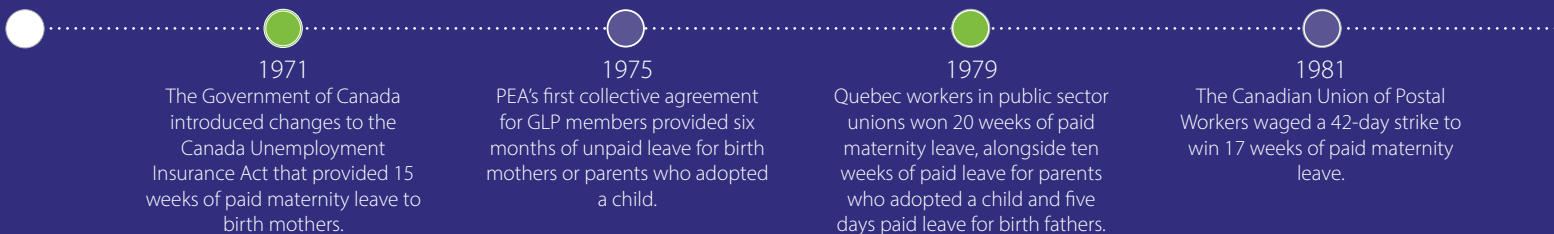
These gains by the Quebec public sector workers and Canadian postal workers encouraged other workers to seek paid parental benefits in their collective agreements.

Most employers strongly resisted efforts to provide top-up parental pay. By the end of the 1980s, these benefits were the

norm in only Quebec, Manitoba and Ontario. In BC, Workers’ Compensation Board employees were one of the few groups of workers with employer-paid parental leave, reflecting the anti-labour climate of the Social Credit “restraint” period in the 1980s.

## PAID PARENTING FOR PEA MEMBERS

The PEA’s first collective agreement—applying to professionals in the BC public service beginning in 1975—provided six months of unpaid leave for birth mothers or parents who adopted a child. The contract also stipulated that professionals could return to work with no loss of accumulated seniority, and that the employer would continue to cover their portion of extended health and other benefits during the leave period.





After the postal workers' victory in 1981, the PEA distributed a questionnaire asking professionals in the public service whether the current contract provisions were adequate or whether the PEA should "press for improvements in the length of time available and/or the payment of salary during maternity leave."

Efforts by professionals to secure top-up pay in the 1980s were frustrated by a downturn in the provincial and global economies and a Social Credit provincial government that sought to roll back rather than extend the benefits of working people.

It was not until 1992, after the New Democratic Party returned to power, that professionals in the BC public service won paid parental leave from the employer. This benefit was incorporated into the PEA's first contract at the University of Victoria in 1995. After federal EI changes in 2000, PEA agreements were revised to reflect the extended benefit period.

Legislative changes around this time also ensured access to parental rights for same-sex couples, including the spouses of birth parents and adoptive parents.

Today, all PEA agreements provide language around parental leave. Where both parents are PEA members entitled to benefits, these can often be apportioned between the two employees, mirroring the federal system.

However, there is wide variation in professionals' entitlement to top-up pay in different bargaining units. PEA members in the Government Licensed Professionals', Oil and Gas Commission and St. Margaret's School chapters receive the most generous top-up pay, with birth mothers receiving a top up to 85 per cent of basic pay for the first 17 weeks of leave, and all parents, including adoptive parents, entitled to 37 weeks at 75 per cent of normal pay (to a total of 52 weeks for birth mothers).

At the University of Victoria, parents are entitled to 18 weeks at 95 per cent of normal pay. Birth mothers are entitled to an additional 34 weeks of unpaid leave, while birth fathers and adoptive parents are entitled to an additional 17 weeks of unpaid leave.

In some bargaining units, there is no provision for top-up pay, with professionals relying exclusively on EI benefits. Variations

in paid parental leave reflect the history and pattern of collective bargaining in various sectors.

## THE FUTURE OF PARENTAL RIGHTS

Compared to the situation facing working parents prior to the 1970s, the current combination of federal EI- and employer-paid parental leave provides a measure of financial security for many parents, encouraging a nurturing environment following the birth or adoption of a child.

However, compared to jurisdictions such as Sweden, where parents are entitled to up to two years of publically funded paid leave (with 60 days reserved for each parent and the remainder apportioned between the parents), and Quebec, with its more generous parental insurance program and specific paternity-leave provisions, working parents in BC have a long way to go.

There is also a need for broader equality in access to paid parenting by casual, part-time and unemployed workers, many of whom have no access to either EI or employer-paid benefits. This has the effect of amplifying economic and social inequalities, since it disproportionately impacts the lowest-paid workers, many of whom are women, workers of colour and young workers.

The continuing evolution of parental rights in Canada—including serious consideration of a universal federal social program to replace the current EI-administered system—would help make the advantages of paid parenting accessible to all new parents.

Access to generous parental rights has clear benefits to individual families and society as a whole. Provisions such as dedicated paternity leave help create greater equality within households, encouraging fathers to assume a larger role in the burdens and joys of parenting and other domestic labour.

Longer paid-leave provisions for both parents, with adequate replacement of earnings, help strengthen the connection between parents and children during their formative years. This has far-reaching benefits to the long-term development and wellbeing of children and the citizens they will become. •



1983

The Canada Unemployment Insurance Act was expanded to include adoptive parents.



1990

The Canada Unemployment Insurance Act was expanded to include birth fathers.



1992

GLP members in the BC public service won paid parental leave from the employer.



2001

The EI benefit period was extended to up to 50 weeks of paid leave for birth mothers and up to 35 weeks for birth fathers and adoptive parents.



