

THE PROFESSIONAL

Professional Employees Association | pea.org

Spring 2013

**PEA RENEWAL AT
CONVENTION 2013**

PAGE 4



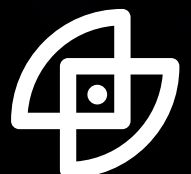
**VOTE YES TO
BC FED AFFILIATION**

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**GET READY TO CAST
YOUR BALLOT ONLINE**

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4 PEA members attended Convention 2013 and provided a variety of ideas towards renewal of our union

Association Executive

- | | |
|---------------------------------------|------------------------------------|
| PRESIDENT: Frank Kohlberger | MEMBER AT LARGE: Natasha Carville |
| FIRST VICE-PRESIDENT: Daphne Laboucan | MEMBER AT LARGE: Melissa Doyle |
| SECOND VICE-PRESIDENT: Susan Dempsey | MEMBER AT LARGE: John Hall |
| SECRETARY-TREASURER: John Foxgord | MEMBER AT LARGE: Brent Hird |
| MEMBER AT LARGE: Bruce Barnewall | MEMBER AT LARGE: Warren McCormick |
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MESSAGE FROM THE PRESIDENT

After a successful convention the PEA looks forward to ongoing efforts to renew our union and strengthen our membership

On April 12th and 13th the PEA held our tenth Constitutional Convention, and during these two days I was fortunate to be present to watch representatives of our membership begin the process of defining renewal for our union. PEA renewal is a process of change designed to build organizational and institutional strength for the benefit of PEA members. The ultimate goal of PEA renewal is to increase PEA power and influence in the labour community and beyond, and to grow our capacity to improve member wages and benefits.

Convention is an important biennial event where the membership can gather to address significant issues and focus our collective ideas and energy. I would like to thank all of the members who attended as delegates this year, and those who took on various committee roles at Convention. We had a significant number of resolutions passed, and these have positioned us on the path of PEA renewal. I encourage all members to read the Convention summary, starting on page 4.

I would like to congratulate both Tom Gore and Trudy Goad on receiving the PEA's Service Award at Convention. These two members have dedicated a substantial amount of energy to the PEA over many years. A member profile of Trudy will be featured in the Summer issue of *The Professional*, and members can review the Winter 2013 issue for a profile on Tom Gore. Also nominated were Daphne Laboucan and Shel Harris. I commend these members on their continued service to the PEA.

In this issue you will also find our annual report. This provides another tool for our members to get a better understanding of the work the Association does. I encourage all members to review the annual report and celebrate the collective action taken in 2012, along with the many other accomplishments of the Association.

The PEA is saying farewell to past President Kathy Danchuk, who retired at the end of March. Kathy was a PEA president for 13 years and guided the PEA through a wide range of issues and initiatives. In an interview with the PEA Kathy provides some personal perspectives on the direction of the labour movement and our organization.

I am pleased to welcome a group of new members to the PEA. Over the winter of 2012 and 2013 the PEA was able to organize a new component of the St. Margaret's School chapter: the SMS residence staff. This is a positive direction for the PEA to represent a larger, more diverse group of SMS employees. It also demonstrates a step toward growth in the PEA's membership. The PEA will continue to seek out new opportunities to organize members.

The PEA is embarking on a significant membership referendum to decide whether to affiliate with the BC Federation of Labour and potentially the CLC. We have provided you with a wide range of materials, starting on page 12, to help you make an informed decision. Also, it is important to note that the PEA will be conducting this referendum us-

ing electronic voting. An outline of electronic voting is available to members on page 19.

I invite all of our members to take a look at the overview of our political action toolkit on page 11, which we launched last month. This toolkit provides our membership with ways to get involved in the political process. The PEA is non-partisan; we do not support any particular party. What is important is that our membership understands the position of all political parties on various issues important to our membership. It is also important to reach out to politicians in this period in order to advance the concerns of our organization and promote awareness of the work our members do. Of course, all members are encouraged to vote on May 14th.

Finally, I would like to say a personal thank-you to Sonny Wilson, who recently stepped down from his role as first vice-president on the Association Executive. I would like to congratulate and welcome Daphne Laboucan to this position.

I appreciate the ongoing hard work of our members to renew our union and work toward gaining power and influence for the benefit of all.

Frank Kohlberger
President



EXPLORING RENEWAL OF THE UNION AT **PEA CONVENTION 2013**

WRITTEN BY: Brett Harper, Communications Officer

Sixty-one delegates attended the PEA's 10th Constitutional Convention in Victoria, BC at the Hotel Grand Pacific on April 12 and 13, 2013. The two-day convention was an opportunity to elect new table officers to the Association Executive, discuss the concept of PEA renewal, address some important changes to the PEA constitution and begin the groundwork of laying out the work of the PEA in the months and years ahead.

