

# THE PROFESSIONAL

Professional Employees Association | [pea.org](http://pea.org)

Summer 2013



## RENEWAL

What it means: from more community involvement to building new alliances







SUMMER 2013 | VOLUME 39 | ISSUE 3

# THE PROFESSIONAL

## PEA RENEWAL

**4** As the PEA moves forward on our plans for renewal we have begun the process of increasing our presence in the community. This includes participating in the Victoria Pride Parade in July. As part of renewal the PEA has joined the BC Federation of Labour on a three-year trial affiliation. This will provide us with an opportunity to be more fully involved in a variety of ways with the labour movement. The PEA will be participating in public sector bargaining strategy development and in upcoming campaigns emphasizing the importance of unions in Canada.



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# MESSAGE FROM THE PRESIDENT

I would like to begin by congratulating our membership for voting to affiliate with the BC Federation of Labour. This is a significant moment in the PEA's history that will allow us to move forward with union renewal. The PEA has been accepted into the BC Fed for a three-year trial period. Over these three years we will be exploring how we can nurture relationships and alliances in the labour movement, enhance training options for our members, and become more involved in the public sector bargaining strategy. At the completion of our trial we will review the benefits of affiliation with our members and decide on a permanent course of action within the larger labour movement.

The BC Fed affiliation referendum was conducted using online voting. Our members pushed for this through a resolution passed at the 2013 convention. The PEA will continue to use online voting for referendums and the election of officers. This method provides us with a faster, lower cost option for conducting the business of our union. Ongoing feedback on the process is welcome and can be submitted to [voting@pea.org](mailto:voting@pea.org).

On the cover of this issue are images from the Victoria Pride Parade. The PEA took part in this event in July and it was a first for our organization. Participation in events like these provides us with an opportunity to increase awareness of our organization among the general public. We will continue to be involved in community events including the upcoming UVic Days of Welcome. I encourage PEA members with events in their community to reach out to our staff for support. Presence in the community is an important

component of increasing public awareness of the PEA.

I'm pleased to announce the winners of our scholarship and bursary contest on page 16. Every year the PEA gives away over \$10,000 to PEA members and their families pursuing post-secondary education. This is an important opportunity to support our membership and their families. The scholarship winners provided a wide range of ideas and initiatives in the essays they wrote for their applications. They were asked to discuss the need for a new union model, drawing on the recent merger of the Canadian Energy and Paperworkers Union (CEP) and the Canadian Autoworkers Union (CAW). The insightful commentary provided by these students is enlightening. Their essays can be found on our website at [pea.org/scholarships](http://pea.org/scholarships).

You will also find a number of interesting articles in this issue of *The Professional*, ranging from discussion of public sector pensions and mandatory dues check-off, to the PEA grants and donations program and the costs of post-secondary education in Canada.

I hope members have enjoyed the longer days and warmer weather that summer brings, and I look forward to beginning the process of reaching out to consult with members in many chapters as the bargaining preparations begin again this fall.

**Frank Kohlberger**  
President

## Association Executive

President  
Frank Kohlberger, Forester, GLP

First Vice President  
Daphne Laboucan, Aboriginal Social Worker, PGSD

Second Vice President  
Susan Dempsey, Counsellor, UVic

Secretary-Treasurer  
John Foxgord, Manager, UVic

Education Chapters  
Prince George School District  
Deborah Coxson, Special Needs Assistant

Government Licensed Professionals  
Bruce Barnewall, Engineer

Government Licensed Professionals  
Gail Campbell, Forester

Government Licensed Professionals  
Warren McCormick, Emission Inventory Specialist

Health Science Professionals  
Joanne Montgomery, Physiotherapist

St. Margaret's School  
Natasha Carville, Special Needs Assistant

University of Victoria  
Melissa Doyle, Microbiology Lab Instructor

University of Victoria  
John Hall, Administrative Officer

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Chapters: LSL, LSS, PGSD, UVic

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# CHARTING OUR COURSE TOWARDS RENEWAL

WRITTEN BY: **Scott McCannell, Executive Director**

The PEA is continuing to focus on renewing our union in 2013, and we are making progress! Renewal was the central theme for Convention 2013, where a resolution supporting renewal to help protect our current membership and advance our members' issues was strongly endorsed. Convention delegates discussed what renewal means for the PEA and contributed some great ideas on how to move forward. These include celebrating our past successes as a union, continuing to engage with members, and building relationships with other groups with shared interests. These conversations were captured by a graphic artist and resulted in a compelling picture of our PEA context and path to renewal.

Building strategic alliances is another aspect of renewal. PEA members voted 77 per cent in favour

of joining the BC Federation of Labour in May for a three-year trial period. Since then, the PEA has begun to participate in various BC Fed and Canadian Labour Congress initiatives. We will be exploring further opportunities to co-operate with other unions in the lead-up to 2014 bargaining.

PEA chapter executives are also now beginning focused planning about what renewal will mean for them and their chapters. The GLP executive and bargaining committee have been developing a renewal strategy to address deprofessionalization. The UVic executive has also started to determine how they will respond to ongoing funding cuts and increasing efforts by governments to corporatize the delivery of post-secondary education.

*Community outreach is an important component of PEA renewal. Participation in events like the Pride Parade provides us with another opportunity to increase the awareness of our organization with the general public and shows the PEA supports human rights.*

*Continues on page 6*





PEA in the Victoria Pride Parade: An element of the PEA's renewal plan is making our organization more present in the community. One step towards this was participation in the Victoria Pride Parade. We look forward to participating in other events across the province in the future.

Another focus for PEA renewal will be to build on the skills and knowledge of members and provide them with information and tools to participate more fully in PEA activities in ways that will help further our collective interests. Given that the PEA has only eight staff positions, this is the only practicable way that we can accomplish renewal objectives.

Our renewal efforts also include building strategic alliances, enhancing member engagement and dialogue, increasing public awareness, and small "p" political activism (i.e., non-partisan). Community outreach is an important component of PEA renewal. Participation in events like the Pride Parade provides us with another opportunity to increase the awareness of our organization with the general public and shows the PEA supports human rights. We will continue to be involved in community events.

In our ongoing discussion with members about renewal, we will continue to emphasize the reasons for pursuing a renewal

strategy. First, we believe that we cannot serve our members' interests under the status quo. We are a relatively small union and we face significant challenges from employers, especially given that the majority of our members work in B.C.'s public sector and will continue to face funding cutbacks, as outlined in the government's June budget.

These are also times where unions are generally under attack. For example, Bill C377, which thankfully was amended by the Senate in late June and sent back to Parliament, would have imposed ridiculous and expensive reporting requirements on all unions. Another problematic piece of proposed federal legislation is Bill C525, which would require a majority vote of the bargaining unit for certification of a union, rather than a majority of ballots cast, while decertification would be on the basis of a majority of ballots cast.