# BCFED & CLC AFFILIATION

After three years of trial affiliation to the BCFED, PEA members must make a decision on ongoing affiliation to the BCFED and CLC.

**WORDS** SCOTT MCCANNELL



## OVERVIEW

In June 2013 the PEA began a three-year trial affiliation with the BC Federation of Labour (BCFED) and its parent organization, the Canadian Labour Congress (CLC). Now, PEA members must decide whether to continue the affiliation on an ongoing basis.

Ongoing affiliation to the BCFED and CLC will

- give the PEA a voice in setting strategies for public sector bargaining
- provide access to high-quality, cost-effective, union-specific education and training
- provide valuable networking opportunities for members and staff
- provide protection from raiding by other affiliated unions

The question of whether to continue the affiliation with the BCFED will be put to a vote via online ballot from May 9 - 20, 2016. All PEA members are eligible to vote.

## THE COSTS

The cost to the PEA for BCFED/CLC affiliation is approximately \$50,000 per year, or \$1.57 per member, per month. The PEA's annual operating budget is approximately \$1.6 million. The PEA will be able to absorb the cost of affiliation with the BCFED and CLC within our current revenues.

Additional optional costs, including costs to attend training and education, committee meetings, and the biennial convention, are approved on an ongoing basis by the PEA executive and have averaged \$20,283.33 a year during our trial affiliation period.

## WHO ARE THE BCFED AND CLC?

The BCFED is the organization responsible for coordinating all BC unions and labour councils affiliated to the Canadian Labour Congress. Its purpose is to promote the interests of its members and to generally support the economic and social advancement of workers in British Columbia.

The CLC is a national body that conducts research, education and advocacy on behalf of the Canadian labour movement. As Canada's largest labour organization, the CLC represents over 3.3 million workers from national and international unions, provincial and territorial labour federations and community labour councils.

## THE PROFESSIONAL INSTITUTE OF THE PUBLIC SERVICE OF CANADA

Membership in the CLC is a requirement of BCFED affiliation. Moreover, provincial unions are not eligible to affiliate directly with the CLC but must have a national partner to affiliate through. The PEA has sought out the Professional Institute of the Public Service of Canada (PIPSC) to be our national partner. PIPSC represents 60,000 federal government professionals who face many issues similar to those of the PEA. PIPSC joined the CLC in 2010 because of its members' concerns over job losses and the erosion of professional public services across the country.

The PEA has established an ongoing relationship with PIPSC where we share information, resources and strategy. Recently, we worked with PIPSC to set the terms for an agreement that would enable the PEA to affiliate with the CLC. To prepare for this, the PEA executive defined the conditions that would need to be met in order for the affiliation to proceed. The conditions require that the partnership with PIPSC must not interfere with the PEA's

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## MESSAGE FROM HASSAN YUSSUFF

### PRESIDENT OF THE CANADIAN LABOUR CONGRESS

*Thank you for your commitment to serving the public interest and your professionalism in delivering the services that are crucial to our quality of life. I know how hard you work and how dedicated you are. I also know it has been, and still is, a tough time for professional employees.*

Thank you for your commitment to serving the public interest and your professionalism in delivering the services that are crucial to our quality of life. I know how hard you work and how dedicated you are. I also know it has been, and still is, a tough time for professional employees.

Labour rights, wages, and job security have been attacked. There's a growing trend to de-professionalize the public service. Scientific integrity and fact-based policy-making have been undermined. 'Net-zero mandates' have starved public employees of the resources they need to properly serve the public interest.

Through these difficult conditions, you've remained resilient. But our adversaries are relentless. That's why we need to join together. There's tremendous strength and power in numbers. As an affiliate of the CLC, you'll never fight alone. The rest of labour movement will stand with you. We'll mobilize together. And we'll win together.

The members of the CLC share the same interests and concerns that you have. The majority of our members are public employees with post-secondary education, including scientists, nurses, teachers, health science professionals, college and university professors, engineers and librarians.

The CLC brings together unions and allies through various forums to engage in ongoing dialogue, collaboration, and collective action. This builds solidarity and helps affiliates refine their strategies, communications, and member engagement activities. We offer these forums at the local, provincial, national, and international levels.

Affiliation will provide you with access to more labour education services that can support the PEA's ability to represent members, increase member engagement and build alliances with other unions. This includes the CLC Pacific Region Winter School, held at Harrison Hot Springs, one of Canada's best labour schools. We also offer specialized programs such as pension education and an online activist training program for young workers.

You'll benefit from the expertise of the CLC's research and communications professionals. They produce in-depth analysis and strategic communications on key policy issues, such as labour law reform, outsourcing and privatization, funding for scientific research, fair wages and good working conditions, pensions, and the value of public services. Affiliation will provide you with an opportunity

to shape the labour movement's position on key policy issues.

The CLC takes a strong position against raiding. Raiding undermines solidarity and wastes resources that should be used to service members and organize non-union workers. The CLC prohibits raiding and has an effective process to resolve disputes over work jurisdiction.

The CLC uses its collective strength to "bargain beyond the table" by engaging in advocacy initiatives. We advocate before legislatures and courts to advance the interests of our members and the broader public interest. Your affiliation can help shape and strengthen the labour movement's advocacy efforts.

For example, we're campaigning to expand the Canada Pension Plan (CPP) because after a lifetime of hard work nobody should have to retire in poverty. We've built a lot of support across the country and the new federal government made an election promise to enhance the CPP. The CLC also coordinated a national campaign to defeat Bill C-377 and the new government has promised to repeal this anti-union legislation. We'll be working hard to make sure the new government delivers on these commitments.