SPEAKERS

The PEA welcomed three speakers to Convention: Igluka Ivanova, Kevin Galichon and Joel Bakan. The theme of the convention was renewal, and each of these speakers addressed union renewal in a different and distinct manner.

Igluka Ivanova, an economist with the Canadian Centre for Policy Alternatives, addressed the role of taxes and its impact on the size of the public service. She highlighted a variety of salient points on BC's tax structure:

- BC brings in \$3.5 billion less in taxes when you compare the 2000s to the 1990s.
- BC is the only province in Canada with the same MSP rates regardless of income.
- The median wage of a BC worker is slightly less than what it was in the 1970s when adjusted for inflation.

Igluka also noted that on a per capita basis BC has the leanest public sector in Canada.

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CONVENTION SUMMARY

CONTINUED FROM PAGE 4

Iglika stressed the need to refocus the conversation about taxes, and to address the inherent mistrust toward government by creating a more transparent approach to taxes and budgeting. Her suggestions to increase transparency include developing a BC equivalent to the Parliamentary Budget Officer. There is also a need to link expenses and taxes to the services BC citizens receive. Members can visit pea.org/renewal to view two reports from the Canadian Centre for Policy Alternatives that were referenced in Iglika's presentation.

Kevin Galichon led the PEA delegates through a variety of exercises designed to get delegates thinking about renewal at the PEA. They were asked a variety of questions including:

- What are the advantages and disadvantages of affiliating with the BC Fed?
- What does activism mean? What about militancy?
- What are the pros and cons of political activism?
- How can you implement renewal in your workplace? What resources do you need?
- What are the actions PEA needs to take to better represent the union?

The responses from delegates were varied and well thought-out. Members are encouraged to visit pea.org/renewal to review a presentation developed from the thoughts and ideas heard during Convention, encompassing both Iglika and Kevin's presentations.

The keynote speaker at Convention was Joel Bakan. Joel is a professor of law at the University of British Columbia, and an internationally renowned legal scholar and commentator. Joel is also the author of several books including *The Corporation*. Joel's keynote address, "Resisting Privatization – A Special Case for Professionals," addressed the role of a professional public

service and its significance in ensuring that our natural resources and our health and well-being are maintained. He drew upon many conclusions from his work in *The Corporation* and related them to the ongoing reduction and transfer of power and governance responsibilities from independent public service entities to private corporations.

RENEWAL

The theme of Convention for 2013 was Renewal of the PEA. The theme resonated throughout the two-day convention, from the main thrust of the education sessions to the resolutions debated by delegates.

At the end of convention, delegates and staff came away with a wide range of ideas designed to provide a starting point for determining the PEA's path to renewal. These conversations will continue at the chapter and association executive level. Members are encouraged to provide comments about renewal through the PEA forums or by reaching out to staff and local reps as well as chapter and association executives. A summary of the renewal ideas generated at Convention has been captured using a technique called graphic recording and is available for all members on our website at pea.org/renewal.

RESOLUTIONS

Eight resolutions were submitted to the PEA in advance of Convention, and one was received from the floor. These nine resolutions were considered by the Resolutions Committee and then put to the delegates for consideration.

The resolutions addressed important substantive issues such as post-secondary education, member engagement and PEA renewal, as well as significant operational issues such as electronic voting.

Delegates at Convention passed the following resolutions:

THEREFORE BE IT RESOLVED that the Association Executive and staff work with chapter executives to develop and implement a strategic approach for member engagement, and report back each convention with actions taken and future directions.

THEREFORE BE IT RESOLVED that the PEA will develop a strategy, commit resources, and work with students, other unions and the community to fight for accessible and high-quality publicly funded post-secondary education.



Continues on page 8





CONVENTION SUMMARY

CONTINUED FROM PAGE 6

THEREFORE BE IT RESOLVED that the PEA Association Executive utilize PEA investment income to fund affiliation costs to bodies and labour organizations that are supportive of PEA's goals and objectives if the membership approves such affiliation by means of a referendum.

Several constitutional amendments were also passed by the delegates at Convention, including the following changes to provide:

- opportunities for the Association Executive to initiate a referendum to change membership dues;
- opportunities for the PEA Association Executive to meet electronically;
- opportunity for the PEA to pursue electronic voting for membership referenda and election of officers;
- change to the number of scrutineers required for elections from three to a minimum of two, to enable the PEA to be more flexible in addressing recruitment of scrutineers (depending on the type of election and number of ballots cast).