A further concern are the resolutions from the federal Conservative Party convention promoting right-to-work laws. Right-to-

work frameworks make the provision of union dues a matter of member choice, while still requiring unions to represent members who choose not to pay dues. This would have catastrophic effects on a union's ability to represent members. The research shows these policies are really about the right to work for less! Workers on average earn much less and have fewer benefits in jurisdictions that have these laws. There is a significant trend toward the "right to work" in the U.S., with 24 states having adopted that approach. The main opposition parties in both Ontario and Alberta are officially on the record indicating they will introduce right-to-work policies if elected.

While the PEA and other unions face a number of threats, we believe that continuing to promote PEA renewal is the best defense and the best opportunity to meet our members' interests. You can learn more about union renewal and view the graphic representation of renewal discussions from the PEA convention at [pea.org/renewal](http://pea.org/renewal).





## Explaining the Rand Formula

The threat to the Rand Formula is a very real possibility. Here is a brief recap of how the Rand Formula came to be, and why it's important to keep it.

### A history of the Rand Formula

Supreme Court Judge Ivan Rand developed the Rand Formula, also known as automatic dues check-off, in 1946. It was created to settle a strike at the Ford Motor Company in Windsor, Ontario.

The Rand Formula operates under the understanding that where workers have voted to unionize, the union has a duty to represent every worker in that workplace fairly. The formula requires that employers deduct dues from all workers. Under the formula, workers do not have to be a member of the union; however, they benefit from the union's services and therefore must share the cost.

The Rand Formula has become an important component of the unionization model in Canada and is necessary in order to provide service to members and in the negotiation of better wages and benefits.

### The Rand Formula revisited: The Lavigne decision

The Rand Formula was challenged when community college instructor Mervyn Lavigne objected to paying dues to the Ontario Public Service Employees Union because of the union's practice of making political donations. Lavigne had opted not to join the union, but was required to pay dues under the Rand Formula. He took his case to the Supreme Court of Canada in 1991, claiming that his right to freedom of association under the Canadian Charter of Rights and Freedoms was being violated.

Lavigne's challenge was a pivotal case. His cause was supported by right-wing lobby groups; however, the Supreme Court of Canada upheld the Rand Formula and Lavigne lost his case.

The court's argument was that people had the right not to join a union, but in a fair and democratic society, those who benefit from a collective agreement must pay dues. Another facet of the Supreme Court's decision was that participation in political, economic and social debate is a component of the union's duty to advocate on behalf of members. •







# Anticipating 2014 Bargaining

WRITTEN BY: **Scott McCannell, Executive Director**

Two-year deals in the public sector mean that the PEA is getting ready for a high level of bargaining activity over the next several months, involving 10 different tables. Preparations with bargaining committees are already underway in some chapters.

Approximately 92% of PEA members fall under government public sector or PSEC bargaining mandates. This means that we need to pay attention to the province's fiscal situation. The B.C. Budget Highlights from June 2013 outline projections for modest economic growth and inflation and show the government plans to have a surplus budget. Part of achieving the surplus budget will include selling crown assets and continued cuts to the public service and post-secondary education.

Three-quarters of the 300,000 unionized workers within B.C.'s broad public sector (public service, crown corporations, colleges, universities, K-12, health and social services) are now settled under the government's "cooperative gains mandate," which applied to the 2012–14 period. This means the majority of public sector unions in B.C. will be back at the bargaining table by this winter or spring.

The PEA is actively participating in the BC Federation of Labour

## PEA Collective Agreement Expiries

Chapter or Collective Agreement	Expiry Date
SMS Residence Staff	New Cert
ORL	Dec 31, 2013
GLP, HSP, FMEP, Broadmead Care	Mar 31, 2014
PGSD*, UVic, OGC	Jun 30, 2014
LSS	Sep 31, 2014

\*Assuming that outstanding interest arbitration award settles prior years

## The 2013 B.C. budget: key figures

	2013/14	2014/15	2015/16
Real GDP	1.4%	2.2%	2.5%
CPI	0.9%	1.9%	2.1%
Surplus	\$153 M	\$154 M	\$466 M

Public Sector Bargaining planning process.

In reviewing 2013 salary increase projections, most estimates predict increases similar to these outlined by the Hay Consulting Group, which are as follows:

British Columbia	2.7%
Alberta	3.6%
Saskatchewan	3.2%
Manitoba	2.7%
Ontario	2.7%
Quebec	2.7%
Atlantic Canada	2.6%
Newfoundland	3.4%

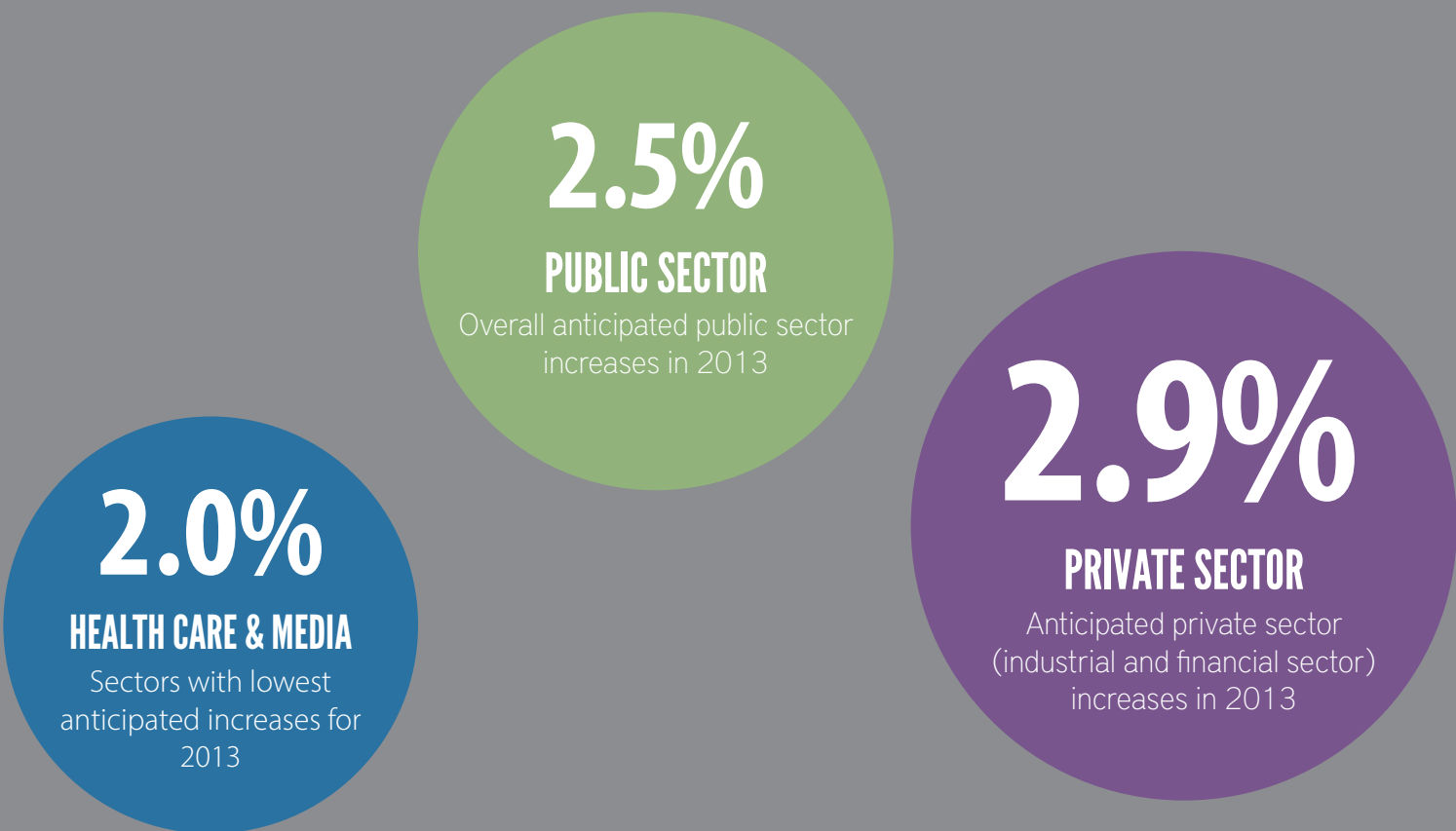
According to Hay, the sectors with the lowest projections for 2013 are health care (at 2.0 per