The CLC and its affiliates worked together to convince the government of Canada to change the criminal code, so employers who endanger the health and safety of workers would be held criminally responsible. Recently, a landmark court ruling in Ontario saw, for the first time, a manager held criminally responsible and sentenced to prison for actions that resulted in the deaths of four workers under his watch.

Last year, the labour movement won two historic victories at the Supreme Court of Canada when the court recognized the Constitutional right of employees to organize independent associations for collective bargaining, and the Constitutional right to strike. In the second case (Saskatchewan Federation of Labour v Saskatchewan), the coordination of labour's legal arguments under the auspices of the CLC was important in winning the appeal.

Friends, these are just a few examples of what unions can accomplish when we are united. The CLC and the PEA share the same mission and the same values. If we work together, we'll do remarkable things in the years ahead. So let's move forward together! •



*Continued from page 13*

right to maintain full autonomy over its governance, dues revenue, and bargaining unit certifications. The PEA must also be protected from assuming any other union's financial liabilities. We have now reached an agreement with PIPSC that meets these requirements. Other unions in BC, including the Compensation Employees Union, the BC Ferries and Marine Workers' Union and the Hospital Employees' Union, have used a similar approach to gain CLC affiliation by partnering with a national union.

## THE NEED FOR AFFILIATION

### AFFILIATION GIVES THE PEA A VOICE IN SETTING STRATEGIES FOR PUBLIC SECTOR BARGAINING

The PEA's continued affiliation to the BCFED and CLC is critical for maintaining an effective collective bargaining strategy. The BCFED coordinates the union side of public sector bargaining in BC. We need to be at that table discussing bargaining strategy and hearing about developments, so we can get our members the best possible wages and benefits they deserve. Ongoing affiliation will also provide us continued access to research and polling data that helps inform the PEA's bargaining strategies and outreach campaigns.

### AFFILIATION PROVIDES ECONOMIES OF SCALE FOR UNION SPECIFIC EDUCATION AND TRAINING

The PEA has made education of our members a priority for our union. Unions have some unique characteristics and need education and leadership-development programs tailored to our role and activities; the BCFED and CLC provide this. Over the last three years, PEA local reps, chapter executives and PEA young workers have been enhancing their knowledge and skills through this training. Having a knowledgeable group of local reps and chapter executive leaders enables the PEA to respond effectively when members are having issues in their workplaces and

improves our capacity to engage our membership on all fronts.

Developing and delivering our own PEA training will continue with affiliation; however, with access to opportunities gained through affiliation, we can deliver more education and learning and keep our staff and financial resources focused on servicing and other priorities.

### AFFILIATION PROVIDES PROTECTION FROM RAIDING BY OTHER AFFILIATED UNIONS

Membership in the BCFED and CLC protects the PEA's autonomy by providing some protection and support against raiding by other affiliated unions. Raiding is a change of union representation and is a very counter-productive practice that is frowned upon in the labour movement and expressly prohibited in the CLC constitution, where there is also an explicit process to work out work jurisdiction disputes. The CLC has successfully resolved all of its work jurisdiction disputes over the last year and has been successful over time in preventing raiding among members. Raiding most often results in diversion of union staff resources, significant legal costs, uncertainty and upset for members who are the subject of a raid.

Losing PEA members through raiding also directly impacts the revenues the PEA has available for member servicing, public awareness campaigns and collective bargaining and is a serious long-term threat to the PEA. The PEA was raided in 2011 by a BCFED affiliate. This was prior to the PEA joining the BCFED. If the PEA had been affiliated to the BCFED in 2011, it's almost certain that the PEA would not have lost those 200 members, as the raiding union would have been required to leave the BCFED.

The BC Nurses' Union (BCNU) is currently raiding psychologists in our HSP chapter. The BCNU has been kicked out of the BCFED and their national CLC-affiliate organization because of raiding. The BCFED is currently

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## MESSAGE FROM IRENE LANZINGER

PRESIDENT OF THE  
BC FEDERATION  
OF LABOUR

*As a professional union, PEA members will add an important voice to our growing movement. The challenges you face are often unique, but being in the House of Labour ensures wide support for your issues – whether at the bargaining table, in the public or with government.*

I know you have a big decision ahead of you. For the last few years the PEA has been part of the BC Federation of Labour, and now you are considering full membership within our labour movement.

This is an exciting time. Our movement is strong and active – putting forward the interests of union members across the province to government, employers and the general public. We tackle issues that impact everyone: safe workplaces, fair wages, pension and retirement security, protection of public services, political participation, human rights and equality, and much more.

But I know it will be even stronger with the PEA.

The BC Federation of Labour represents over 500,000 members from affiliated unions across the province, working in every aspect of BC's economy. Our membership is as diverse as our province is, and includes professional and technical workers, as well as those in manufacturing, the service sector, primary resources, transportation, the arts and a host of other occupations.

As a professional union, PEA members will add an important voice to our growing movement. The challenges you face are often unique, but being in the House of Labour ensures wide support for your issues – whether at the bargaining table, in the public or with government.

You also play an important role in our public sector bargaining group. We are stronger when we stand together

– and this is never more important than in bargaining our collective agreements.

As a voluntary membership organization, the BC Federation of Labour operates on the basis of cooperation between unions based on shared values of respect and solidarity. We take an active role, along with the Canadian Labour Congress, in providing learning and training opportunities, so our collective movement is always growing.

Our advocacy has made significant changes for the better in British Columbia, and we remain committed to the long-term project of building an economy that works for everyone.

