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October 2014



OUT IN OUR COMMUNITY

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ASSOCIATION

THE PROFESSIONAL

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WHY OUR FIGHT FOR A STRONG PUBLIC SERVICE IS MORE IMPORTANT THAN EVER

In August, the tailings pond at Mount Polley Mine in the BC Interior was breached, and millions of gallons of water from the mine were dumped into the Quesnel and Cariboo Rivers. This issue covered the front page of newspapers and focused public attention on questions about how British Columbia manages its natural resources. For several years now, the PEA has been opposing the government’s ongoing cuts to licensed science officers in the public service for fear of major incidents like this. We believe that a public service equipped with experienced scientists and experts is in the best interest of British Columbians.

Critics have pointed to staff cutbacks at the Ministry of Mines and Energy as one of the key issues at play in the Mount Polley mine disaster. Over the past decade, the number of licensed science officers in the ministry has shrunk by 21 per cent. Our members have told us that since 2003, the decrease in the number of mine inspectors in regional offices around the province has been drastic. The government’s own data shows that the number of mine inspections has also plummeted since 2001.

Our members have been telling us for years that these cuts could lead to situations that put the environment and the health and safety of British Columbians at risk. Licensed professionals, including scientists, engineers, hydrologists and others, have reported major concerns over the declining level of public oversight of BC’s resource industries.

A number of reports, from the BC auditor general and organizations such as the Forest Practices Board and West Coast Environmental Law, have raised concerns over the increasing role of “professional reliance” – the practice of industry regulating itself – in our resource industries. The ability of industry to self-regulate, as many GLP members have observed first-hand, is not effective without additional independent oversight.

To ensure that our resources are appropriately managed, BC needs public service professionals. Instead, we are witnessing the steady deprofessionalization of the public service. The PEA stands with critics who argue that the BC government is understaffed and that the professional reliance model needs to be reviewed. Through initiatives like the Endangered Experts campaign, we will continue to pressure government to address these dangerous cuts to the public service.

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President

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ON THE COVER

PEA members and staff at the Pride Parade

WAGES FALLING BEHIND INFALTION

WRITTEN BY **SCOTT MCCANNELL**

In September, the Canadian Taxpayer's Federation leaked a report, commissioned by the BC government, that compares wage increases for provincial and municipal employees. Critics seized on one critical element of the report: salaries for municipal employees in BC rose by 38 per cent between 2001 and 2012, nearly twice as fast as provincial government salaries. What was missing from this critique was the fact that according to Statistics Canada, the average hourly wage for all employees in Canada (permanent and temporary) increased during the same period by 38.4% (from \$17.22 in June 2001 to \$23.84 in June 2012). Municipal wage increases were in line with what average Canadians received.

While municipal employees saw wage increases in line with those in the rest of Canada, employees in the public service saw substantially less. In fact, public service workers saw wage increases between 2001 and 2012 that were four per cent behind the rate of inflation. What this report demonstrates is how inadequate the current model of bargaining is for provincial public servants.

Arguably, BC has the most coordinated approach to public sector bargaining in Canada. There is a 20-year history of the government increasingly micro-managing employer bargaining mandates through the Public Sector Employers Council (PSEC)

	2014	2015	2016	2017	2018	Total
Public sector employer's council mandate by %	0	1.0	1.5	1.5	1.5	5.5
% consumer price index forecast, BC	1.4	1.8	2.0	2.0	2.0	9.2
% gross domestic product growth forecast, BC	2.0	2.3	2.5	-	-	

The chart demonstrates how wage mandates under the Public Sector Employer's Council are set well below inflation. The government's own Gross Domestic Product (GDP) growth forecast explains that there are increasing economic resources to pay for wage increases that keep up with inflation.

83%

Number of employers in
Canada that will provide
base salary increases
in 2015

2.6%

Projected average salary
increase in BC
in 2015

2.6%

Projected average salary
increase in Canada
in 2015

Hay Group Report: Canadian employees will see average salary increases of 2.6% in 2015

and legislative interventions that have allowed government to impose its will on unions.

Using the government's own inflation projections from its 2014/15 budget, the table on the preceding page shows how the current bargaining mandate will result in PEA members' wages falling further behind the cost of living. It is clear that wage increases under the current mandate do not reflect a fair proportion of economic growth.

Another report, by the Hay Group, projects an average salary increase in Canada in 2015 of 2.6 per cent. This is higher than the rate of inflation and significantly higher than the one per cent being offered by government.

All of this leads up to one conclusion: the result of the BC government imposing settlements behind the cost of living is that public sector wages are falling severely behind the Canadian average. This will lead to even more recruitment and retention issues in the years ahead. We have heard the minister of forests say, in response to our Endangered Experts campaign, that part of the reason there are so few registered professional foresters in the public service is that the government cannot recruit them. Our own internal market compensation data shows that our members fall up to 40 per cent behind in wages when

Public service workers saw wage increases between 2001 and 2012 that were four per cent behind the rate of inflation. What this report demonstrates is how inadequate the current model of bargaining is for provincial public servants.

compared with other public and private sector professionals doing the same work. This dramatic underpayment is leading toward a serious issue of the government not having the skilled workers it needs.

The PEA will continue to fight against these ongoing inadequate wage increases. We will continue to build alliances with other unions and groups that share our interests and will participate through the BC Federation of Labour (BCFED) public sector bargaining committee to strengthen coordination among public sector unions. In preparation for the upcoming BCFED convention this November, the PEA has submitted a resolution calling for a thorough study followed by the establishment of a more coordinated bargaining strategy for BC public sector unions. We believe this is an effective strategy for thwarting the damaging and unfair approach the government has taken with its tight-fisted coordination under PSEC.