cent), media (at 2.2 per cent) and government and telecommunications (both at 2.3 per cent). Overall, the public sector is forecasting noticeably lower salary increases (at 2.5 per cent) than is the private sector (industrial and financial at 2.9 per cent).

The federal government's HRSDC data for average annual percentage increases in union wage settlements in B.C. over the last four years against the average for Canada is presented in the chart on the following page.

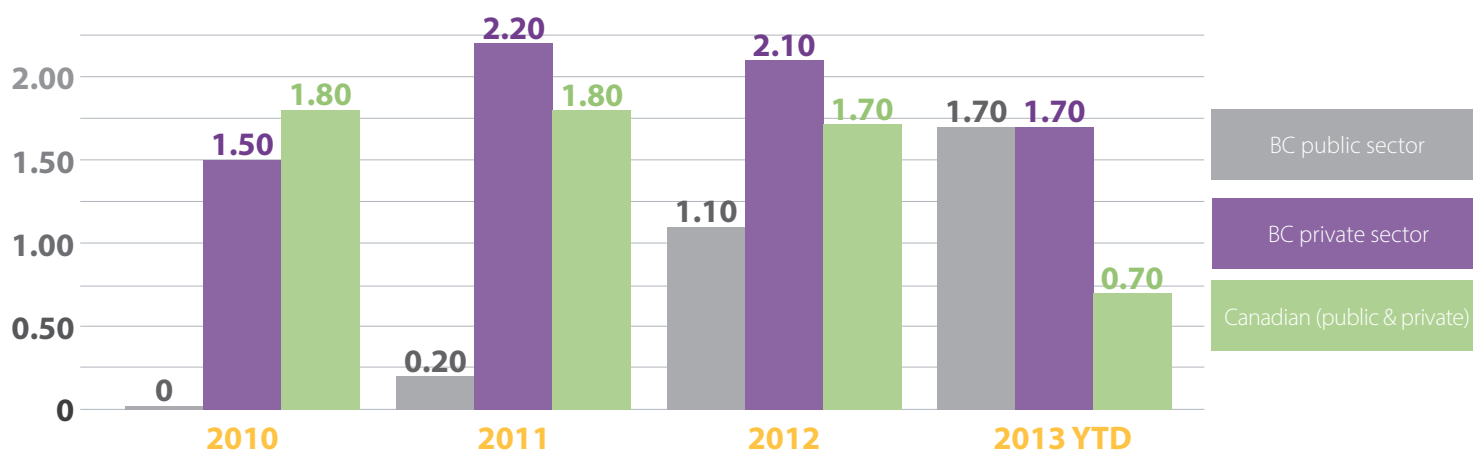
The Conference Board of Canada summarizes their outlook for 2013 collective bargaining in Canada as follows:





Source: "Canadian salary forecasts for 2013" Hay Consulting Group

Human Resources and Skills Development Canada average annual percentage increases



• "The bargaining climate has fundamentally changed, and modest economic prospects matched by modest expectations may encourage pragmatism rather than rhetoric at the bargaining table."

• The Canadian and global economies face a period of slow near-term growth. The Canadian outlook is exacerbated by a strong currency, tepid productivity improvement, and demographic changes that will challenge government spending and revenue capacity

over the long term. Employment growth in Canada has slowed this past year, reflecting ongoing employer nervousness about the economic climate.

• Average base wage increases for unionized workers in 2013 are projected to be 1.8 per cent in the public sector and 2.1 per

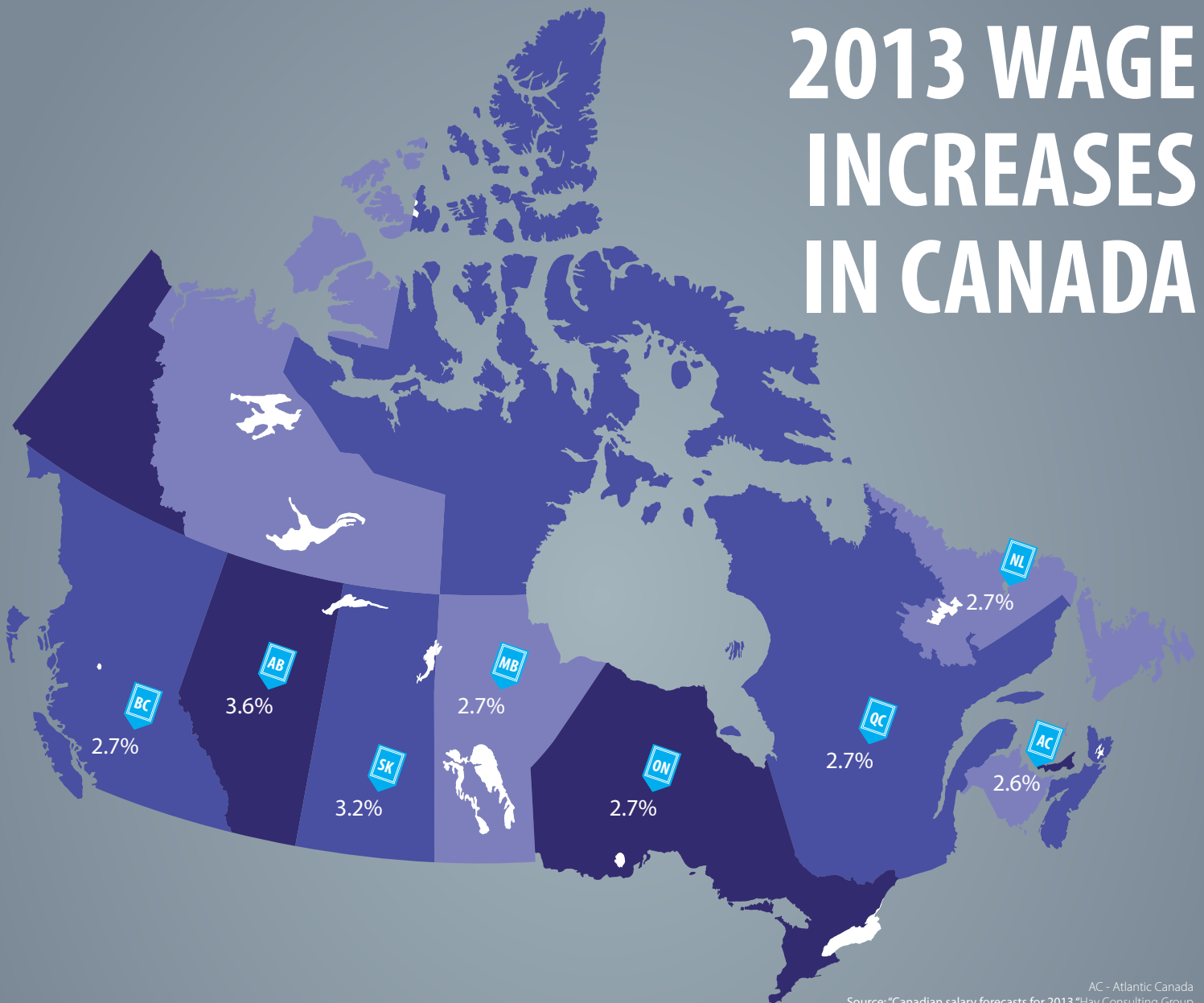
cent for the private sector. Given the current social and economic climate, a singular focus on increasing the union wage premium - currently down to less than eight per cent - may be counterproductive for the labour movement. Improving