I am excited to grow our movement and have the PEA continue to be a strong affiliate within the BC Federation of Labour. •



*Continued from page 15*

working with the PEA and other unions that have been subject to BCNU raids to increase awareness about the raid's negative impact on unions and the delivery of health care. Although being affiliated to the BCFED did not prevent this raid by the BCNU, it is important to note that the BCNU is "unique" among BC unions in that it has an explicit strategy to organize all health workers in BC and is willing to be completely ostracized from other unions. The support and protections against raiding that comes with affiliation to the BCFED and CLC are key to the PEA's long-term viability.

## AFFILIATION PROVIDES IMPORTANT RELATIONSHIP AND NETWORKING OPPORTUNITIES

The PEA and other Canadian unions are facing a challenging and sometimes hostile environment. This reality has resulted in sub-inflationary wage increases, rollbacks in pensions and benefits, the loss of union rights to bargain collectively, the gutting of labour laws and dramatic and ongoing cuts to public services. Continuing our affiliation allows us to increase our power through building alliances with other unions to counter these challenges.

The BCFED and CLC lend our smaller organization the strength of the labour movement. Coordinated attacks by governments and extreme lobby groups need a coordinated response, and the CLC and BCFED provide this response to attacks on working people. As a member of the BCFED and CLC we are able to support and ask for support from 500,000 other union members in BC and 3.3 million union members nationally. It also allows us to work together to promote key issues with the broader public including the value of public services. This is important for vast majority (92 per cent) of our members who work in the public sector. The BCFED has allocated funding in 2016 for outside research and public commentary on the value of public services and the need for fair taxation to support those services.

Being affiliated to the BCFED and CLC also means we make connections with decision-making labour leaders and

*The question of whether to continue affiliation with the BCFED will be put to a vote via online ballot from May 9-20, 2016. All PEA members are eligible to vote.*

politicians of all stripes. As an affiliate of the BCFED and CLC, the PEA is free to and will remain non-partisan when it comes to politics.

Should members choose to affiliate on an ongoing basis, the PEA executive will continue to evaluate affiliation and report out to members annually on the value this relationship.

## FREQUENTLY ASKED QUESTIONS

We've compiled some frequently asked questions to help you make an informed decision. We have even more FAQ's and information available on our website at [pea.org/bcfed](http://pea.org/bcfed).

### WHO ELSE BELONGS TO THE BCFED?

A better question might be, "who doesn't belong?" There are 50 unions affiliated to the BCFED. This includes several unions representing licensed and other professionals, such as the BC Teachers' Federation, the Health Sciences Association and the Federation of Post-Secondary Educators of BC.

### THE PEA IS A SMALL UNION. WON'T WE GET LOST IN THE SHUFFLE AT THE BCFED?

Our experience to date with the BCFED has been positive. We have found it to be a welcoming organization that is well regarded for its record of inclusiveness and information and resource sharing. PEA staff members were able to

*Continues on page 18*

*Continued from page 17*

participate actively on some committees, and a resolution we proposed at the 2014 convention calling for a more coordinated approach to 2019 public sector bargaining was well received by the membership.

## **WON'T JOINING THE BCFED COMPROMISE OUR PROFESSIONALISM?**

No. Tens of thousands of professionals in BC—including health science professionals, teachers and college instructors—have already joined the BCFED with no adverse impact on their professional standing or reputation. The PEA has always been a union that respects the professional ethics and obligations of our members. Affiliating to the BCFED wouldn't change that.

## **WILL THE PEA LOSE ITS AUTONOMY BY JOINING THE BCFED?**

No. Affiliates are autonomous unions that act in accordance with the wishes of their respective memberships. The BCFED could not force us to do anything our members do not want to do. Because affiliation is entirely voluntary, the PEA could leave the BCFED or CLC at any time by simply stopping our payment of fees.

## **DOES AFFILIATING MEAN WE HAVE TO GO ON STRIKE WHENEVER ANY OTHER AFFILIATE DOES?**

No. Every bargaining unit makes that crucial decision for itself. Just as one PEA chapter may be on strike without affecting other PEA chapters, so may one union in the BCFED be on strike without affecting other unions.

## **ARE THERE OTHER COSTS TO AFFILIATING BESIDES MEMBERSHIP DUES?**

There are no other mandatory affiliation-related costs outside of dues. Certain BCFED activities may involve travel, tuition and other incidental expenses for staff and members who participate. To date, the PEA executive, as part of its financial oversight role, has approved these

affiliation-related costs where they are seen to add benefit to the PEA. There is no requirement to participate on committees, attend conventions or engage in training and education.

For a full breakdown of costs visit [pea.org/bcfed](http://pea.org/bcfed).

## **WILL AFFILIATION MEAN THAT MY PEA MEMBERSHIP DUES WILL GO UP?**

No. The PEA will be able to absorb the cost of affiliation with the BCFED and CLC within our current revenues.

## **WHAT IS THE RELATIONSHIP BETWEEN THE BCFED AND CLC AND THE NDP?**

The BCFED and CLC are affiliated to the New Democratic Party and have guaranteed seats at the provincial and national parties' conventions, respectively. This does not mean that the PEA is required to affiliate to the NDP. The PEA will be free to maintain its non-partisan status, as other unions in the BCFED and CLC already do. To be "non-partisan" means that the PEA has no affiliation with any political party.

## **WHY DOES THE PEA NEED TO BE AFFILIATED TO THE CLC?**

Affiliation to the CLC is a requirement of ongoing affiliation with the BCFED. Smaller provincial unions are not eligible for direct affiliation to the CLC and must affiliate through another national union. The Professional Institute of the Public Service of Canada (PIPSC) will be our national ally in affiliation. They are a union of professionals and experts working in the federal public service. The PEA has an ongoing relationship with PIPSC where we share information and strategy. The PEA executive set clear conditions for entering into an agreement with PIPSC, all of which were met. The PEA maintains its autonomy over bargaining, dues revenue, governance and bargaining unit certifications and is protected against any of PIPSC's financial liabilities. View the full agreement on our website at [pea.org/bcfed](http://pea.org/bcfed). •





# MEMBER PERSPECTIVES

HOW HAVE PEA MEMBERS BEEN ABLE TO TAKE PART  
IN THE BCFED OVER THE PAST THREE YEARS?