Mobilizing our message on **MOUNT POLLEY**

Professional reliance, Mount Polley and reaching out to the media

WRITTEN BY **SCOTT MCCANNELL**

Mount Polley will be remembered as a major environmental incident in British Columbia, and the forthcoming inquiry into the cause of the tailings-pond collapse will be all encompassing. The incident has brought substantial attention to the role of government in ensuring safety and stewardship for major resource-development projects.

The dam breach at the Mount Polley tailings pond in August that sent 24 million cubic metres of water and mine tailings into Quesnel Lake was an opportunity for the PEA to speak to the media about the implications of a shrinking public service, a lack of oversight and the challenges with the current professional-reliance model.

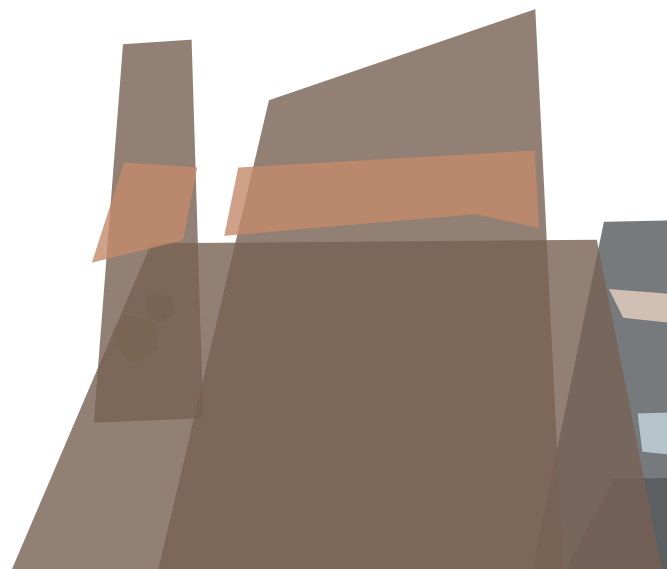
With the Mount Polley mine breach, we immediately reached out to our GLP members, past and present, who could give us a better understanding of context and provide us with a sense of how decreases in the number of licensed science officers could have impacted the mine. We crunched the numbers we receive from government to gain a better understanding of the cuts to staff in the Ministry of Energy and Mines over the past decade. Over the last ten years there has been a 21 per cent decrease in the number of licensed science officers in the ministry. Members indicated that prior to the decimation of the public service following the Liberal government's core review in the early 2000s, there were eleven mining inspectors in the five regional offices. Today, there are three. We also know that with the advent of dual-posting mining-inspector positions, the government has replaced many professionals possessing strong geo-technical backgrounds with non-professionals.

Along with contacting members, we engaged a media consultant to assist us with media outreach. This paid off

with a timely news release that attracted significant media coverage, including four CBC radio interviews, a lengthy opinion editorial in the *Vancouver Sun* and PEA quotes in a *Business in Vancouver* article as well as the *Globe and Mail*. We provided information and references to staff at the Canadian Centre for Policy Alternatives, who published an opinion piece in the *Vancouver Sun*, "Mount Polley's wakeup call," that called government out on the carpet for deregulation and deprofessionalization.

WHERE TO GO FROM HERE?

We will continue to put emphasis on increasing public awareness over the risks and negative implications of this government's policies that relate to the diminishment of in-house professionals. The Liberal government is on the record indicating they want to see even greater reliance on outside professionals to perform the due diligence that would have once been carried out by PEA members. They have refused to have any meaningful discussion about dual postings with the PEA, and Statistics Canada data show that BC has the leanest public sector in Canada. Continuing