PEA SERVICE AWARD

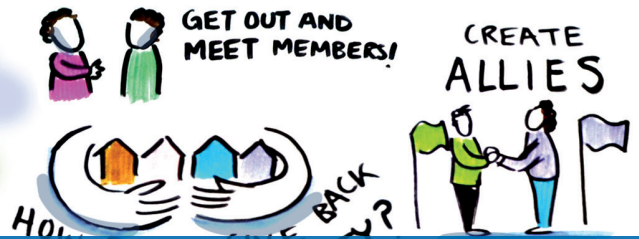
The PEA was proud to award Tom Gore, long time UVic Chapter Executive and Association Executive member, and Trudy Goold, GLP Local Rep and former Chapter and PEA Executive member, with PEA Service Awards. Members are nominated by their colleagues; and the Service Committee recommends awards for individuals based on their service and merits. In addition, both Daphne Laboucan, PGSD member and current First Vice-President, and Shel Harris, PGSD member and former First Vice-President, were nominated by their peers and were awarded certificates for their continued hard work and efforts.

ELECTIONS

Frank Kohlberger was re-elected to the position of President; Daphne Laboucan was nominated from the floor of Convention and elected to the position of First-Vice President to replace outgoing First Vice-President Sonny Wilson; Susan Dempsey was re-elected to the position of Second Vice-President; and John Foxgord was re-elected to the position of Secretary-Treasurer.







VISUALIZING RENEWAL

At Convention 2013 PEA delegates brainstormed what renewal means to them and we used some interesting new ways to report out to our members

Take a look at the final product at pea.org/renewal

POWER AND INFLUENCE



How can PEA increase member engagement?





ON MAY 14TH CAST YOUR BALLOT IN THE 2013 BC ELECTION

THE PEA HAS DEVELOPED A COMPREHENSIVE ELECTION TOOL KIT AVAILABLE AT PEA.ORG/ELECTIONKIT

The PEA needs your help in the upcoming May 14 provincial election to ensure that our voices are heard. Government policy reflects the priorities of politicians. Policy has a direct and material impact on key issues such as compensation, employment security, stewardship of resources and provision of public services.

PEA staff and activists have been seeking meetings with cabinet ministers and opposition MLAs throughout 2013 to better identify the PEA with key decision-makers in both main political parties and to inform them of the concerns of our members.

Getting our message out now will enhance the PEA's ability to effectively represent and advance our members' concerns in the months and years ahead. We need your help in sending a united message to political leaders about PEA members' priorities and the important role that PEA members play in strengthening their communities and safeguarding the public interest for all British Columbians.

The PEA is non-partisan — we do not endorse any political candidates or parties. However, we have designed this Election Kit to help you reach out to political candidates when they need you most – at election time.

FOUR KEY PRIORITIES

The PEA has developed four key priorities for the PEA and its members:

A STOP TO THE DE-PROFESSIONALIZATION OF THE PUBLIC SERVICE

De-professionalization of the public service has resulted in a 26% reduction, over the last decade or so, of professionals that work directly for the province of BC. Many professional positions that were formerly held by PEA members are being dual-posted and then filled by BCGEU members. This has resulted in a diminishment of expert scientific knowledge and critical, forward-thinking, problem-solving as public service positions become more technical in nature. We believe there is a strong connection between an appropriate level of professional expertise and proper natural resource management. In a series of audits over the last 3 years,

BC's Auditor General has sounded the alarm about mismanagement of BC's public resources.

ENSURE ADEQUATE FUNDING FOR POST-SECONDARY EDUCATION

Chronic underfunding to post-secondary education is a significant concern for the PEA.

In the 2013 Budget, the Provincial Government cut \$50 million over the next two years from post-secondary education. These cuts are compounded with previous cuts of 1% in the 2012 budget. In response to these major funding cuts the presidents of all major BC Universities and colleges wrote a letter to the Minister of Advanced Education indicating these cuts would result in decreased service levels to students.

PROTECT AND ENHANCE PUBLIC HEALTH CARE SERVICES

The lack of adequate health care funding has resulted in health sector vacancies not being filled. Many professionals are choosing to seek employment in other provinces where salaries are higher. They are choosing to move into the private sector for the same reason. This has led to longer patient wait times and a general deterioration of our public health care system.

PROTECT AND ENHANCE PUBLIC HEALTH CARE SERVICES

In 1974 the Public Service Labour Relations Act (PSLRA) established free collective bargaining for public service employees. For the first time in BC thousands of government workers through their unions were given the right to negotiate the terms and conditions of their employment. But in the last number of years public service and public sector employees have seen their collective agreements broken, and settlements imposed through legislation, wage guidelines, wage freezes, and, most recently, a "cooperative gains mandate." This has resulted in an overworked, exhausted and demoralized public service and public sector workforce. It has also created compensation structures in BC's public sector that cannot compete for skilled professional talent. It's time to return to free collective bargaining and an environment that provides fair collective agreements.