**WORDS** JESSICA WOOLLARD

One of Harry Jennings's goals in attending the CLC Winter School in 2014 was to gain skills for keeping in touch with his GLP colleagues across the province. By the end of the conference in Harrison Hot Springs, he came away with knowledge of an ideal tool for boosting member communication engagement. The tool was Facebook.

"I took a course that was specifically about membership engagement and using the newer social media tools that are available to enhance that engagement," says Jennings, an advisor on First Nations relations in the Ministry of Forests, Lands and Natural Resource Operations and a local representative for the Government Licensed Professionals chapter. "We learned about maximizing the use of platforms like Facebook and Twitter, using those tools to engage with more 'established' members as well as the newer demographic group that are moving into the labour force."

Jenning's experience at Winter School is reflected in the narratives of other PEA members who have participated in training provided through the BCFED trial affiliation. From professional development workshops to making key contacts in other unions, our members share their thoughts on the benefits of affiliation.

## TRAINING OPPORTUNITIES

Natasha Carville is an educational assistant at St. Margaret's School in Victoria and the chair of the school's chapter. She also attended CLC Winter School and found the experience to be of great value to both to her union work and personal goals.

"I felt incredibly fortunate to have this experience," she says. "I took the union counselling course, and since I had just started my master's in counselling, I could apply what

*“Labour negotiations are that— negotiations. It’s a balance of power. An organization that is very large and well understood by the public has a greater level of power when it comes to dealing with their employer... (Participating in the BCFED) puts us on the radar. We need to be known to the broader population of BC.”*

I’d learned to my program ... and to my role as the chair of our chapter.”

Carville’s sentiments are echoed by PEA member Charlene Hewitt, an administrative officer in the University of Victoria’s undergraduate engineering program, who attended a BCFED diversity and equity workshop. Hewitt had recently joined the PEA’s new diversity and equity committee and was delighted at the chance to receive training in that area.

“It was enriching to hear how other [unions] are meeting the diverse needs of people in the workplace...The more you hear what other people have learned along the way, the better off we’ll be [when we create PEA’s policies],” she says.

One speaker in particular inspired Hewitt with stories about her experiences, both negative and positive, of being part of a process to increase diversity in the workplace. Hewitt believes she’ll be able to perform her PEA role with more knowledge and understanding as a result of what she learned at the conference.

## RELATIONSHIP BUILDING AND STRATEGIC ALLIANCES

In addition to learning about the value of social networking at the CLC Winter School, Harry Jennings gained an appreciation of the importance of interacting with organizations and labour representatives outside of the PEA. Being with a diverse group of people in a common forum provided opportunities for discussion and learning, says Jennings.

“We could share issues, concerns, challenges; we could get to know each other and become more familiar with the issues that are being tackled by labour groups across the province and country.”

Jennings believes his interactions with the other unions present helped to expand his perspective. “Affiliation gives us a broader view of collective bargaining and labour relations issues, which will enhance the PEA’s ability to respond and contribute to the broader discussion of worker issues, collective bargaining when the time comes.”

Every winter, the BCFED organizes a political lobby in Victoria to which labour organizations are invited to meet with members of the BC Legislature. For the PEA, this has opened up a new channel for forging relationships with elected provincial representatives that was not previously available.

By participating in this annual event, says PEA executive director Scott McCannell, “[our] members have the opportunity to contribute to conversations that matter to us. We’ll have the ear of the province’s most influential people who can effect change in the best interest of our members.” The lobby has previously provided an opportunity to remind politicians of the importance of sufficient funding for university education and health services and to bring awareness to ongoing cuts of professionals in the public service.

## INFLUENCE DIALOGUE

The union climate is changing in British Columbia, says McCannell. “When we look back over the course of the last 20 or 30 years, we’ve seen many forces that have made it difficult for working professionals and unions, such as government policy frameworks have slashed public sector jobs and reduced taxes to the point that provision of public services becomes more and more difficult.

Within that context, we have seen significant cuts to our largest chapter ... and in many cases, the work remaining is pushed onto other members.”

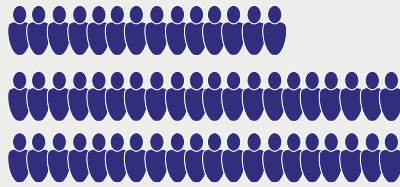
PEA members benefit from having a voice among other unions and being seen as a contributor to the conversation about improving public services. We need alliances to help spread our message in the public domain, and we need to know what’s happening at other bargaining tables.





## BCFED CONVENTION

The PEA sent five delegates to the 2014 BCFED Convention. This convention sets the direction of the BCFED. The PEA's resolution called for a strategic, research-based approach to public sector bargaining in 2019.



PEA members participated in 54 training opportunities provided by the BCFED or CLC during trial affiliation.



The Canadian Labour Congress represents 3.3 million union workers nationally.

Frank Kohlberger offers an example of how the PEA was able to influence the conversation by bringing forward a resolution to the 2014 BCFED convention. The resolution called for public sector unions to take a research-based and more coordinated approach in the next round of bargaining in 2019.

"That resolution passed unanimously," remembers Kohlberger, a resource planner for the Ministry of Forests, Land and Natural Resources and the elected president of the PEA executive. He is serving his third term as president, and has been on the executive for more than a decade.