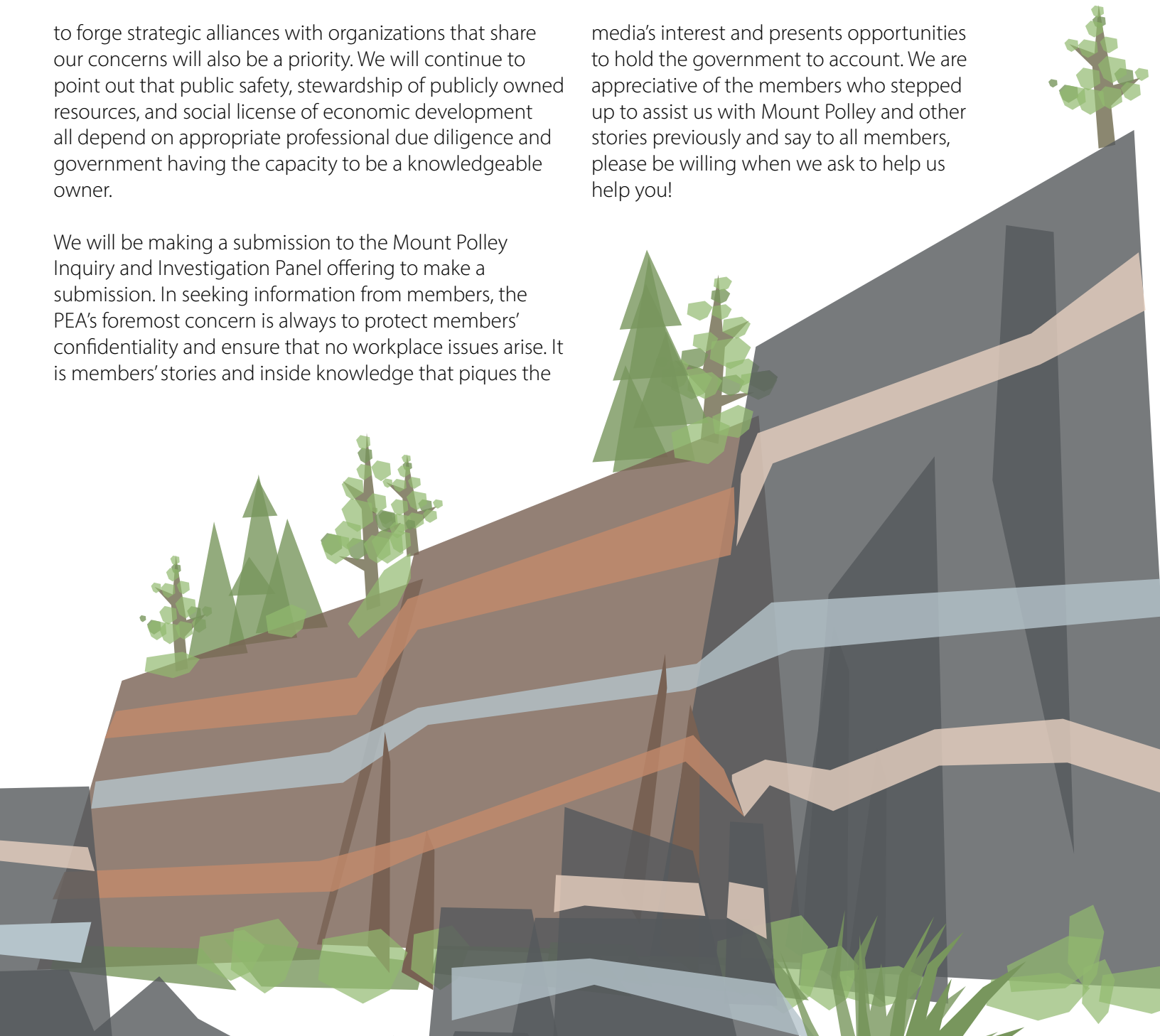
21%

BC Government cuts to the number of licensed science officers responsible for mining in the BC public service since 2004.

to forge strategic alliances with organizations that share our concerns will also be a priority. We will continue to point out that public safety, stewardship of publicly owned resources, and social license of economic development all depend on appropriate professional due diligence and government having the capacity to be a knowledgeable owner.

We will be making a submission to the Mount Polley Inquiry and Investigation Panel offering to make a submission. In seeking information from members, the PEA's foremost concern is always to protect members' confidentiality and ensure that no workplace issues arise. It is members' stories and inside knowledge that piques the

media's interest and presents opportunities to hold the government to account. We are appreciative of the members who stepped up to assist us with Mount Polley and other stories previously and say to all members, please be willing when we ask to help us help you!





An update on STRATEGIC PLANNING

WRITTEN BY **SCOTT MCCANNELL**

As the PEA prepares for our next strategic plan, we sought feedback from our members on how best to prepare for the years ahead

On September 15 and 16, the PEA executive met in Victoria to develop the 2015–18 strategic plan for the union. The executive relies heavily on member input for shaping the vision for our union in the years ahead. We use survey feedback from our membership to help identify the key priorities for our union.

We will provide members with our full strategic plan on our website later this fall.

2014 STRATEGIC PLAN

The planning process involves developing our vision for 2015 while also evaluating our progress

toward the goals we set for ourselves this year. Our four priorities for 2014 were to

1. Increase bargaining capacity and power
2. Promote awareness of the PEA
3. Engage PEA members
4. Strengthen strategic alliances

So far in 2014, our key accomplishments toward realizing these strategic goals have included

- Increasing member participation in collective bargaining through chapter meetings, bargaining bulletins, increased survey utilization and web-based chapter forums
- The 2014 education conference
- 40-year anniversary celebration

We use survey feedback from our membership to help identify the key priorities for our union in developing our strategic plan



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1 Executive Director Scott McCannell works with the PEA Executive to draft the vision for the PEA's strategic plan. **2.** Facilitator Jackie Larkin leads the executive and staff through an exercise that develops a tangible direction for the organization over the next... **3.** Executive member Susan Dempsey works through small group... **4.** Executive member Joanne Montgomery and Labour Relations Officer Melissa Moroz... **5.** PEA Executive members at strategic planning in September.