GETTING INVOLVED

We are asking you to contact your local candidates to raise their awareness of the PEA and its members and to seek their support for our key priorities. If you have other important issues in your community, please express those to your candidates as well.

REGISTER TO VOTE

The most important thing to do as a member is to make sure that you are registered to vote. You can do so on the Election BC website.

WRITE A LETTER TO YOUR LOCAL CANDIDATES

Do you know your electoral district? If you do, you can find your candidates and write to them.

SPEAK TO YOUR LOCAL CANDIDATES

Did you know that many of the local candidates will speak with you? The four key priorities outlined in this section are some important points to consider if you will be speaking with a local candidate.

VOLUNTEER ON A CAMPAIGN

Many candidates need help during election period. If you find a party or candidate that you support, you may want to volunteer with them.

SPEAK AT AN ALL CANDIDATES MEETING All ridings will have all-candidate meetings where you can ask questions relating to the PEA priorities to understand where each candidate stands on these specific issues.

MAKE YOUR VOICE HEARD IN THE MEDIA

- Online
- On the Air
- In Newspapers

Visit pea.org/electionkit for the complete tool kit available to members.



THE PEA IS ASKING YOU TO VOTE YES TO AFFILIATION

WRITTEN BY: Scott McCannell, Executive Director

Every member will be emailed their credential information for the electronic vote on May 2, 2013. If you have not received your credentials by the end of day on May 2 please check your junk mailbox and then contact the PEA office.

The PEA is launching a BC Fed Affiliation campaign and we are asking our members to vote yes to BC Fed Affiliation. Here is a high level overview of why we are pursuing affiliation.

WHO IS THE BC FEDERATION OF LABOUR?

The British Columbia Federation of Labour speaks for the over 500,000 affiliated union members from more than 1,100 locals, working in every aspect of the BC economy.

The BC Fed, as it is most commonly known, has a long and proud history of fighting for the rights of all working people. The Federation celebrated its 55th anniversary in 2011.

The goals of the BC Fed are best exemplified by its slogan: "What we desire for ourselves, we wish for all."

The BC Fed's primary goal is to speak on behalf of and provide resources to its affiliated unions. In doing so, the Federation puts forward the interests of union members across the province to government, employers and the general public.

The range of issues the Federation is involved in is wide and varied. These issues include:

- Occupational health and safety
- Legislation and research
- Education
- Women's rights
- Community and social action
- Environment, land use and Aboriginal affairs
- Economic development
- Political action
- Pensions
- Public sector collective bargaining

The Federation is a member of the Canadian Labour



Congress (CLC) and works with the CLC to further the interests of working people across the country.

WHY AFFILIATE?

PUTS THE PEA INSIDE THE HOUSE OF LABOUR

Being an affiliated member provides the PEA with a voice in the broader labour movement. It provides us with the opportunity to attend meetings with the other affiliated unions to discuss solutions to pressing shared issues. We will have an opportunity to influence decisions made by other unions and the Fed that could affect us. We are able to attend the BC Fed convention, where significant decisions relating to the goals of the labour movement are made. Being affiliated with the BC Fed allows us to call on the support of the labour movement in disputes with employers. It also provides a mechanism to resolve disputes with other unions.

The PEA is also exploring affiliation with the CLC. This may be added to the referendum and if so detailed information will be provided to members. The CLC is the national equivalent to the BC Fed.

PROTECTION AGAINST RAIDING AND OTHER WORK JURISDICTION ISSUES

Following the successful raid of the CHSS chapter in 2011, the PEA Association Executive thought it a suitable time to review the role of the BC Fed and the benefits it could provide the PEA in terms of further protections for the membership. The BC Fed has a clear policy against raiding and has kicked other unions out of the Federation for these practices in the past. Losing PEA members to raiding directly impacts the revenues the PEA has available for member servicing and collective bargaining.

The PEA is also under threat of losing members to the BCGEU through the BC government's dual postings policy. The employer told the PEA at the GLP bargaining table that there were pressures from the other union on this issue. As a member of the BC Fed, the PEA would be able to argue that the CLC constitution prevents any type of activity, such as pressure on an employer, by an affiliate union that would undermine another affiliated union. The CLC constitution states clearly:

Affiliates must respect the established work relationships of other affiliates. An "established work relationship" exists where work that members of a union have customarily performed is being done at a particular plant, office, institution or work site, whether the employer is the plant operator, a con-

tractor or other employer. No affiliate shall agree or collude with an employer or use economic pressure to seek work for its members that is already being done by another affiliate, except with the consent of that affiliate.

