

PROFESSIONAL EMPLOYEES ASSOCIATION

EXECUTIVE MEETING

April 7, 2006 (8:30 a.m.)
Hotel Grand Pacific
463 Belleville St, Victoria, B.C.

Executive:

Brian Chow
Kathryn Danchuk
John Foxgord
Pat Giommi
Tom Gore

Anita Mavromichalis
Bill McGhee
Gerald Reichenback
Jim Russell
Guido Vanderheyden

Observers:

Marie Kardash
Daphne Laboucan

Regrets:

Ron Dumont
Julie Orban

Staff:

Jodi Jensen
Tony Bute

- 1. Call to Order:** The meeting was called to order at 8:38 a.m. with K. Danchuk in the chair.
- 2. Adoption of Agenda:** M/S/C to adopt the agenda as presented.
- 3. Approval of Minutes:** M/S/C to adopt the minutes of February 20, 2006 as circulated.
- 4. Secretary-Treasurer's Report:** T. Gore reported that for the month of February dues revenue totalled \$108,046 and operating expenditures totalled \$114,699. Other expenditures included \$515 for picket line pay and 2006 Education Conference costs of \$2,229. The deficiency of revenue over total expenditure for the month was \$9,396.

M/S/C to adopt the Secretary-Treasurer's Report as presented.

- 5. Grants and Donations Committee Report:** P. Giommi reported on the committee's recommendations as follows:

Shriners Helping Kids - Care Cruiser Program: \$500 donation
Camp Jubilee 2006/Send-A-Kid to Camp Campaign: \$400 donation

M/S/C to approve the recommended donations.

- 6. Education Conference:** J. Jensen reviewed the final Education Conference schedule, recruited volunteers to assist staff with registration, and sought direction regarding eligibility for door prizes.

M/S/C that executive members and staff are not eligible for door prizes.

M/S/C that members must be in the room when names are drawn to be eligible for door prizes.

Executive members discussed the format for the Q&A session.

- 7. Expense Policy:** J. Jensen reported on changes to meal and mileage allowances for government employees and presented a draft amendment to Policy 6.7 *Travel Expenses* to maintain consistency with government rates.

M/S/C to approve the draft Policy 6.7 *Travel Expenses*, with new rates effective April 1, 2006.

8. **PGSD Bargaining Committee Request:** J. Jensen reported on a request from the Prince George School District Bargaining Committee that the Association provide compensation directly to members engaged in collective bargaining activities outside of regularly scheduled hours of work.

No motion arose.

9. **Negotiations Report:** J. Jensen reported that six tentative agreements had been concluded on behalf of members.

CHSS: J. Jensen reported that the Community Health Services and Support Bargaining Association had reached a tentative agreement late in March, but that the ratification process had been delayed due to a subsequent dispute between the multi-union bargaining association and the Health Employers Association of BC (HEABC). That dispute had since been resolved, and ratification ballots were to be counted on April 27.

PP: J. Jensen reported that PEA members had voted 98 per cent in favor of the new Paramedical Professional Collective Agreement, with 90 per cent overall approval among members of the bargaining association. The agreement includes differential wage increases for various professions, as well as different signing bonus amounts for members of the various unions.

LSS: J. Jensen reported that a tentative agreement had been reached with the assistance of a mediator at the BC Labour Relations Board. The tentative agreement includes a controversial new classification plan negatively impacting some members of the bargaining unit. Ratification was underway, with ballots due to be counted on April 13.

FMEP: J. Jensen reported that while Themis remains a member of the Community Social Services Employers Association, an agreement was reached to allow the PEA to negotiate a separate collective agreement on behalf of the lawyers. A tentative agreement was concluded, and ratification ballots were scheduled to be counted April 19.

UVic: T. Bute reported that the bargaining committee had reached an agreement with the University on March 31. The tentative agreement includes wage increases and significant health benefit improvements. The ratification ballot count was scheduled for April 18.

GLP: J. Jensen reported that the GLP Bargaining Committee had reached an agreement on with government negotiators on March 23. The agreement includes wages increases, market adjustments and the introduction of a new step on the salary grid. Ratification ballots were due in the PEA office by March 24, with vote results to be released the next day.

PGSD: J. Jensen reported that Prince George School District was the final chapter slated for bargaining in 2006, with a June 30 collective agreement expiration date.

10. **Organizing Report:** J. Jensen reported that the PEA had filed a certification application on behalf of the lawyers at the Law Society of BC. A representation vote had been held, and the results of

the ballot count were expected later that day.

B. Chow requested that media clippings regarding the application be distributed to executive members.

11. Staffing Update: J. Jensen reported that Jennifer Duprey had commenced her maternity leave and that Ernie Gorrie would join the staff on April 10.

12. Chapter Delegate Reports:

- a) UVic: B. McGhee reported that bargaining had concluded at UVic and the joint job evaluation project was continuing and nearing completion. He also reported on the sudden death of a member.
- b) PGSD: No report.
- c) PP: G. Vanderheyden reported that bargaining had concluded and thanked the staff and members of the bargaining committee. He noted the new mileage rates in the agreement, and that the unions in the bargaining association had agreed on a name change from Paramedical Professionals to Health Science Professionals.
- d) GLP: G. Reichenback reported on the extensive time involved with bargaining, which had been the main focus of recent chapter work. He also noted the government's lack of recognition of the value of professional employees.
- e) SMS: A. Mavromichalis reported on the work of the joint equivalency committee, which involves a system of FTE allotment for traditionally volunteer work.
- f) CHSS: M. Kardash reported that the recent chapter focus had been on bargaining, and that ratification of the new agreement was expected soon. She expressed thanks to the bargaining committee for their work.

13. Further Business:

- a) Meeting Attendance: J. Russell suggested that the executive develop policy to address circumstances where a member of the Association Executive fails to attend meetings.

M/S/C to refer the issue of Association Executive member attendance at meetings to the Policy Review Committee.

- b) Collective Bargaining: [T. Bute absented the meeting for this agenda item.] J. Russell inquired into staff compensation for overtime required during collective bargaining.

J. Jensen explained the overtime provisions in the PEA/CEP collective agreement. [J. Jensen absented the meeting for the remainder of the discussion of this item.]

M/S/C that the Association Executive wishes to thank all staff for their exemplary efforts in this round of bargaining.

M/S/C that the Association Executive thanks all bargaining committee members for their work during this round of bargaining.

T. Gore noted that future decisions regarding dues collection (for example on signing bonus funds) should involve the Finance & Investment Committee.

14. Adjournment: The meeting adjourned at 10:30 a.m.

TB/mc