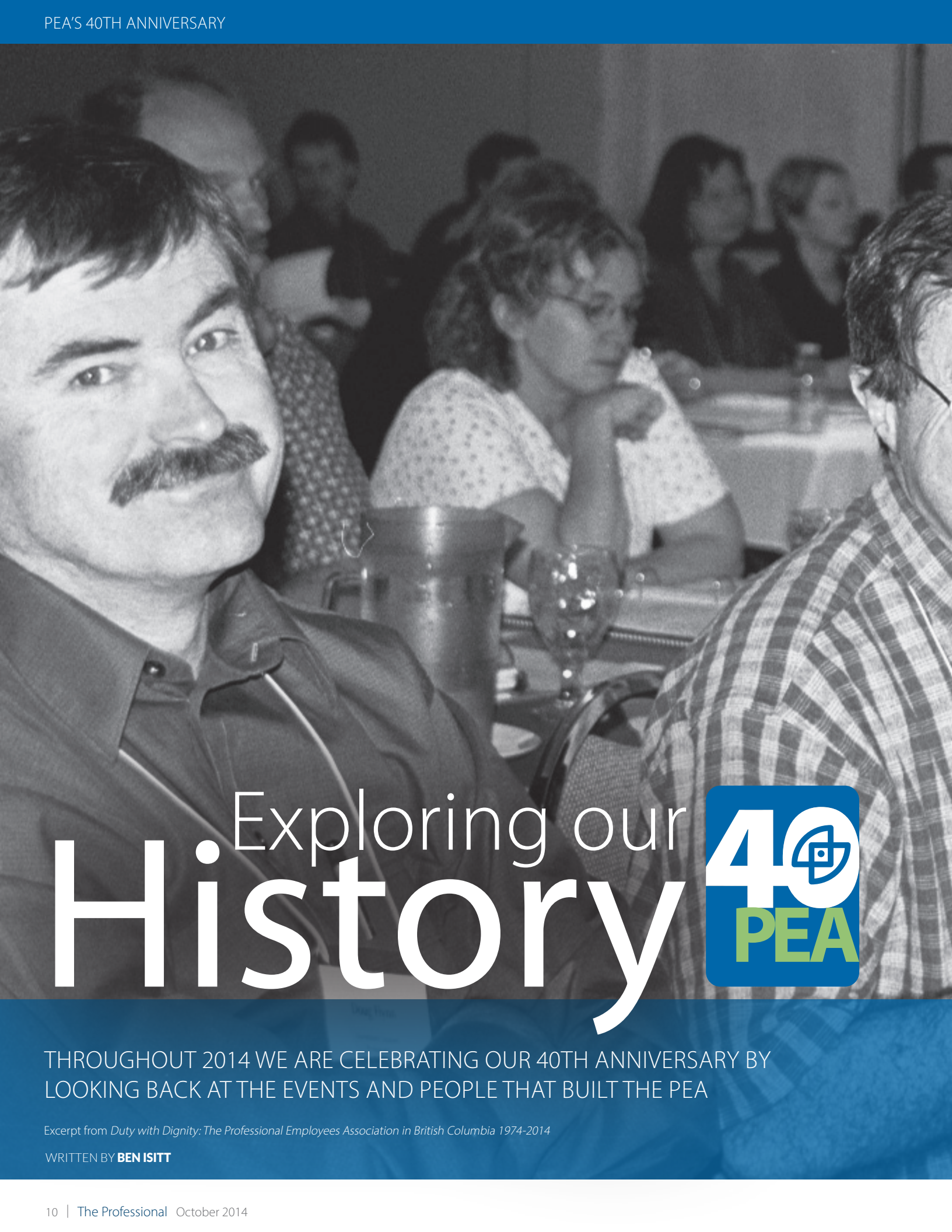
- Endangered Experts campaign
- Professional development initiatives for members, including Canadian Labour Congress Winter School and various community forums and events

- Develop a membership recognition plan
 - Conduct a review of the PEA governance and servicing model
 - Develop a plan for participating in the Victoria Labour Council
- MEMBERSHIP SURVEY**

Still to be accomplished in 2014:

- Start development of a long-term education plan for PEA leaders and local reps
- Continue to inform PEA members about PEA renewal
- Continue to deliver PEA public awareness campaigns
- Continue outreach to elected MLAs and ministers

Between July and August 2014 we provided members with the opportunity to give us feedback on how we're doing and provide input on the priorities of the membership. Full survey results are available on our website at pea.org/MembershipSurvey.



Exploring our History



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

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

WRITTEN BY **BEN ISITT**

The PEA in the 1990s: Growth, strike votes and change

During the 1990s, the PEA achieved gains for its members in the provincial public service and beyond, reflecting improved relations with the provincial government and a more supportive legislative climate after the New Democratic Party returned to power in the 1991 election. While tensions could be discerned with employers, and compensation levels continued to be constrained, there was greater engagement among professionals and a more respectful tone in collective bargaining and the workplace.

THE 1991 ELECTION AND A NEW TONE

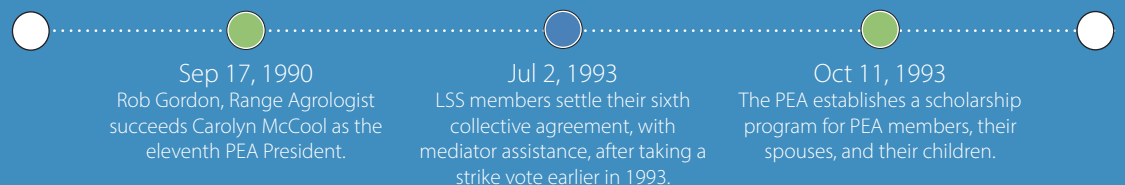
In October 1991, BC voters relegated the Social Credit Party to the dustbin of history. The Socred government had been stewarded in its final months by BC's first woman premier, Rita Johnston, who took the helm after Premier Bill Vander Zalm resigned in the midst of a conflict-of-interest scandal. During the election campaign, the PEA had distributed a memorandum to its membership encouraging them to remember the record of the Social Credit government on voting day. In a vote that reflected the electorate's desire for change, the New Democratic Party, led by lawyer and former Vancouver mayor Michael Harcourt, was elected to power with 41 per cent of the vote and 51 of 75 legislative seats. On the right, the vote was split between the upstart Liberal Party, which, after being out of power since 1952, took 33 per cent of the vote and 17 seats, and Social Credit, which was reduced to third-party status with 24 per cent of the vote and 7 seats.