*Continues on page 10*





# 2013 WAGE INCREASES IN CANADA



working conditions for workers and influencing public policy may prove to be a more fruitful approach.

- Governments across all jurisdictions continue to focus on reducing their deficits and controlling public spending. Even after budgets are balanced, public sector employment and compensation (where more than 70 per cent of workers are unionized) will be subject to increasing restraint. Some of this pressure will come from scrutiny into public sector pensions and benefits, which are

often seen to be generous compared to the private sector. Future public sector bargaining will undoubtedly see these differences intensify.

- Private sector bargaining outcomes will likely mirror the agreements reached in the auto industry in 2012, with reduced wages and increasing use of two-tier wage structures to make companies more competitive. At the very least, the results of bargaining in the auto industry will put downward pressure

on wages in manufacturing and related industries.

All of this means that the picture is not particularly rosy for the upcoming collective bargaining; however, after years of PSEC mandates that have pushed PEA wages behind inflation and the labour market and the threat of continued PEA job cuts, we will be working with members and bargaining committees to ensure we have a strategic, well prepared and united approach for 2014 collective bargaining. •





# WHY WE DONATE GRANTS AND DONATIONS

WRITTEN BY: **Brett Harper, Communications Officer**

We've been asked over the years by members, "Why does the PEA donate to charities?" For the PEA Association executive, the money the PEA provides to charitable organizations across B.C. and Canada is an opportunity to support causes that are close to the hearts of our members. Donations are also a way for the PEA to grow support in the communities around B.C. and demonstrate the value of unions to the broader public. The PEA also utilizes these opportunities to expand awareness of our organization.

The total amount of money donated to charities and community organizations is 1.23 per cent of the PEA's operating budget, or the equivalent of less than \$8 per member per year. The PEA has broken its charitable giving into two streams, the Giving Back program, and direct appeals.

## Stream 1: Giving Back

This year marks the fourth anniversary of Giving Back. This program gives members a voice in how we allocate the PEA's charitable funds. Giving Back provides an opportunity for our members to get involved and engaged with the PEA. It also recognizes that many of our members are involved in voluntary organizations outside of work and provides a way for them to connect their union with the volunteer work they do in their community.

Each year we put out a call to members to nominate organizations in their community that they feel could use a donation from the PEA. The nominations are shortlisted and put back out to the membership for a vote. The top organizations, as selected by our membership, receive donations of up to \$10,000 total.

This year, Giving Back nominations will be accepted between September 30 and October 11 at [pea.org/givingback](http://pea.org/givingback). Members can vote for the organizations they believe best deserve a donation between November 4 and 15. The results will be announced in December.

## Stream 2: Direct appeals

The PEA also sets aside up to \$10,000 for direct appeals. This can include charities and organizations that appeal directly to the PEA, or donations to recognize special events or major disasters. The PEA has made donations to Calgary flood relief, Healthy Forests Healthy Communities, the Canadian Centre for Policy Alternatives, and more. A full list of the organizations we have donated to is available on our website.

## Giving that works

Often times PEA supports charities that directly assist our members in their working lives. The PEA has supported the Red Cross for many years, in particular, the Red Cross Health Equipment Loan Program (HELP). Members of our HSP chapter, who work as physiotherapists in the community, use this program to assist individuals who are in need of medical equipment to increase their mobility. The program loans equipment for periods of up to three months. The types of patients who take advantage of this program include 1) those with short-term needs following an illness, injury, or surgery, and 2) those with long-term needs who will benefit from the loan in order to evaluate whether the equipment is appropriate, or to allow time to arrange for the purchase.

Joanne Montgomery, a community physiotherapist and the HSP chapter chair, can

attest to the importance of this program in her day-to-day work. "Without this service many patients would find themselves at home at increased risk of falls, or they may have a hospital discharge delayed until other sources of equipment could be arranged," said Montgomery.

The HELP program is an important tool that community physiotherapists and other health care professionals and their patients rely on. Donations from organizations like the PEA help to keep the program viable. Bob Davies, manager of health programs for the B.C. and Yukon branch of the Red Cross, understands the importance of donations for the long-term sustainability of the program. "Donations, either in cash or in lightly used equipment, play an important role in ensuring the sustainability of the equipment loan program. In fact it is the combination of donations and the efforts of our great volunteers that has allowed the program to provide health equipment to those in need for over 60 years," said Davies.

Donations to organizations like the Red Cross can have a direct impact on the PEA's members and the work they do. "I can't actually imagine my job without the Red Cross HELP program!" said Montgomery. •





# CANADIAN UNIVERSITY PO

THE **PEA** PASSED A MOTION AT CONVENTION 2013 TO "FIGURE OUT HOW TO DEAL WITH POST-SECONDARY EDUCATION." THIS RESOLUTION FOLLOWED THE REALITY THAT BUDGET CUTS ARE ANTICIPATED WITH THE LIKELY OUTCOME OF HIGHER TUITION FEES. WE HAVE HIGHLIGHTED THE ONGOING DECREASE IN FUNDING TO THE PEAK OF THE RESULT FOR **PEA**