The BCFED convention was "a great opportunity to influence the conversation and educate other unions and groups about who the PEA is and what we do," he says.

He believes it's important for the PEA to be known by other unions and politicians because "labour negotiations are that—negotiations. It's a balance of power. An organization that is known by the public has a greater level of power when it comes to dealing with their employer. Participating in the BCFED puts us on the radar."

## STRONGER TOGETHER

There is strength in numbers, the saying goes. The PEA, though a small union, is nimble. With the support of 500,000 British Columbia union members, allied together through the BCFED, plus 3.3 million members nationally through CLC, the PEA won't have to "reinvent the wheel" at every turn. "Resource sharing among affiliated unions will allow us to make informed decisions and learn from the experience of other unions," said McCannell.

"Having this affiliation is another tool in our toolbox; it gives us added stability and added muscle to the might that we already possess," Natasha Carville says.

The relationship with the BCFED allows staff to gain access to valuable tools and information that would otherwise be cost-prohibitive for the PEA. "When the PEA begins a public-sector bargaining cycle, we're given access to valuable polling data that helps shape our communications plans," said Senior Communications Officer Brett Harper. "We're at the table with the strategists from other unions. We're developing and testing messages together," said Harper. "Without access to this, staff are at a disadvantage when it comes to raising

awareness of PEA members during bargaining."

## CONCLUSION

Affiliating with the BCFED and CLC offers PEA members learning opportunities and strength in numbers, and it opens the door to strategic alliances with other unions whose experiences can assist us to be more effective at the bargaining table and in the other work we do for members.

"The PEA executive believes this is the most important strategic alliance PEA can maintain and build upon," says McCannell. "The real value of affiliation is that ultimately we are a stronger union, and we are better able to represent our members' interests."

"Just like our members have more influence and better work lives from being part of a union of many members, the PEA has more influence on labour relations, public policy, bargaining and workplace legislation as part of the BCFED and CLC. There is strength in numbers," says McCannell.

McCannell encourages all PEA members to engage in the discussion around the BCFED and CLC affiliation and participate in the vote to join the BCFED and CLC. •



DAY OF

# ACTION FOR POST- SECONDARY EDUCATION FUNDING

**WORDS** BRETT HARPER

**PHOTOS** DEAN KALYAN

community and other unions for accessible, publically funded post-secondary education. This advocacy work reflects our strong ties to the post-secondary education system through our UVic chapter and our members' personal investments in education for their professional careers.

The UVic chapter executive passed a motion of support and wrote letters to UVic President Jamie Cassels, UVic Vice-President of Finance and Operations Gayle Gorrill, and UVic Board of Governors Chair Erich Mohr. The PEA executive also passed a motion of support and wrote letters





1



2



3

1. UVic chapter executive member Chris Clausen at the February 3 rally for post-secondary education funding. 2. Over 300 people showed up for the event on the lawn of the legislature. 3. The PEA executive and UVic chapter executive endorsed the event and sent letters of support.

to the Minister of Advanced Education, Andrew Wilkinson, and the Opposition Critic for Advanced Education, Kathy Corrigan.

An estimated 300 students and supporters took to the lawns of the legislature to raise awareness of BC's report card on student debt. Since 1990, tuition fees in BC have

skyrocketed by 189 per cent, while inflation has only increased by 58 per cent. Students in BC graduate with the highest levels of student debt in Canada. The average student in BC will graduate with \$27,000 to \$35,000 in student debt. Active student debt in Canada now amounts to over \$15 billion. •



# BASIC LOCAL REP TRAINING

PHOTOS AARON LUTSCH

For two days in November, local reps gathered to review the role of the local rep and to build their on-the-ground skills for supporting PEA members. If you have questions about collective agreement or need help with an issue in your workplace, the local rep is your first line of support. These are your fellow workers who volunteer to assist their PEA colleagues in the workplace. Local reps receive ongoing training to better assist their co-workers with issues that arise. Basic rep training includes overviews of the role of local reps, skills for supporting members in investigative meetings, and the purpose of campaigns.

There are currently several PEA chapters in need of local reps. The GLP chapter has vacancies in Fort St. John, the Vernon-Salmon Arm area, and Victoria. At UVic, Campus Security Services, the Bob Wright science building, and the Ian Stewart and MacLaurin buildings all have openings for local reps. The HSP chapter has vacancies on Vancouver Island and in the Fraser Health Authority, and the SMS chapter needs local reps for its residence houses and the senior school. If you're interested in finding out more about becoming a local rep please contact [membership@pea.org](mailto:membership@pea.org).



1. UVic member Melvin Peters.
2. SMS member Beverly Waterfield.
3. GLP member Kristin Hendry.
4. PEA Labour Relations Officer Melissa Moroz.
5. GLP member Robert Keen.
6. GLP member Joanne DeGagne.
7. PEA local reps during training.
8. GLP member Mark Scott.





- Power, Control  
- Understanding of goals of the employer







*It means that my union, for which I am required to pay dues, is not only protecting my rights as an employee but it is also giving to a charity that is meaningful to me and some of my closest friends who I work with every day.*

*- Carolyn Beurskens, GLP member*

**LEFT** In addition to programs like Giving Back, PEA members across the province take part in raising funds for charitable organizations. Here, John Foxgord participates in UVic's annual plasma bike racing. The event raises money for the United Way of Greater Victoria.

# IN IT TOGETHER

THE GIVING BACK CAMPAIGN IS ABOUT SOLIDARITY

**WORDS** JACKIE WONG

**PHOTOS** BRETT HARPER

It's the kind of news we never wish to hear, but it's familiar for too many of us. Last year, Carolyn Beurskens learned that her close friend had been diagnosed with breast cancer. She watched as her friend and loved ones struggled through the emotional upheaval, physical turmoil and terrifying uncertainty that cancer brings.