The 1991 election ushered in a significant shift in the relationship between organized labour and government in BC, marking the conclusion of a decade of conflict over public-sector "downsizing" and "restraint" under Social Credit, and providing a basis for more respectful relationships.

For the PEA, the response to this new climate was both cautious and measured. In a speech to the Association AGM in Victoria shortly after the election, PEA Executive Director Alan MacLeod warned members that upcoming negotiations would not be "a walk in the park." MacLeod predicted the new premier would "be anxious to avoid mistakes of the past and will not throw the provincial treasury open to government employees in 1992." He insisted that the PEA's success in upcoming contract talks for five of its six bargaining units would depend, as previously, on "the collective will and determination of PEA members."

Contract talks with the new government opened in January 1992 with the GLP bargaining unit seeking a salary increase of seven per cent in a one-year agreement and the finance minister (and future premier) Glen Clark warning of a \$2 billion deficit left by the previous government. In response, the PEA advised members that "although the province is under new management, it's 'business as usual' as far as the government's bargaining agent is concerned." Over the spring of 1992, the PEA and government negotiators narrowed the issues on salary, hours of work, benefits, and the integration of 150 contract psychologists and pharmacists into the bargaining unit as a result of an arbitrator's ruling. On June 12, 1992, the negotiating teams reached tentative agreement on a two-year contract providing for a salary increase of 5.5 per cent. The new agreement

MEMORABLE EVENTS FROM THE 1990S



included a provision for a deferred salary leave program, giving members “the opportunity to self-finance a planned period of absence to pursue any activity or interest.” It was ratified by the GLP members and signed on August 30.

The change in government also signalled a phase of “contracting-in,” as the government announced that it would convert sessional contractors to regular employees. This marked a sharp change in policy from the previous decade, where thousands of government jobs had been eliminated through downsizing or contracting out. It was a shift anticipated by Alan MacLeod, who had earlier predicted “a reversal of the cut-and-slash policies” of the previous government, as well as the repeal of the Compensation Fairness Act (Bill 82), a wage-control initiative introduced in Social Credit’s dying days. “The new government will not rely on the big stick of statutory pay controls to give it an unfair edge in contract negotiations,” MacLeod stated. “That is as it should be.”

The negotiations and policy changes in the early years of the Harcourt government coincided with a major review of collective bargaining and government financing in the public sector. In the spring of 1992, the premier announced the establishment of a commission to examine the delivery of public services and labour relations in BC, with a mandate to “recommend the most cost efficient and effective personnel policies.” The commission was headed by Judi Korbin, a former vice-president of Canadian Airlines and former PEA member during an earlier phase of her career. The Korbin Commission engaged the PEA and other organizations in its consultations, which included two major conferences on labour relations in the health sector and reform and renewal in the BC public service. A PEA representative served on the planning committee for the public service conference,

which took place in Vancouver in March 1993 and included several members of Harcourt’s cabinet and caucus. This policy of engagement reflected the governing NDP’s base within organized labour. In his speech to the March 1993 Public Service Forum in Vancouver, the PEA’s Alan MacLeod was cautiously optimistic, stating that “the jury is still out” on the NDP, and that it was not yet clear whether the positive change in tone toward labour would “result in real and positive changes in the substance of our members’ working lives.”

In July 1993, Korbin submitted her final report to the Harcourt government, providing several key recommendations for the BC public service and broader public sector. Korbin recommended that labour relations in the public service be coordinated through a new central agency, the Public Service Employee Relations Commission, a recommendation welcomed by the PEA as a step toward rectifying problems created by the delegation of labour relations to the ministry level. Korbin’s report also included the “linchpin” recommendation that a new Public Sector Employers’ Council (PSEC) be formed to provide a “linkage between the government and public sector bodies on fiscal matters.” The government responded to this suggestion by tabling legislation, Bill 78, the Public Sector Employers Act, timed with the release of the report.

One aspect of the Korbin Report was not supported by PEA: the recommendation that the Public Service Labour Relations Act remain unchanged. The legislation, which had given rise to the creation of the PEA and recognized professionals’ bargaining rights, had not changed in the 20 years since it was introduced by the NDP government of Dave Barrett. The PEA sought amendments to the legislation to widen the scope of its GLP bargaining unit and resolve several jurisdictional issues with

the BCGEU. In particular, the PEA sought to remove the requirement that members of its bargaining unit belong to a job classification that required membership in a professional licensing body. The PEA hoped that this change would allow it to establish certification over financial officers employed by the BC government. In exchange, PEA offered to concede jurisdiction over 2000 government social workers who were now subject to more stringent professional registration requirements as a result of amendments to the Social Work Act. However, the BCGEU had rejected a PEA overture to make a joint submission to the Korbin Commission on the proposed legislative amendments, claiming this would “expand the PEA’s jurisdiction without benefiting the GEU [or] the collective bargaining process in general.” Responding to this stalemate, the PEA applied to the Labour Relations Board for a ruling on the jurisdiction of the social workers and financial officers. In February 1994, Alan MacLeod informed BCGEU president John Shields that “jurisdictional problems have poisoned relations between our two unions and are likely to do so for some time to come.”