## WHERE'S THE FUNDING?

### PUBLIC FUNDING



**\$50 MILLION**

**CUTS TO BC COLLEGE AND UNIVERSITY FUNDING BETWEEN 2013-16**

<http://www.uvic.ca/budgetplanning/home/post-secondary/index.php>



**NUMBER OF COLLEGE AND UNIVERSITY PRESIDENTS WHO SIGNED A LETTER TO GOV'T PROTESTING CUTS IN 2011**

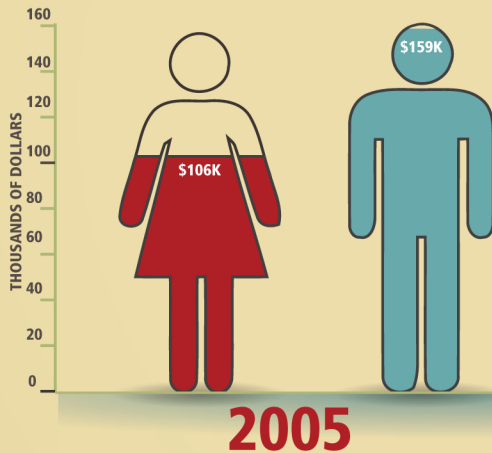
[http://bcndpcaucus.ca/files/letter\\_to\\_min.\\_yamamoto.pdf](http://bcndpcaucus.ca/files/letter_to_min._yamamoto.pdf)

### MOST TUITION-RELIANT PROVINCES

1. ONTARIO
2. NOVA SCOTIA
3. BRITISH COLUMBIA

<http://ubyssey.ca/news/tuition-dependency-875/>

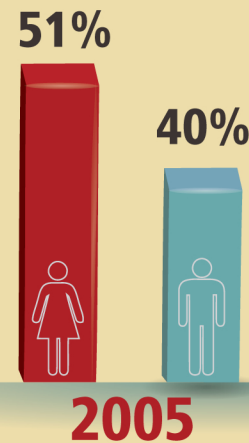
## WHY INVEST FUNDS?



### TAX REVENUE

AVERAGE AMOUNTS IN EXTRA TAXES PAID BY WOMEN AND MEN UNIVERSITY GRADUATES, COMPARED TO THOSE WITH ONLY A HIGH SCHOOL DIPLOMA

CCPA: Paid in Full Update – page 4



### EARNINGS

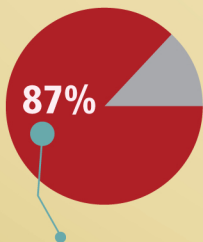
AVERAGE ADDITIONAL EARNINGS FOR MEN AND WOMEN HOLDING UNDERGRADUATE DEGREES COMPARED TO THOSE WITH ONLY A HIGH SCHOOL DIPLOMA

\* AFTER ADJUSTING FOR JOB EXPERIENCE

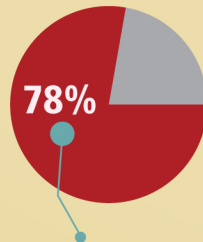
CCPA: Paid in Full Update – page 10

## HOW POPULAR IS FUNDED EDUCATION?

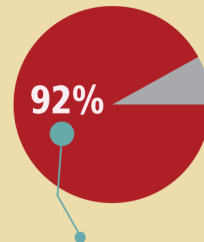
## A 2011 SURVEY OF BC RESIDENTS



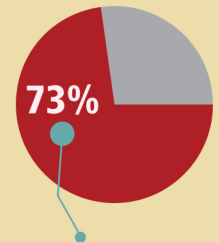
RESPONDENTS BELIEVE TUITION LEVELS SHOULD BE FROZEN OR REDUCED



AGREE THAT ONE WAY TO IMPROVE JOB PROSPECTS IS FOR THE BC PROVINCIAL GOV'T TO INVEST IN EDUCATIONAL INSTITUTES



AGREE THAT HIGHER TUITION FEES MAKE IT HARDER FOR STUDENTS OF LOW-INCOME FAMILIES TO GET A POST-SECONDARY EDUCATION



AGREE THAT INCREASING THE ACCESS AND AFFORDABILITY OF POST-SECONDARY EDUCATION IS A GOOD WAY TO INCREASE THE NUMBER OF HIGH-PAYING JOBS



# POST-SECONDARY FUNDING

HT FOR ACCESSIBLE AND HIGH-QUALITY PUBLICALLY FUNDED  
D MAJOR LAYOFFS OF PEA MEMBERS AT UVIC. ADDITIONAL  
THAT MORE PEA MEMBERS WILL LOSE THEIR JOBS. BELOW WE  
POST-SECONDARY EDUCATION AND RELATED IT TO THE DIRECT  
MEMBERS: LAYOFFS.



**\$100  
MILLION**

**FORECASTED INCREASE  
IN TUITION BETWEEN  
2013-16**

**TUITION FEE LEVEL INCREASE IN  
CURRENT DOLLARS**



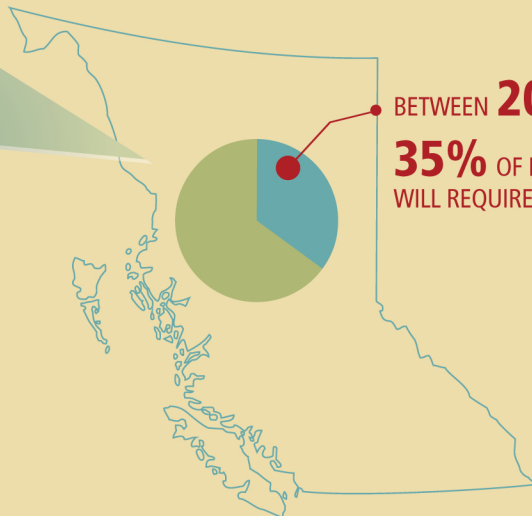
Canadian Federation of Students "An Overview of Tuition Fees in Canada"

FPSE: <http://www.fpse.ca/news/fpse-news/unbelievable-not-good-way>

## PRIVATE FUNDING

**\$7.7  
BILLION**  
INCOME CREATED

BY **13**  
BC COLLEGES  
AND INSTITUTES  
= **4%**  
OF BC'S GDP



BETWEEN **2010 - 2020**  
**35%** OF NEW JOB OPENINGS  
WILL REQUIRE UNIVERSITY EDUCATION

**\$505  
THOUSAND**

**2012-2013  
ANNUAL SALARY  
AND BENEFITS**

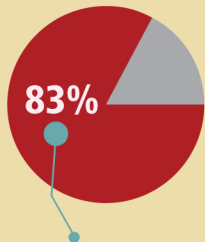
**DAVID TURPIN**  
UNIVERSITY OF VICTORIA  
President and Vice-Chancellor

<http://www.fin.gov.bc.ca/psec/disclosuredocs/execcompdisclosure12-13/2012-13%20Uvic%20Executive%20Compensation.pdf>

FPSE: Charting a New Course 2.0 page 7

CCPA: Paid in Full Update - page 8

## ITS



SUPPORT THE PROVINCIAL GOV'T  
INVESTING IN PROGRAMS THAT  
WOULD HELP REDUCE STUDENT DEBT

## HOW DO BUDGET CUTS IMPACT PEA MEMBERS

### BUDGET REDUCTIONS

**2%** 2009-10  
**1.5%** 2011-12  
**4%** 2013-14  
**4%** 2014-15 (ANTICIPATED)



2013 - 2014



PEA MEMBERS WHO LOST JOBS  
AT UVIC TO MEET 4% DEPART  
MENTAL BUDGET CUTS

[http://web.uvic.ca/vpfin/budget/Budget%20Framework%202013\\_14\\_FINAL.pdf](http://web.uvic.ca/vpfin/budget/Budget%20Framework%202013_14_FINAL.pdf)





# PENSION PLAN







# DISPELLING THE MYTH OF GOLD-PLATED PENSIONS

WRITTEN BY: **Scott McCannell, Executive Director**

## The Public Service Pension Plan

We hear a lot in the media about gold-plated public sector pension plans being underfunded and unsustainable. So is this true for PEA members in the B.C. Public Service Pension Plan (PSPP)? Absolutely not! In fact, the PSPP is efficient, well administered and pre-funded.