FULL INTEGRATION INTO THE BC FED'S PUBLIC SECTOR STRATEGY DEVELOPMENT

In recent bargaining it became evident that the BC Fed was less keen to involve members of non-affiliated unions in public sector bargaining strategy sessions. In order for PEA to be able to leverage the strategy sessions coordinated by the BC Fed for PEA members in collective bargaining, affiliation would likely be required. In the last round of GLP bargaining the BC Fed did let the PEA into those strategy discussions, but only after the PEA made a decision to embark on a campaign with its members to join the BC Fed.

BETTER TRAINING OPPORTUNITIES FOR PEA MEMBERS, ACTIVISTS AND STAFF; ACCESS TO SURVEYS AND RESEARCH

The BC Fed offers a variety of important education opportunities for PEA members and staff. Affiliation and membership will allow the PEA to send representatives to educational venues including CLC Winter School, local Labour Council courses and others. These represent more options for the PEA to nurture the expertise of activists, which will ultimately benefit the PEA membership.

In addition, the BC Fed conducts research and surveys that would be of use to the PEA in the development of our bargaining strategies and public relations campaigns.

BROADER SUPPORT AGAINST THE ATTACK ON PUBLIC SECTOR BARGAINING

The current attack on the public sector is being seen at all levels of government. The drive to privatize and contract out government services is matched by an aggressive assault on collective bargaining rights, public sector compensation and pensions. The challenge is bigger than ours alone and it will take many years to change course. This requires an approach that is collective and cooperative among allies in public sector unions and the broader BC Labour movement.

STRENGTHEN RELATIONSHIPS AND ALLIANCES WITHIN THE BC LABOUR MOVEMENT

Joining the BC Fed is part of a broader PEA plan for renewal. The PEA is under a real threat. Wages have fallen against inflation, members are being laid off at UVic and the provincial government's policies of de-profes-

sionalization in the public service has meant our largest chapter (GLP) has been reduced by 26% over the 2001-to-2011 period. Reaching out and developing relationships with allies in the labour movement can allow the PEA to better advocate for members by joining voices with groups sharing the same interests. Members identified the building of alliances with other unions/labour groups as the second highest PEA membership priority in the 2012 membership survey.

HOW MUCH WILL IT COST?

The total fixed cost for affiliation with the BC Federation of Labour will be approximately \$25,000 per year. The cost for affiliation with the Canadian Labour Congress is approximately \$25,000 per year. Affiliation will be funded out of the PEA's existing operating budget and investment income.

Additional discretionary costs will include BC Fed convention attendance, participation on specific BC Fed committees and other programs.

WHAT'S THE PROCESS FOR THE REFERENDUM?

Affiliation with the BC Federation of Labour and potentially the CLC will be done through a vote of the entire membership. This vote is considered a referendum under the PEA constitution and will follow Article VI. A simple majority of the votes cast will decide affiliation.

Members will be casting their ballots electronically. Members will be emailed their credential information on May 2, 2013. If you have not received your credential information by the end of the day on Thursday, May 2, 2013 please check your junk mailbox and then contact the PEA office.

Ballots must be cast no later than May 26, 2013 at 11:59 p.m. The PEA will announce the results of the referendum on the PEA website and via email to all members on May 27, 2013.

If the vote is affirmative, the PEA will push for affiliation with the BC Fed and potentially the CLC as soon as possible after the results of the referendum are announced.

WHAT DO I DO IF I STILL HAVE MORE QUESTIONS?

Join the PEA on May 2nd for a teleconference and visit the PEA's BC Fed Affiliation webpage at pea.org/bcfed.



A FEW WORDS WITH PAST PRESIDENT KATHY DANCHUK

WRITTEN BY: Brett Harper, Communications Officer

AS PAST PRESIDENT
Kathy Danchuk heads into retirement, she explains her motivation behind being the PEA's longest serving President and what her hopes are for the future

Simply put: Kathy's resume is impressive. She served as the President of the PEA for one third of the organization's entire existence, 13 years exactly. Not only is she the longest serving President, she is the only one to serve non-consecutive terms. She has worked with four executive directors, led the PEA through massive constitutional restructuring and been at the forefront of dozens of PEA initiatives and campaigns. Kathy Danchuk is the type of member you relish spending time with. She's insightful, funny, knowledgeable and complimentary. The breadth of her knowledge about the PEA and the labour movement is deep and her insights are well thought-out, considerate and worth noting.

She left her role as president in 2009 and took a step away from the union. She re-entered the PEA arena in 2011 by first taking a position on the GLP Executive and later the Association Executive. She came back to the PEA to help: "I guess for me what prompted the return was all the changes that were going on in the PEA. When I saw all the changes, staff changes, executive changes, I thought that if there were anything I could do to provide some help, I wanted to," said Kathy. She notes, "I have always felt at home here." Her institutional memory proved to be an important source of knowledge for new staff and executive council members.