ORGANIZING THE UNIVERSITY OF VICTORIA: 1995

In 1995, the PEA organized professionals at the University Victoria, forming the Association’s second largest bargaining unit with 400 new members consisting of academic and administrative professionals. This marked the culmination of an organizing effort that extended back more than a decade. In the winter of 1982–83, PEA organizer Bob Wiseman had embarked on a concerted organizing drive on the campus, endeavouring to achieve collective-bargaining rights for administrative support staff, graduate students and specialist instructors. While this drive was

Nov 15, 1993

Kathy Danchuk, a Forester in the GLP chapter, is elected twelfth President of the PEA.

Apr 28, 1994

PEA’s 12 members at George Pearson Centre move to the Health Sciences Association following a hospital amalgamation.

Jul 7, 1995

New regulations caused the PEA to lose certification for employees of the Greater Vancouver Mental Health Service Society.

Sep 7, 1995

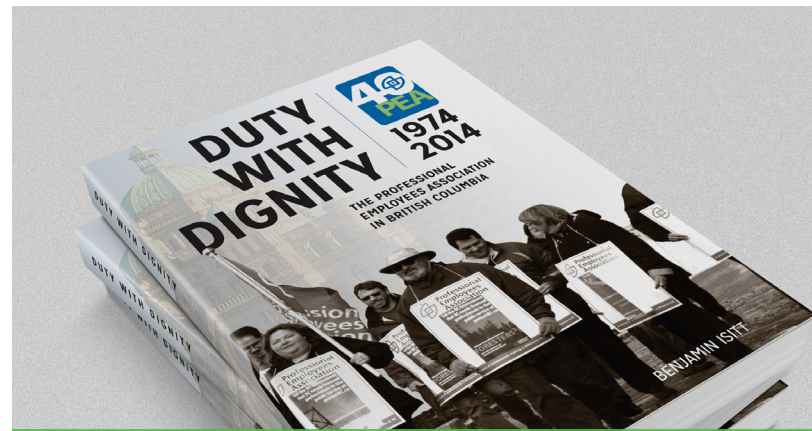
The Labour Relations Board certifies the PEA as the bargaining agent for professionals at the University of Victoria.

not successful at the time, it helped plant the seeds of collective bargaining among employees at the university.

In the 1990s, in the face of budgetary restraint, there was a renewed effort among UVic employees to organize. Over a two-year period beginning in April 1993, an informal staff group coalesced into an organized force comprising a diverse body of employees: administrative officers, systems specialists, program coordinators, academic assistants, laboratory instructors and others. This group canvassed several different labour organizations to assess options for affiliation and chose to pursue bargaining rights through PEA. An organizing drive was launched in the spring and summer of 1995, with more than 55 per cent of professionals in the proposed bargaining unit signing membership cards. On September 7, 1995, the PEA was certified by the BC Labour Relations Board to represent academic and administrative professionals at the University of Victoria.

In the wake of this certification victory, the Association and organizing committee convened a meeting to form a UVic chapter, where a provisional constitution was adopted and a chapter executive elected. Contract proposals were drawn up and negotiations for a first contract opened with the university in January 1996. Questions over jurisdiction and the scope of the bargaining unit were also addressed through negotiation with the UVic CUPE Local 951, which represented other campus employees, as well as with the employer over the extent of management exclusions. Progress at the negotiating table was slow and uneven. "The pace won't be confused with the Indianapolis 500," The Professional quipped. Stumbling blocks were encountered on issues such as hours of work, with the employer resisting contract language defining the 35-hour week as well as provisions on overtime and salary. UVic offered a maximum of 1.75 per cent, while the PEA demanded salary progression at a higher rate. At a meeting of the members in June 1996, 130 employees concluded that the university's offer was insufficient to reach a first contract "without a confrontation."

When classes resumed in September 1996, the PEA responded to the University's intransigence after eight months of negotiations by scheduling a strike vote. This forced the employer's hand, and on the evening of September 17, 1996 – 36 hours before the strike vote was scheduled to occur – the negotiating teams reached tentative agreement on a three-year contract providing for annual salary progressions of three per cent. The UVic members ratified the agreement with a vote of 206 to 1, and the contract was signed with the university in October 1996.



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

ORGANIZING FAMILY MAINTENANCE ENFORCEMENT PROGRAM LAWYERS

Developments were also afoot in PEA bargaining units outside the provincial public service. In October 1995, a month after the UVic bargaining unit was certified, the PEA received certification from the Labour Relations Board to represent 15 lawyers working at the provincial Family Maintenance Enforcement Program. The lawyers in the new bargaining unit worked in Burnaby, Kamloops and Victoria, providing legal advice, solicitor services and representation in the Provincial Court and Supreme Court systems. They were employed by a private firm, Themis Program Management, contracted by the government to operate the program. In June 1996, the lawyers reached a first contract with Themis.

THE END OF THE CENTURY

The end of the 20th century marked a period transition for PEA, as Alan MacLeod retired after 23 years with the association, including 10 years as the executive director. MacLeod was succeeded as executive director by Doug Hensby, who had served PEA as a senior staff officer for a decade. PEA members also approved major constitutional amendments in 1999, moving to delegated conventions (rather than annual meetings open to individual members) and restructuring the executive to accommodate one officer from every bargaining unit (with the three smallest units being jointly represented by one executive officer).

Oct 27, 1995

The PEA is certified to represent lawyers employed at the Family Maintenance Enforcement Program.

July 24, 1997

Bill 28 restores the PEA's right to represent support and service employees at the Greater Vancouver Mental Health Service.

Oct 27, 1998

Tom Volkens, Forester, succeeds Kathy Danchuk and is elected the PEA's thirteenth President.