B.C. has a unique model for public sector pension plans like the PSPP. The PSPP is jointly trustee, meaning that both unions and employers appoint trustees who are jointly responsible for the governance of the plan.

In a recent information booklet, the PSPP trustees set out to dispel some of the myths about B.C.'s public sector pension plans and make members aware that the PSPP is sustainable, cost-effective, fair and provides good value.

Below are excerpts from the What You Should Know booklet for PSPP members.

**Sustainability** - The Public Service Pension Plan (PSPP) is pre-funded. This means each generation pays in advance for its own pension benefits.

Did you know? The agencies that establish credit ratings for governments appreciate the value of BC's strong public sector pension plans. They cite this strength as a factor supporting BC's triple A credit rating.

Remember! An actuarial valuation is performed on the plan at least once every three years. This is a process which assesses how much money the plan has available to pay benefits now and in the future. If there is a shortfall, contribution rates increase for a 15 year period to close the gap. The intent of this process is to keep the plan fully funded to meet its current and future liabilities.

**Cost-effectiveness** - The large scale and professional management of the pension plan enables it to operate very efficiently.

Did you know? The total cost of investment management and pension administration for this plan is about a quarter of one per cent.

Remember! Individual investors commonly pay 1–2.5 per cent in investment management fees. Over time this will make a difference to the amount of assets available for pension.

**Fairness** - Both employers and employees contribute to the plan. The costs of the basic pension paid by the plan are shared equally between employers and employees.

Did you know? These contributions are invested over a very long time frame. When the benefits are eventually paid out, about 75 per cent comes from the investment returns, and 25 per cent is from the contributions that were paid into the plan equally by the employees and employers.

Remember! In private sector pension plans a common arrangement is that the employer makes all of the contributions and bears all of the costs of the plan.

**Good value** - The PSPP provides good value to employees, employers, taxpayers and the economy.

Did you know? Membership in the PSPP is a very cost-effective component of the total compensation package provided to many public sector workers. Alternate forms of compensation required for recruitment and retention could be more costly.

Remember! Most PSPP members will have a pension income from the plan that lifts

them above the range of eligibility for the Guaranteed Income Supplement (GIS). Rather than being supported by taxpayers, their income will be generated by their own prior contributions, the contributions from their employers and by investment returns.

PEA members in the PSPP include the Government Licensed Professionals and Oil and Gas Commission chapters.

PEA members in the PSPP can learn more about their pension and how it works by accessing [pensionsbc.ca](http://pensionsbc.ca).

## Other Pension Plans

PEA members participating in other jointly trustee B.C. public sector plans such as the Municipal Pension Plan (MPP) or the Teacher's Pension Plan include HSP, LSS and PGSD members. Links to information about those plans can be found at [pensionsbc.ca](http://pensionsbc.ca).

Member and public awareness about the fact that B.C. public sector defined-benefit pension plans are sustainable and cost-effective will be important to ensure that our members enjoy the benefits of these plans in years to come. It is noteworthy that a resolution proposed by the federal Conservative Party at its June 2013 convention would aim to bring public sector pensions more into line with "Canadian norms" by switching to a defined contribution pension model comparable to the private sector.

Unions have fought hard for defined benefit pension plans to ensure income security for workers during retirement. Public sector pension plans have been especially beneficial to women. It is a myth that we can't afford them. The PEA will continue to protect and promote pensions for all of our members. •







grammar and spelling. All identifiers are removed from the essays to ensure awards are based on merit.

Congratulations to these ten award recipients:

#### High school

- Tylynn Haddow, child of Cindy/Wayne Haddow, GLP
- Hailey Davies, child of Lloyd Davies, GLP
- Felix Pryce, child of Conrad Pryce, GLP
- Ryan Weisgerber, child of Rick Weisgerber and Anna Monetta, GLP
- Jacqueline Pigeon, child of Blair Pigeon, GLP

#### Post-secondary

- Noah Stone, child of Jeff Stone, GLP
- Katelynn Bolster, child of Laura Bolster, GLP
- Heather Carson, child of Shannon Carson, GLP

- Olive Dempsey, child of Susan Dempsey, UVic
- Daniel Finke, child of Chris Finke, GLP

All of the winning essays are available on the PEA website at [pea.org/scholarships](http://pea.org/scholarships).

The PEA would also like to congratulate this year's bursary winners. Rich McCue (UVic), Scott McKay (PGSD) and Kate Hollefreund (UVic) were successful bursary recipients this year.

The PEA bursary programs provide \$500 to members who are pursuing a part-time post-secondary degree or diploma program. The PEA makes up to ten bursaries available every year and the deadline for application is March 15.

The PEA appreciates all members and their families who applied for scholarships and bursaries in 2013 and looks forward to 2014. •

*Just as workers were willing to stand day after day on a picket line, risking broken bones, financial hardship and worse, the new unionism needs also to be willing to risk. This time, it will not look the same. The comfort may be emotional or intellectual certainty about where we go from here.*

- Olive Dempsey



## A FEW WORDS WITH SERVICE AWARD WINNER **TRUDY GOOLD**

WRITTEN BY: Brett Harper, Communications Officer

**PEA MEMBER TRUDY GOOLD RECEIVED A SERVICE AWARD AT CONVENTION 2013 FOR HER 30 YEARS OF SERVICE WITH THE ASSOCIATION. SHE DETAILS SOME OF THE HIGHLIGHTS OF HER PAST VOLUNTEER WORK WITH THE PEA.**

At the PEA's convention in April, long-time member Trudy Goold received a PEA Service Award for her many years of dedicated service to the union. In a conversation prior to the award ceremony, she spoke about her experiences as a PEA volunteer over the past thirty years. Trudy's positive demeanour and welcoming smile shone through as she described the different roles she played, as well as her involvement in a significant event in the PEA's past. These experiences shaped not only the PEA's road forward, but

her outlook on the union and the skill set she brought to other areas of her life.