Kathy's awareness of PEA history made her an invaluable member of the executive. She has perspective to call upon and when asked where

she thinks the PEA should go in the years ahead: "I think that we are at quite a juncture right now. I hope the PEA holds onto its own identity. It is a union of professionals for professionals. I hope we can hold on to and build onto the concept that there is value for professionals in unions," said Kathy. She has concern over the image of public servants being portrayed in mainstream media. She notes that "public perception is changing, and this is important to be aware of in a union made up of predominantly public sector employees." The perception is one that paints public servants as having gold-plated pensions and superior benefits and wages. Kathy insists that it is important to tackle this impression in order for the union to be successful. It's this concept of the race to the bottom that is most dangerous when discussing the future of the labour movement: "The race to the bottom is not a good thing; we need to maintain reasonable jobs so that society as a whole benefits."

When the conversation shifts to the upcoming retirement of baby boomers from the workforce and the labour movement, Kathy provides insight into the challenges that the PEA may face in the years ahead. She emphasizes the importance of institutional memory and relates it to a collective agreement: "You build a platform; unionism is about building on those foundations." She stresses the importance of making the transition to reduce the loss of institutional knowledge. Kathy has insight into how to foster a new generation of labour activists. She stresses the importance of one-on-one: "There are some people on the fringes, we need to show them what it takes." Kathy continues, "I'm a big proponent of continued outreach with the people already in the door." She also highlights the unique elements of our union. "One thing I have often said to other people, because we have staff, the amount of time that you have to volunteer isn't onerous."

In 2009, when she was leaving her position as president, she was asked what her best experience at the PEA was. Her response focused on member support against legislation in 2004 to

move the GLP chapter into the BCGEU. Her perspective has changed over the past few years. She is proud of GLP members and their 92% strike vote in 2012. "The chapters are looking and seeing that a strike mandate is a tool," she said. "I was so proud of our members that got a 92% strike mandate, it wasn't just about the money."

Kathy spoke about the reason she got involved with the PEA in the first place. "I was very profoundly impacted by the history of the PEA, it was started by 10 people who actually took mortgages out on their homes to start the process of unionizing." She explained that such a personal gamble to fix a problem is an empowering thought. Kathy also spoke about her resolve for the power of the collective good and related it to collective bargaining. "A union is about being a collection of people. It's hard to think of us as an individual – it's about the collective good. Every time you move forward on a collective bargaining issue it may not help you, but it may help you sometime down the road."

As Kathy wraps up the conversation she tells me that she still feels like she is on vacation, rather than retired. She is toying with an opportunity to do some part-time work in marketing and client services for the construction industry. She notes, though, that it will be on her own schedule. She's hesitant to jump into something too soon, wanting first to spend time doing what she loves: riding horses. She rides for a local ranch and enjoys the work. When she isn't pursuing another career or riding, she has skiing to keep her busy in the winter, and her family to fit in. It sounds like the energy she committed to the PEA over the past few decades will continue to be used to better herself and the people she surrounds herself with.



The race to the bottom is not a good thing, we need to maintain reasonable jobs so that society as a whole benefits.

Kathy Danchuk



CHAPTER UPDATES

GLP Chapter

GOVERNMENT LICENSED PROFESSIONALS

DUAL POSTINGS ARBITRATION

The PEA was scheduled to be in arbitration April 17–19 to fight the ongoing problem of dual postings; however, due to the employer’s refusal to provide information to the union in a timely fashion, the arbitration was postponed. The employer has now agreed to supply information on all dual postings, and the arbitration will be heard September 16–19. The PEA launched a grievance over dual postings, claiming that the employer is acting in bad faith and requesting that they stop. Dual postings are the practice of posting a PEA licensed professional position for both a licensed professional (PEA) and technical officer (BCGEU) to apply for. Nicholas Glass is the Arbitrator and the PEA is working with PEA legal counsel Leo McGrady on this file.

GLP Chapter

JOINT COMMITTEE ON LICENSED PROFESSIONALS

The Joint Committee on Licensed Professionals is a result of the most recent collective agreement for GLP members. The purpose of the committee is to examine the use of licensed professionals in the public service and to examine the issues of dual posting, contracting out, and the Qualified Persons Project, among others. The Joint Committee on Licensed Professionals is a group of nine members who meet on a weekly or biweekly basis in preparation for a series of meetings with assistant deputy ministers. The first meeting is hoped to be scheduled for early May. The committee has been meeting since February to prepare for the first of three meetings and has recently requested data from the employer to better utilize the valuable time with the senior government staff.

The committee for the employer is made up of assistant deputy ministers from Forests, Lands and Natural Resource Operations; Transportation and Infrastructure; Environment; and Energy, Mines and Natural Gas. The Public Service Agency Deputy Minister will also be in attendance.

