

PROFESSIONAL EMPLOYEES ASSOCIATION

EXECUTIVE MEETING

October 1, 2007 (11:30 a.m.)
The Coast Vancouver Airport Hotel
1041 S.W. Marine Drive, Vancouver, B.C.

Executive:

Brian Chow
Kathryn Danchuk
John Foxgord
Monica Gaucher
Cliff Haman

David Newell
Julie Orban
Gerald Reichenback
Jim Russell
Guido Vanderheyden

Regrets:

Tom Gore
Marie Kardash

Observer:

Kathy Kendall

Staff:

Jodi Jensen
Ernie Gorrie
Frank Greenlay

- 1. Call to Order:** The meeting was called to order at 11:36 a.m. with K. Danchuk in the chair.
- 2. Adoption of Agenda:** M/S/C to adopt the agenda as amended.
- 3. Adoption of Minutes:** M/S/C to adopt the minutes of August 27, 2007 as circulated.
- 4. Secretary-Treasurer's Report:** J. Foxgord reported that for the month of August dues revenue totaled \$146,186 and operating expenditures totaled \$104,226. The excess of revenue over total expenditure for the month was \$41,960 while the excess of revenue over total expenditure for the year to date was \$168,252.

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

- 5. Grants & Donations Committee Report:** J. Foxgord reported on the committee's recommendations as follows:

BC Blind Sports & Recreation Association: \$500 donation.
Canadian Red Cross (BC/Yukon Chapter): \$1,000 donation.
Doctors Without Borders: \$1,000 donation.

M/S/C to approve the recommended donations.

M/S/C that the Association make a donation of \$1,000 to Engineers Without Borders Canada.

- 6. Table Officer Election:** K. Danchuk opened nominations for the position of 2nd Vice-President. G. Vanderheyden was nominated. No other nominations were received. G. Vanderheyden was declared elected by acclamation.
- 7. PEA Communications Review:** J. Jensen reported that she would circulate potential redesigns for *The Professional* by email for executive member feedback.

J. Jensen commented on the Focus Group Final Report prepared by Viewpoints

Research that had been circulated in advance of the meeting. She also reported on the process for and progress on website re-design and answered questions regarding project costs. She indicated the goal was to have the new website implemented by the year end at an estimated cost of approximately \$25,000.

8. **Education Conference Planning:** J. Jensen reviewed the circulated information summarizing the cost and availability of venue options in Kelowna, the Lower Mainland and Victoria.

M/S/C that the 2008 Education Conference be held in Kelowna.

M/S/C that the Education Conference be held at either the Grand Okanagan hotel or the Manteo Resort with preference to the Grand but with staff discretion to select a specific location.

M/S/C that the Education Conference be held on April 4-5, 2008 if practical or on April 11-12 as alternative dates.

9. **Policy Review Committee Report:** J. Foxgord reported on the committee's recommendations as follows:

The committee recommended that Policy 1.5 *Association Executive Representation* be amended to clarify that observers are not members of the Association Executive and that observers may attend the Association convention as guests.

M/S/C that amendments to Policy 1.5 *Association Executive Representation* be approved as circulated.

The committee recommended a new Policy 5.2 *Staff Recognition* in response to direction from the Association Executive to develop and recommend policy governing spending limits for gifts for voluntary staff departures.

M/S to adopt Policy 5.2 *Staff Recognition* as amended.

M/S/C to refer draft Policy 5.2 *Staff Recognition* back to the Policy Review Committee for amendments to the proposed value of gifts considering the policies or practices of other organizations.

The committee recommended adoption of new Policy 3.17 *Communications Policy* in response to consideration of Resolution #5 from the 2007 convention.

M/S/C that Policy 3.17 *Communications Policy* be adopted with the following amendments.

- Paragraph 2(a) be amended to read "*The chapter executive will identify the key elements of the communication and the chapter's assigned Labour Relations Officer will draft the text. In the alternative, the chapter executive may provide*

the text for the communication to the Labour Relations Officer for editorial review.”

- Paragraph 2© be amended to read, “*The Labour Relations Officer will provide the edited text to the chapter executive for agreement.*”
- Staff to integrate the existing point 3 into point 2 as paragraph (e).

The committee also discussed Policy 3.10 *Use of Employer E-mail Facilities for Association Business* and made recommendations regarding educating members, establishing consequences for violation and contemplation of mechanisms for election campaigning.

M/S/C that an article be published in an upcoming issue of *The Professional* to educate members about the existence of Policy 3.10 *Use of Employer E-mail Facilities for Association Business* and the reasons for it.

M/S/C that the Policy Review Committee be mandated to investigate and recommend appropriate mechanisms to establish and enforce consequences for violating Policy 3.10 *Use of Employer E-mail Facilities for Association Business*.

10. **PEA/CEP Negotiations:** E. Gorrie and F. Greenlay absented the meeting for this agenda item.

M/S/C to move *in-camera*.

M/S/C to move out of *in-camera*.

11. **Organizing Report:** M/S/C to move *in-camera*.

M/S/C to move out of *in-camera*.

Negotiations Report:

ORL: J. Jensen reported that chapter members were in the midst of a ratification vote of the tentative settlement previously reported.

LSL: E. Gorrie reported that mediation under S. 55 of the *Labour Relations Code* was continuing with another day scheduled for October 10. The mediator was expected to provide the parties with his thoughts on what might constitute the basis for a settlement.

SMS: E. Gorrie reported that bargaining resumed in late September and that seven bargaining dates were scheduled in October.

13. **Chapter Reports:**

UVic: J. Foxgord and C. Haman reported that the chapter annual general meeting would take place on November 15. The chapter was also seeking nominations for positions that ordinarily are elected in odd-numbered years as well as the chairperson position.

GLP: J. Orban reported that elections were underway with a ballot deadline of October 4 and on the annual general meeting scheduled for November 5 in Prince George. She also reported that the strategic plan developed by the current executive would be available to chapter members by the time of the AGM.

ORL: M. Gaucher reported that the annual general meeting had a 90 per cent turnout and that a new executive was in place. She also reported that the employer was developing plans to redesign library services that might result in increased membership in the chapter.

HSP: G. Vanderheyden reported that the annual general meeting would be held in November by conference call due to the geographic distance between members. He reported on an increased membership interest in executive positions.

14. **Further Business:** G. Reichenback introduced the resolution that he had submitted then subsequently withdrawn from consideration at the 2007 convention regarding the establishment of term limits for Table Officers and requested that the matter be referred to the Policy Review Committee.

After discussion, the matter was placed on the agenda for the November meeting.

15. **Adjournment:** The meeting adjourned at 2:57 pm.

EG/mc