Trudy's service to the PEA started over 30 years ago when she became a GLP local rep, a position she held throughout the 1990s. She was then elected to a one-year term on the GLP executive in 1989. She did not seek re-election at that point as she was headed into a maternity leave. After attending the PEA's initial convention in 2000, however, she again put her name forward in 2002 for





ABOVE: Trudy Goold through the over 30 years of volunteer capacity in positions ranging from a local rep to picket captain, Association Executive member at large and GLP Chapter Chair. Trudy was presented with the PEA Service Award at Convention 2013.

the GLP executive, where she was to serve for a total of three two-year terms. She also sat on the Association executive during this time. She became the chair of the GLP executive between 2003 and 2005, during a very contentious time in the PEA's GLP history.

In 2004, the B.C. government began an attempt to move the entire GLP chapter into the BCGEU. With Trudy at the head of the GLP executive, the PEA began the process of developing a campaign and gathering support from other unions and organizations, including the BC Federation of Labour, to oppose the move. Trudy remembers the support members across the PEA gave to the campaign. "It was wonderful to see our members stand up and speak out against this as well as receive strong support from the other chapters of the PEA." The main argument of the campaign was that workers should have the right to belong to the union of their choice. The B.C. government eventually stood down and the GLP remained in the PEA.

Trudy stepped aside from the GLP executive in 2007. "I decided to step aside. I thoroughly enjoyed the experience and would encourage other members to become involved. I had the pleasure of working with wonderful people and seeing things get accomplished," said Trudy. She emphasized the important skills she developed while on the GLP executive. "It gave me a different skill set. It's a great opportunity to develop competencies for future interviews."

Trudy also has a lot to say on the continued deprofessionalization of the B.C. public service. Trudy remarks that "it's up to the members to keep speaking up. We have to keep on with the government executive – keep the message out there about the value of having professionals." She also mentioned that we have a long way to go in extolling the importance of professionals in the public service. "People don't realize the importance of having professionals," she notes, citing as an example the role played by veterinarians in the public service during the outbreak of bird flu.

She also recalled the recent strike activity by the GLP chapter in 2012 and notes with pride that "it was the members pulling together. When push came to shove we stood together. We didn't have to twist arms. It showed that our members care. It made me feel good because they supported us."

As Trudy looks towards retirement in the next few years, she is searching for someone to replace her as a local rep. She is hoping that younger members of the GLP will step up and provide fresh ideas and perspectives on the work of the PEA. She is looking for the new generation that will take the helm of the GLP chapter after her three decades of involvement with the union. •



# CHAPTER UPDATES

FMEP

## FAMILY MAINTENANCE ENFORCEMENT PROGRAM LAWYERS

### EMPLOYER CONCEDES VEHICLE GRIEVANCE

The PEA filed a grievance with the employer regarding mandatory vehicle inspections in 2012. After discussions with the employer and the presentation of evidence that Work-SafeBC did not mandate such inspections as initially reported, the employer has conceded to the PEA grievance. Moving forward, the union and employer will work toward an agreement on the amount of inspection costs that members can reasonably expect to have reimbursed by the employer. Members are asked to hold off on any further inspections until the parties have come to agreement on this matter.

GLP

## GOVERNMENT LICENSED PROFESSIONALS

### DUAL POSTINGS GRIEVANCE

The PEA has been researching the information the employer has given us regarding the history of dual postings and will be moving forward to arbitration in September. The PEA's legal representatives from McGrady and Co. are currently working with the PEA to review the information given to us by the employer. The ultimate goal of the grievance is for the employer to cease the practice of dual postings in the public service.

GLP

### COLLECTIVE BARGAINING

The GLP bargaining committee has been struck. Several meetings have already occurred, and training will be scheduled for this fall. The committee will be reviewing the previous market survey completed for the last round of bargaining and will be

distributing a member survey. Proposals will be developed in the fall in consultation with the membership and input from the survey. Bargaining is expected to start in January 2014.

GLP

### TRANSFER OF FORENSICS AND BROADMEAD LODGE

Bill 8, passed during the final days of the last session of government, transferred Forensic Psychiatric Services to the regional health authorities and also moved Broadmead Lodge to an independent employer status. This affects PEA members who were former GLP members working at either of these locations. Members who work for forensics have been transferred over to the HSP collective agreement. These members will be serviced by HSP labour relations officer Rhiannon Bray. Meetings have been scheduled to alleviate concerns, and PEA staff are committed to making the transition of these members as easy as possible under the circumstances. Members employed at Broadmead Lodge will be bargaining a new collective agreement and will also fall under the HSP chapter. They will continue to be serviced by labour relations officer Al Gallupe.

GLP

### GRIEVANCE ON ARTICLE 37

A grievance has been filed on the inability of some members to access article 37 regard-

## Membership Survey

The PEA is launching our annual membership survey. Each member will have the ability to provide feedback now until September 25.

Check your inbox for information on accessing the membership survey or contact the PEA.







ing lay-off and recall. A hearing is scheduled to take place July 31 and August 1. The union joins the Union of Psychiatric Nurses (UPN) and the BC Government and Services Employees Union (BCGEU) in the grievance.

GLP

## COMPLIANCE AND ENFORCEMENT

The PEA is working with compliance and enforcement officers to deal with an emerging issue regarding changes to hours of work. A bulletin has been distributed and meetings have taken place to discuss potential changes to hours of work. An agreement has been made with the BCGEU employees who are forcing the PEA to address the situation. The PEA is consulting with members to realize their preferred course of action.

GLP

## JOINT COMMITTEE ON LICENSED PROFESSIONALS

The Joint Committee on Licensed Professionals is composed of nine members and has been meeting since February. The purpose of the committee is to inform and educate the government about the value of professionals in the public service. The committee is close to setting a first meeting date with the employer. The committee will include assistant deputy ministers from the Ministry of Forests, Lands and Natural Resource Operations, the Ministry of Transportation and Infrastructure, the Ministry of Environment, and the Ministry of Energy, Mines and Natural Gas. The committee has been gathering information from members about the impact of deprofessionalization on the public service. The committee has been working hard to ensure that all PEA concerns are well researched and presented to the employer for discussion.

HSP

## HEALTH SCIENCE PROFESSIONALS

### TRANSITIONING TO A 37.5 HOUR WORKWEEK

To realize wage gains won through bargaining, health science professionals in B.C. are moving to a 37.5 hour workweek.

In bargaining, the employers agreed to a cooperative, consultative process when implementing the 37.5 hour workweek. In this process, staff, supervisors and managers will consult with each department, section or work unit that has a current schedule with extended workdays (i.e., workdays of more than 7.5 hours per day), and revise the schedules.

Transition proposals: Proposals for transitioning should have been received by all members with the exception of the Northern Health Authority (NHA). Members employed by the NHA should receive proposals by September 1, 2013.

Agreement deadlines: The deadline for agreement on new schedules is August 1, 2013. Members employed by NHA have until October 1, 2013.

Schedule implementation: All schedules should be implemented by the health authorities by September 1, 2013, with the exception of NHA, which has a deadline of November 1, 2013.

Please be advised that the PEA has filed individual grievances on behalf of those members who contacted the union with issues arising from the 37.5 hour work week agreement and implementation. Where individual grievances have not been filed but violations have occurred, policy grievances have been filed with all the Health Authorities to ensure all our members' rights have been protected during this transition process. The PEA will update the membership on this issue.