Committee members include Doug Beckett, Brian Chow, Tom Droppo, Kirk Hancock, Peter Jordan, Frank Kohlberger, Anne Moody, Gretchen Prystawik and KT Shum.

GLP Chapter

MINISTRY OF TRANSPORTATION ARBITRATION SETTLED

The PEA and the Government of BC reached a resolution to a grievance that the PEA had submitted relating to multiple postings that the Ministry of Transportation and Infrastructure (MOTI) had put out in August 2011. The posting of five LSO3 positions had restricted applicants to only those from the Engineers-in-Training (EIT) program. This meant that only EITs could

DID YOU KNOW? THE PROFESSIONAL IS AVAILABLE ONLINE

Over 30% of the PEA membership receives *The Professional* electronically

If you’re ready to make the switch visit pea.org/user





apply for jobs in geographical locations that many longer-term engineers had been waiting, in some cases several years, to apply for.

The purpose of the policy grievance was to try to get the employer to post the vacancies to all the engineers in the ministry, and to allow the positions to be won by the best applicants. The PEA's position was that the resulting vacancies from that process would then open up opportunities for EITs.

The PEA and the government settled this case by agreeing that all its LSO3 members in the MOTI would be given a notice letting them know that if they are interested in doing a different type of LSO3 job in MOTI, or in relocating geographically, or both, they could let their manager know and fill out a form. The forms will be made available to all LSO3 engineers in MOTI, and after being filled out and sent in to the Chief Engineer, they will be given consideration in all future planning around job vacancies or new positions. LSO4 members, although not specifically targeted in this settlement, are also encouraged by the employer to let their managers know if they wish such changes in their employment.

This settlement represents a step forward for our members who may have felt they were stuck in a particular job or location. Although it gives no guarantees of placement, it provides an avenue for the members and the ministry to provide opportunities.

HSP Chapter

HEALTH SCIENCE PROFESSIONALS

RATIFIED AGREEMENT

HSP members, as part of the HSPBA, ratified a tentative agreement with 83% of voting members accepting the terms and conditions of the agreement. The contract provides 3% increases for all members, except pharmacists. The first, 2% wage increase was effective for the pay period of March 15–28. An additional 1% increase went into effect April 1, 2013. Pharmacists saw a temporary market adjustment of between 9% and 14% become permanent. The contract also saw a change in workweek hours from 36 to 37.5. Some concern has been raised over the implementation of this workweek change; however, the HSPBA is fighting attempts by health authorities to remove EDOs and 9-day fortnights. Further information on the employer's attempts to change these flexible working arrangements is available on the PEA website.

Rhiannon Bray has returned as the Labour Relations Officer for the HSP chapter.

LSL Chapter

LAW SOCIETY LAWYERS

COLLECTIVE BARGAINING

LSL members ratified their new collective agreement on January 22, 2013 with 85% of voting members in favour of the contract. The contract included 5% wage increases and 1.5% market adjustments over three years. The new LSL contract is in effect and available on the PEA website.

LSS Chapter

LEGAL SERVICES SOCIETY LAWYERS

COLLECTIVE BARGAINING

LSS bargaining began April 10 in Vancouver. Members of the bargaining committee are Rolfe Horne and Carlos Garcia. Bargaining was concluded April 18, 2013 with a tentative agreement between the two parties including a 4% wage increase over two years. The tentative agreement also includes eyeglass improvements. Members will receive the full memorandum of settlement for consideration in the weeks ahead.

PGSD Chapter

PRINCE GEORGE SCHOOL DISTRICT

INTEREST ARBITRATION

The PGSD bargaining committee is pursuing interest arbitration to resolve outstanding issues relating to the members' pay grid in their collective agreement. PGSD members want a pay grid that resembles that of the teachers (based on years of experience and qualifications). Interest arbitration is an unusual approach in collective bargaining; however, it is possible in this case due to a clause in the PGSD collective agreement. The Interest arbitration is set to begin April 26, 2013 and Vince Ready will be the arbitrator. A substantial amount of time and resources have been committed to this interest arbitration, and the PEA thanks members of the bargaining committee for their efforts in this regard.

SMS Chapter

ST. MARGARET'S SCHOOL

COLLECTIVE BARGAINING

SMS bargaining continues and the employer's most recent offer was presented to members

and discussed at a membership meetings on April 9. Outstanding issues at the bargaining remain wages and teaching structure. Scott McCannell will act as lead negotiator for the remainder of bargaining. Rhiannon Bray has returned as the Labour Relations Officer for SMS.