Oct 27, 1998

PEA members in the paramedical professional bargaining association take strike action.

MARTIN SILLS

After 37 years, Martin Sills retired from the public service and left a lifetime of union involvement with the PEA.

WRITTEN BY **BRETT HARPER**

When he retired in May, Martin Sills was one of the longest-serving members in the GLP chapter. With 37 years as a PEA agrologist in the BC public service, Martin has the sort of institutional memory you celebrate

What's most striking about Martin is his passion and dedication. He's clear in his beliefs: "I've always held this belief that if you were going to belong to something, you wanted to help run that something." And run the PEA he did. He's been involved with both the Association and GLP executives, served on several bargaining committees, served on the Association grants and donations committee and the scholarship committee, and was a local rep for 37 years. He's been through every strike vote the GLP chapter has taken and has seen wage increases that run the spectrum from zeroes to double digits. Along the way, Martin has formed some humbling insights into the PEA's strengths and challenges as we move our union forward.

Martin is a natural storyteller. He begins our phone conversation by saying, "It's nice to wake up by listening to the birds, not the alarm." He had been in retirement only a few weeks and had already enjoyed a cruise with his wife through the Caribbean. But it's how he came to retirement that makes you better understand his pride for his profession.

Martin says his choice to move into retirement was a quick one, emphasizing that he wanted to leave his career in a positive way. "I made a point of leaving on my own terms and at the top of my game," he says. "To me that was very important." His transition to retirement wasn't an easy task. Martin describes the move as being "emotional as hell" and kind of a shock. "My wife and I went into the office on the Saturday after retiring. I wanted to clean out my office in peace and quiet, and I had a lump in my throat the size of a coconut." He sees this as a sign that he's completed a rewarding career. "To me, that says I didn't have a job, I had a wonderful, tremendous, career. How many people can say that at the end of the day?"

Martin worked in Williams Lake for his entire career. He came to Williams Lake in 1977, from Montreal. "That moment was, and still is, frozen in time in my mind. I was the wet-behind-the-ears university kid in the bright red triumph, rumbling into Williams Lake, the cosmopolitan lights of Montreal still in my rear-view mirror." He initially thought he would put in two years and then move on to a bigger city, but after experiencing his first stampede in Williams Lake, he confesses he was hooked on the Cariboo life. "In my job, I've travelled extensively throughout British Columbia and the Pacific Northwest. The more that I saw, the more that I appreciated what we have here." He adds that continuity for his family was also extremely important.

He chose a career as an agrologist with the BC public service because of the emphasis that government was putting

on resource management in the late 1970s and the number of opportunities available. "In the mid to late '70s," he explains, "natural resource management was becoming the real apple of the government's eye. It realized that it didn't just have to administer natural resources, it actually had to plan and manage them." Shortly after beginning his career, he began his work with the PEA. This work would span nearly four decades and provide him with a deep understanding of the union.

For Martin, one of the most valuable insights he's gained is one that is echoed by the broader labour movement: "Without solidarity, we're screwed." He stresses how we need to continue to work on building our solidarity; however, the emphasis is not on building within but rather from the outside. As Martin puts it, "It's really important that all government, [the] Association and [other] unions all stick together." He is a strong believer that the PEA can't operate in a silo and that we need to be watching other organizations who are also fighting the government for better terms and conditions. He would know, he's been through everything from Operation Solidarity in the 1980s to the massive Campbell cuts in the early 2000s.

He also believes firmly in the strike vote. Having served on a number of bargaining committees, he has seen the power that a strong strike vote brings to the bargaining process. He notes that in earlier years it was harder to get a strike vote because of reluctance of some licensed professionals to take actions that might put them in conflict with their professional codes

of ethics. This was misguided thinking, Martin believes, akin to the idea that “I’m a professional and part of my ethics is that I will continue to accept the beatings until the morale improves.” He explains that slowly and surely over the years that thinking has disappeared as members have faced continuing budget cuts and insufficient wage increases.

On the subject of the recent job action in 2012 taken by the GLP members, Martin reflects on his experience of sitting at the bargaining table with the employer. “They don’t listen to facts, they don’t listen to honest and hard comparisons, they don’t listen to compassion. The only thing that they listen to at the end of the day is job action.”

Martin’s parting comments on the state of the PEA are encouraging. “I’ve never seen the PEA staff and leadership in such good shape,” he says. He observes that the smaller size of the PEA is has been real advantage for PEA members, allowing for the more personalized service to its members. He also points to the low union dues compared with other organizations. “I don’t think there is any other association or union out there that gets better value for its dues than the PEA.”

“They don’t listen to facts, they don’t listen to honest and hard comparisons, they don’t listen to compassion. The only thing that they listen to at the end of the day is job action.”



CHAPTER UPDATES

FMEP FAMILY MAINTENANCE AND ENFORCEMENT PROGRAM

BARGAINING

The FMEP collective agreement expired March 31, 2014, and bargaining will begin October 30 for an eighth collective agreement.

GLP GOVERNMENT LICENSED PROFESSIONALS

GRANTS AND DONATIONS

Did you know you may be eligible for a GLP grant or donation?

GLP members can submit requests to the GLP Grants and Donations Committee for funding of up to \$100 for an activity or event.

The grants are awarded to projects that are consistent with the chapter's strategic plan or that help to promote the Association and GLP chapter. Grant requests can be submitted via the online form available on the PEA website at pea.org/glp. The Grants and Donations Committee meets several times a year to review requests and make recommendations to the GLP Executive for approval. Remember to submit your online request early and prior to December 2014 for year-end events!