Any members with questions or concerns on the transition or implementation of the 37.5 hour workweek should contact their labour relations officer Rhiannon Bray.

HSP

## BENEFITS

HSPBA and HEABC agreed to move the effective date for full implementation of the Pharmacare tie-in to June 1, 2013. Further, the 90-day grace period will be extended to August 31, 2013.

The BlueNet direct-pay card will be implemented on June 1, 2013. The BlueNet Card

allows direct-pay at the pharmacy instead of paying up front and later submitting receipts for reimbursement.

The postponement is to allow members more time to ensure a smooth transition with their physicians. Physicians must obtain special authority if medications are not on the Pharmacare formulary.

If the medication is not on the Pharmacare formulary, then members will likely be prescribed a generic alternative which is covered for reimbursement. Brand-name medications may be eligible for partial coverage.

The HSPBA has filed a policy grievance regarding the Pharmacare tie-in that was negotiated during the last round of collective bargaining. Although this grievance has been filed, members should continue to work with their physicians if necessary to ensure the transition to the Pharmacare formulary tie-in is as smooth as possible.

For more information visit [health.gov.bc.ca/pharmacare/](http://health.gov.bc.ca/pharmacare/).

HSP

## EDUCATION FUND

During the last two rounds of Health Science Professionals Bargaining Association (HSPBA) collective bargaining, the PEA gained new funding for professional development.

To maximize the number of members who can access this money, the HSP chapter executive developed an application process and funding criteria.

The PEA will cover the cost of tuition, fees, books and related expenses to a maximum of \$250 until the funding has been exhausted.

More details about the application process, funding criteria and deadlines can be found online at [pea.org/hsp](http://pea.org/hsp).

*Continues on page 22*



# CHAPTER UPDATES

CONTINUED FROM PAGE 21

LSS

## LEGAL SERVICES SOCIETY LAWYERS

### COLLECTIVE AGREEMENT RATIFIED

The Legal Services Chapter ratified a two-year collective agreement that will expire September 30th, 2014.

ORL

## OKANAGAN REGIONAL LIBRARIANS

### BARGAINING COMMITTEE

The 2013 bargaining committee has been formed and will consist of Georgia Mckay and Monica Gaucher. It is expected that bargaining will commence late this fall. The ORL collective agreement expires December 31, 2013, and both parties would like to finalize a new agreement prior to the expiration date.

ORL

### NEW ORL EXECUTIVE DIRECTOR

A big thank you to all members who turned out for a members' meeting in Vernon in June. The meeting gave our LRO, Rhiannon Bray, an opportunity to reconnect with members after her maternity leave. The trip to the Okanagan also provided a chance to meet with the new ORL executive director, Stephanie Hall. The PEA is feeling positive about recent changes to the ORL management team and is looking forward to a fresh labour relationship.

PGSD

## PRINCE GEORGE SCHOOL DISTRICT

### INTEREST ARBITRATION

The PGSD chapter invoked a binding interest arbitration clause in the collective agreement. Submissions from both the School

District and the Union are in the hands of arbitrator Vince Ready. The collective agreement for this chapter expired on June 30, 2010. Although this has been a lengthy and work-intensive process, the bargaining team felt no sense of urgency largely because all the other public sector unions in the province settled for zero per cent wage increases for the 2010-2012 round of bargaining. Additionally, the 2012-2014 trend in the K-12 sector has yet to be determined. Unfortunately, although not surprisingly, the government is offering zeros in this cash-strapped sector. CUPE locals throughout the province have taken strike votes and we can expect to see job action in the fall. PEA members will support CUPE in their efforts!

SMS

## ST. MARGARET'S SCHOOL

### TERMINATED EMPLOYEE REINSTATED

The PEA is happy to report that an employee who was terminated while receiving LTD benefits has been reinstated after the PEA grieved the employer's dismissal of the member. After a very tense meeting with the employer to resolve the grievance, the employer later contacted the PEA to inform us that their legal counsel advised they concede.

SMS

### RATIFICATION SUMMARY

After an extremely difficult and disappointing round of negotiations with the employer, the SMS bargaining unit has ratified the collective agreement by a vote 57.1 per cent. The PEA believes the low support in accepting the terms and conditions of the new agreement is a clear reflection of the membership's discontent with the contract changes.

Moving forward, the PEA will continue to work hard to re-build a positive relationship with the employer after this extremely challenging round of bargaining.

SMS

### RESIDENCE STAFF BARGAINING

A residence staff bargaining sub-committee has been selected and will be meeting regularly to prepare for negotiations with

the employer this fall. The bargaining sub-committee will represent residence staff at the bargaining table. Members of the bargaining committee include Shauna Cameron, Suzanne van Assum, Denyse Zumach and labour relations officer Rhiannon Bray. The committee will communicate with SMS residence staff via email. If any staff member has still not completed a PEA membership application, we ask that you do so ASAP to ensure you receive all messages. Members can find the form online at [pea.org/formsofyouneed](http://pea.org/formsofyouneed).

UVIC

## UNIVERSITY OF VICTORIA ADMINISTRATIVE AND ACADEMIC PROFESSIONALS

### BUDGET CUTS CONTINUE

Members at UVic are very concerned about the lack of government funding to universities. In the last year, cuts to departmental budgets resulted in devastating layoffs for many members. Going forward, members have continued cause for concern as the University braces itself for insufficient funding from government. What the next years look like in terms of budget cuts remains to be seen. In the last round of cuts, departments were asked to reduce their annual budgets by four per cent. Such across-the-board cuts may or may not be repeated. Instead, we could see entire programs eliminated.

Also concerning for the union is the rise in the number of members who are on long term disability (LTD) and the increasing costs born to members resulting from these increases. We are currently working with the Faculty Association to explore possible cost-saving alternatives that preserve existing benefit levels while reducing contribution rates. •

## HSP education funding

Up to \$250 of professional development funding is available for HSP members!

Find out more on page 21 and apply online today at [pea.org/hsp](http://pea.org/hsp)





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.

## **NOMINATE**

**SEPT 30 - OCT 11, 2013**

Is there an organization that you think deserves a financial donation from the PEA? Nominate them at [pea.org/givingback](http://pea.org/givingback).

## **VOTE**


**NOV 4 - NOV 15, 2013**

Vote for the organization you think deserves a donation from the PEA. Vote online with your member number at [pea.org/givingback](http://pea.org/givingback)

**RESULTS WILL BE ANNOUNCED IN DECEMBER 2013.**

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 adhere to the rules and regulations. Full details available online at [pea.org/givingback](http://pea.org/givingback)

A close-up photograph of a woman with dark, curly hair and black-rimmed glasses. She is smiling warmly at the camera. She is wearing a dark blazer over a dark top with a necklace. The background is slightly blurred.

“As a union, we’ve negotiated language in our collective agreement that allows me to put my skills and training to work making a difference in students’ lives.”

**together**  
**WE’VE GOT**  
**WORKPLACES THAT**  
**REFLECT OUR PROFESSIONALISM**