She also learned how important cancer research is for patients. "Because of newer research, my friend did not have to go through radiation or chemo after her mastectomy," Beurskens says. "This would have been standard protocol in years past. The tests showed that her numbers were low enough that further treatment was unnecessary." While it's early to state that her friend is officially cancer-free, Beurskens is relieved to know now that the worst is over. "The research and stats say that she will be here for a long time," she says, smiling.

Beurskens is a member of the Professional Employees Association. She works as a planning forester for the Ministry of Forests, Lands and Natural Resource Operations in the East Kootenays. Her friend who was diagnosed is also a PEA member. Carolyn nominated the BC Cancer Foundation to be a beneficiary organization for the PEA's 2015 Giving Back campaign. Because of Beurskens' nomination, the BC Cancer Foundation received \$1,000 from PEA members last year, making it one of 12 charitable organizations to benefit from the 2015 Giving Back campaign.

More than a standard workplace donation drive, Giving Back connects PEA members with organizations close to their hearts.

"What is important to them is important to all of us," says Melissa Doyle, chair of the PEA's Grants and Donations Committee.

## HOW IT WORKS

PEA members are situated across the province. Doyle works as an experiential learning officer in the Peter B. Gustavson School of Business at the University of Victoria, while Beurskens is headquartered in Cranbrook. Despite their geographical distance, Giving Back unites them. Every month, PEA members contribute to the Giving Back campaign through their union dues. "Based on current membership numbers, I believe this works out to less than \$0.35 per month per member," Doyle says.

Doyle and other members of the Grants and Donations Committee solicit nominations for Giving Back beneficiary organizations from PEA members. Selecting which organizations to put to a member vote is the hardest part, she adds. "We have received 35 to 40 nominations in each of the last two years of the Giving Back program."



*“On a personal level, I’m proud that my union is interested in taking care of the broader community,” Doyle says. “It’s not just about an insular service model that is only about paying dues.”*

Doyle and her team strive to select a balanced variety of organizations that reflects the diverse values and interests of PEA members. Political parties are not eligible to receive grants or funding through Giving Back.

In 2015, the PEA convention adopted a resolution to ensure stronger geographical representation in the list of nominees selected for Giving Back. This means that from now on the recipients will better reflect the interests of PEA members across BC—not just those on Vancouver Island, where almost half of the PEA’s members work and live.

*“On a personal level, I’m proud that my union is interested in taking care of the broader community,” Doyle says. “It’s not just about an insular service model that is only about paying dues.”*

## BUILDING PRIDE

In downtown Vancouver, staff members at the Law Society of BC oversee the regulation of more than 1,000 practising lawyers in the province. Law Society staffers have in the past been recognized for their outstanding commitment to community well being. It’s fitting, then, that professional conduct lawyer Mark Bussanich nominated another of last year’s recipient organizations, Project Limelight. Project Limelight is a free theatre program for young people in Vancouver’s Downtown Eastside neighbourhood. Students receive instruction and meals, and the classes culminate in the mounting of Broadway-style productions at SFU Woodward’s theatre facility.

Bussanich has attended a number of Project Limelight’s performances and recalls being moved to tears. “You see it in the kids. You see that they’ve got a drive and an ambition and a purpose. [Project Limelight] gives them confidence; being able to perform is teaching people how to

be confident in their own abilities,” he says. Without a free program that also feeds its participants during rehearsals, Bussanich says, “so many kids in the Downtown Eastside and Strathcona living in poverty just don’t have the ability to access those kinds of programs.”

## LASTING IMPACT, COLLECTIVE ACTION

Beyond the monetary value of the donations provided by Giving Back—which usually exceed what individuals are able to give on their own— the sense of community support the program generates is priceless.

*“It means that my union, for which I am required to pay dues, is not only protecting my rights as an employee but it is also giving to a charity that is meaningful to me and some of my closest friends who I work with every day,” says Carolyn Beurskens.*

*“The Giving Back program increases community awareness of the PEA and the fact that our members care about the social and environmental challenges within their communities,” says Melissa Doyle. “It tells me we are all in it together.”* ■

## IN 2015, MEMBERS AWARDED DONATIONS TO 12 BC CHARITIES IN THE ANNUAL GIVING BACK PROGRAM

- ALZHEIMER SOCIETY OF BRITISH COLUMBIA
- NEED2: SUICIDE PREVENTION EDUCATION & SUPPORT
- BC CANCER FOUNDATION
- BC SPCA
- PROJECT LIMELIGHT SOCIETY
- A LOVING SPOONFUL
- ST. VINCENT DE PAUL, PRINCE GEORGE
- BRITISH COLUMBIA WILDLIFE PARK
- MARY ELLEN HUMANE EDUCATION SOCIETY
- VICTORIA WOMEN’S TRANSITION HOUSE
- BOYS AND GIRLS CLUB SERVICES OF GREATER VICTORIA
- TOGETHER AGAINST POVERTY SOCIETY

# CHAPTER UPDATES

## FAMILY MAINTENANCE ENFORCEMENT PROGRAM COLLECTIVE AGREEMENT

The FMEP collective agreement has been finalized and is now available on the PEA website.

## GOVERNMENT LICENSED PROFESSIONALS GRIEVANCE AND ARBITRATION UPDATES

The GLP's long-standing meal-allowance grievance should soon be brought to a conclusion. Following numerous unsuccessful attempts over several years to resolve the issue through mediation and negotiation, the parties (the PEA and BC government) agreed to put the case to binding arbitration and made their respective submissions to arbitrator Judi Korbin on January 31, 2016.