GLP OIL AND GAS COMMISSION BARGAINING

The Oil and Gas Commission bargaining committee will begin bargaining in November. The collective agreement expired on June 30, 2014.

HSP

HEALTH SCIENCE PROFESSIONALS

ANNUAL GENERAL MEETING

The HSP AGM is scheduled for Wednesday, November 26th from 12:00 to 1:00 p.m. The meeting will be held via teleconference to accommodate all our members around the province. Details are available on the PEA website.

LSS

LEGAL SERVICES SOCIETY

BARGAINING

The Legal Services Society collective agreement expired September 30, 2014. Bargaining for a new collective agreement will begin this fall, and members should expect more information about the process in the weeks ahead.

ORL

OKANAGAN REGIONAL LIBRARIANS

FAMA STAFFING REPORT

The ORL chapter executive has submitted their response to the FAMA report. The report highlights plans to reduce staff and potentially close branches and reduce service hours. The PEA is opposed to these reductions. The PEA will be publicly opposing these cuts in the lead-up to the municipal election. The PEA also contacted media outlets when the proposed cuts were publicly released.

ORL



Members at the UVic Pond Party on June 26 at the University Faculty Club, hosted by the UVic chapter executive.

ANNUAL GENERAL MEETING

The ORL AGM was held on September 22. The membership elected Barbara Jo May as chair, James Laitinen as vice-chair, Ashley Machum as secretary-treasurer, and Linda Youmans as the member-at-large.

ORL

ADVERTISING

A series of advertisements were run in community papers in Kelowna, Vernon and Salmon Arm emphasizing the value of libraries and their importance in community development. The ads highlighted some of the “unknown” work performed by librarians, from assisting with tablets and e-readers to helping spur interest in reading for children. The ads can be seen on the PEA’s Facebook page.

PGSD

PRINCE GEORGE SCHOOL DISTRICT

COLLECTIVE BARGAINING

The PGSD collective agreement expired on June 30, 2014. Your bargaining team is preparing now and we hope to have dates set in the next couple of months to bargain new terms and conditions of employment. You can expect that catching up on wages will be a top priority given the zeros that we’ve seen resulting from the binding arbitration award.

The PEA’s arbitration award issued by Vince Ready tied PEA wage increases to other bargaining units, including teachers and

CUPE Local 3742. With the settlement of the BCTF agreement, the PGSD wage increases are four consecutive zeroes from July 1, 2010 to July 1, 2013.

SMS

ST. MARGARET’S SCHOOL

GENERAL MEETING FOR MEMBERS

A members’ meeting will be held in November to update members on a number of issues.

UVIC

UNIVERSITY OF VICTORIA ADMINISTRATIVE AND ACADEMIC PROFESSIONALS

NEW COLLECTIVE AGREEMENT

A tentative collective agreement was reached on September 10. A ratification process in early October saw 84 per cent of voting members support the new agreement. The memorandum of settlement is available online at pea.org/UVicSettlement. Thank you to the bargaining committee and members for their support.

ANNUAL GENERAL MEETING

The UVic AGM will be held on Friday, November 14 in the Arbutus-Queenswood Room of the Cadboro Commons Building from 11:30 a.m. to 2:00 p.m.

ASSOCIATION UPDATES

PEA SERVICE AWARDS

Is there a member who has provided exceptional service to the PEA? Nominate them for a PEA Service Award!

The PEA Service Award honours a candidate or candidates for long and significant service to the Association. The award recognizes members who have made noteworthy contributions to members and the PEA. The recipients of the award are invited to a special presentation at the 2015 biennial convention.

Nominations for this award must come from either a chapter executive or the Association executive by January 15, 2015. For more information, please contact membership@pea.org.

AWARDS AND RECOGNITION

This September Labour Relations Officer Melissa Moroz was awarded the Bud Jimmerfield Award. The award, presented by Unifor, is given to an outstanding union member to recognize eligible health, safety, environment or workers’ compensation activists. Unifor is Canada’s largest private sector union and represents PEA staff. Moroz accepted the award at the Unifor convention in Vancouver.

In October the PEA won three awards at the International Labour Communications Association Labour Media Awards. The competition is open to unions affiliated with The American Federation of Labor and Congress of Industrial Organizations (AFL–CIO) or the Canadian Labour Congress.

The PEA was awarded first place for:

- General excellence for local and regional publications for a membership of of 1,000 - 10,000 for *The Professional*.
- Best labour history piece in the electronic media category for our video *The Professional Employees Association: Serving Professionals for 40 Years*
- Best internet design for our campaign website *Endangered Experts*



OUT IN OUR COMMUNITY

On July 6, PEA members and staff took part in Victoria Pride Parade. This is the second year PEA has been proud to participate. Check out a short video highlighting our participation on our Facebook page.





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

VOTE

OCT 27 - NOV 7, 2014

Vote for the organization you think deserves a donation from the PEA. You will receive an email on October 27 with a link to vote for your choice.

RESULTS WILL BE ANNOUNCED IN DECEMBER

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



Scholarships and bursaries for PEA members and their families

Scholarships and bursaries

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

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

2015 Scholarship topic:

"The PEA and many other unions emphasize member engagement and democratic participation as key objectives in efforts to serve members. Discuss opportunities, such as new technology, or other initiatives that would help achieve these goals."

**Deadline to apply for PEA scholarships
and bursaries is March 15, 2015**