The PEA is proud to welcome SMS residence staff to the union. SMS residence staff voted 97% in favour of certifying with the PEA. The PEA would like to thank all SMS members for their support on this issue. Thanks also go to our new members, who took the time to demonstrate their desire for union representation and to take action to make that happen.

UVIC Chapter

UNIVERSITY OF VICTORIA ADMINISTRATIVE AND ACADEMIC PROFESSIONALS

ARBITRATION

The PEA continues to deal with the impacts of layoffs at UVic. The PEA is taking two grievances related to layoffs to arbitration. Judi Korbin will be the arbitrator. Dates have been scheduled for October.

UVIC Chapter

POND PARTY

The UVic chapter will be hosting a pond party on Wednesday, 19 June 2013, at the University Club from 4:30 p.m. to 7:00 p.m.

Please mark your calendars for this opportunity to meet your colleagues in a relaxed and friendly setting on the patio and in the Fireside Lounge at the University Club.

A selection of finger foods, vegetable, fruit and cheese platters will be available. The drinks bar will have the usual selection of wines, beers and soft drinks.

As usual, six \$30 Gift Certificates for the UVic Bookstore will be available as door-prizes!

UVic music student, Endy Zhou, has agreed to play piano for us as he did at our February event where his beautiful playing provide a delightful musical backdrop to our event.

Members may bring one guest and members may bring their children too.



MESSAGE FROM THE EXECUTIVE DIRECTOR

Member servicing is still the PEA's priority as we move forward with PEA renewal

As members may be aware, the PEA Executive and 2013 Convention have endorsed a path of PEA renewal. What this will mean for our union will in part be based on additional discussions with members and chapter executives. However, the PEA Executive has identified renewal priorities that include developing PEA activists' labour relations expertise, enhancing grass roots participation related to PEA issues and building alliances with other organizations (including pursuing members' support for affiliation with the BC Federation of Labour and potentially the CLC).

Your PEA staff team is excited about the potential that renewal brings to the PEA, and we look forward to discussing with members how to move forward to make our union stronger and better able to address members' interests.

Relative to the majority of other unions, the PEA has a unique servicing model, where all members can pick up the phone and dial the PEA Labour Relations Officer that services their chapter. If you are facing a sensitive workplace issue or a thorny labour relations matter, you can have a confidential discussion and receive expert advice from a labour relations professional. In many other unions, members do not have direct access

to professional staff and would only deal with a staff person if an issue was going to an arbitration hearing. We believe our model is superior for members because they can receive timely and considered advice, and because the PEA often becomes aware of issues at an early stage when they are easier to address. PEA members also have the option of first contacting their local representative for advice, as opposed to a PEA staff member.

As a PEA labour relations servicing team, Rhiannon, Al, Melissa and I are all committed to ensuring member satisfaction with servicing. Members who feel that they are not receiving appropriate service or advice should ensure they communicate this clearly to their Labour Relations Officer in order to give them an opportunity to respond. If members continue to have concerns or issues relating to servicing they should contact me, Scott McCannell. Part of my role as executive director is to help find solutions to these situations if they arise and ultimately ensure members are satisfied with how we represent and advocate for them.

Scott McCannell
Executive Director



WHAT DOES RENEWAL MEAN TO YOU?

VISIT THE PEA FORUM AT PEA.ORG/FORUM

Discuss what renewal means to you in the PEA's online forums.



Professional
Employees
Association

VOTE: MAY 2 - MAY 26, 2013

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ONLINE

May 2 - May 26, 2013

The PEA is running an online referendum vote on whether the PEA should affiliate with the BC Federation of Labour.

- ▶ Members are encouraged to review the referendum information before casting their vote. Information on affiliation with the BC Federation of Labour is available online at pea.org/bcfed.
- ▶ Members will receive an email with their election credentials on Thursday, May 2, 2013. If you do not receive the email from Simply Voting to your inbox, please check your junk mail folder. If it isn't there please contact the PEA via email at voting@pea.org OR by calling **1-800-779-7736**. Adding pea@simplyvoting.com to your address book can facilitate the delivery of your voting credentials.
- ▶ The email will contain your unique credential information (login and password). Once you are prepared to cast your ballot visit pea.simplyvoting.com and enter your credentials. Select your affiliation choice and submit your ballot.

Top FIVE Reasons to

VOTE
YES

**TO BC FED
AFFILIATION**

- 1** Strengthens PEA relationships and alliances within the BC Labour movement
- 2** Protection against raiding and other work jurisdiction issues
- 3** Full integration into the BC Fed's public sector bargaining strategy development
- 4** Better training opportunities for PEA members, activists and staff; access to surveys and research
- 5** Broader support against the attack on unions and collective bargaining

Between May 2 & 26 please VOTE YES to BC FED Affiliation

Find out more about the PEA's BC FedAffiliation campaign at pea.org/bcfed