PEA forensic psychologists received a one-time pay boost in November 2015 after the PEA filed a grievance arguing that employees had been unfairly compensated after being transferred from the Public Service to the Health Sector. PEA members who left after that transfer were able to access severance payments as a result of a separate but related PEA grievance.

Two grievances related to unfair discipline reported by members during November and December have been settled. The PEA is challenging unfair discipline in two other current cases.

In January, the PEA sent a written submission to arbitrator Joan McEwen regarding the

relocation of a PEA member. The PEA asserts that the member was poorly treated in the relocation, a move that didn't need to happen. The results from that submission will determine whether or not the PEA opts to proceed to arbitration.

In February, the PEA sent a written submission to a classification referee on behalf of a member who believes he is not being recognized for the high level work he is doing. Many PEA members have reported being assigned higher level duties with no recognition for the extra work they are doing.

## PRIOR VACATION ENTITLEMENTS

The BC government has been trying to circumvent its own memorandum of agreement (MOA) regarding prior vacation entitlements for employees who return to work with the government after having left for a period of time. The MOA says that employees are eligible to receive the same vacation entitlement they had before they left. The PEA has filed a grievance in one case and will go to arbitration in April.

## OIL AND GAS COMMISSION

PEA members at the Oil and Gas Commission received a nasty shock when the Commission announced it was taking away the Retention Incentive Program (RIP), which provides a wage adjustment to make up for the gap in their salaries compared with others in the oil and gas industry. The OGC cited budgetary problems due to the downturn in the industry as the reason for the removal of the RIP.

## HEALTH SCIENCE PROFESSIONALS

### PENSION PLAN

The PEA wants to make members aware of some upcoming Municipal Pension Plan (MPP) seminars. The MPP is a defined benefit pension plan that is well governed and will provide participants with a lifetime pension upon retirement. It is never too early or too late to start planning for retirement, and these sessions are great way to understand more about your pension plan. There is a "new-to-the-plan or mid-career" seminar that will outline the value of your pension, how the plan works and various tools and resources. There is also a session targeted to those within five years of retirement. You can find out more information on the Municipal Pension Plan website.

Additionally, the HSP executive is exploring PEA members-only seminars that would be hosted by the PEA and MPP. An update will be provided as soon as these sessions are confirmed.

## LAW SOCIETY LAWYERS

### BARGAINING

The collective agreement between the Law Society's lawyers and the PEA expired December 31, 2015. The parties have been in bargaining since September 2015.

## LEGAL SERVICES SOCIETY LAWYERS

### OUTSIDE WORK ARBITRATION

The PEA and Legal Services have an arbitration scheduled for May 2016. The union has grieved the employer's position of denying members the ability to practice law outside of work.





**Left to Right** John Foxgord, Melissa Moroz, Ori Granot and Mike Cave took part in the UVic Plasma Car racing event in November that raised funds for the United Way of Greater Victoria.

## OKANAGAN REGIONAL LIBRARIES

### COLLECTIVE BARGAINING

The collective agreement expires on December 31, 2016. The PEA bargaining committee met briefly to discuss timelines for commencing this round of negotiations. Messaging will be sent to members once this is determined. Thank you to Tara Thompson and James Laitinen for participating on the bargaining committee.

## ST. MARGARET'S SCHOOL

### COLLECTIVE BARGAINING

On January 29, the Residence Bargaining Subcommittee met with the employer to discuss non-cost-related residence issues. The parties were able to reach a tentative agreement that will address some of the concerns brought forward by residence members. Those items will be included in a larger tentative agreement that members will be asked to vote on. The parties have scheduled five days in February and March for collective bargaining. A members' meeting was held on February 17 to present the proposal package to the membership and get feedback. The

bargaining committee will provide the membership with regular updates during negotiations.

## UNIVERSITY OF VICTORIA

### LOCAL REPS

Would you like an opportunity to connect with colleagues and improve lines of communication among PEA members?

We have six vacant positions for local reps in the McKinnon, CARSA, Bob Wright, Campus Services, Campus Security, Ian Stewart and MacLaurin buildings.

Local reps are eligible for a two-day sponsored workshop provided by the PEA.

The Local Representatives Committee is made up of more than 20 UVic PEA members who volunteer to represent the PEA in each of the main buildings on the campus. The committee is co-chaired by two members of the UVic chapter executive, Mike Cave and Vincent Connor. If you're interested in being part of this committee, please contact Vincent Connor at [zzconnor@uvic.ca](mailto:zzconnor@uvic.ca) or Melissa Doyle at [doylem@uvic.ca](mailto:doylem@uvic.ca).

## ASSOCIATION UPDATES

After months of discussion with the BC Teachers' Federation (BCTF), the Labour Relations Board and the Prince George School District (PGSD), PEA members in the PGSD have opted to move into the BCTF. Under the circumstances it was the best option for our members as members would move onto the BCTF provincial salary grid and some would receive significant increases. The PEA thanks all those involved in making this happen. We extend our best wishes and continued solidarity to the teachers. ▪

THURSDAY, APRIL 28, 2016

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# NATIONAL DAY OF MOURNING

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EVERY YEAR, THOUSANDS OF CANADIANS  
ARE KILLED OR INJURED ON THE JOB OR  
DIE FROM WORK-RELATED DISEASES.

**P|E|A**

BC's Union for Professionals





# BCFED & CLC AFFILIATION MEMBERSHIP VOTE

MAY 9–20, 2016

MEMBERS WILL RECEIVE THEIR BALLOT  
ELECTRONICALLY TO THEIR PREFERRED EMAIL.

FIND OUT MORE AT [PEA.ORG/BCFED](http://PEA.ORG/BCFED)