

PROFESSIONAL EMPLOYEES ASSOCIATION

EXECUTIVE MEETING

June 23, 2008 (9:00 a.m.)

Rosedale on Robson Suites Hotel
838 Hamilton Street, Vancouver, B.C.

Executive:		Regrets:	Staff:
Cheryl Conant	Mike Jobke	Paul Albu	Jodi Jensen
Kathy Danchuk	Frank Kohlberger	Kathy Kendall	Kyle Russell
John Foxgord	Linda Lucier	Brent Hird	
Tom Gore	Jim Russell (p.m. only)		Observers:
Cliff Haman			Shel Harris
Sean Holland			Joanne Montgomery

- 1. Call to Order and Introductions:** The meeting was called to order at 9:02 a.m. with K. Danchuk in the chair.

K. Danchuk led a round of introductions for new executive members and observers.

- 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 March 10, 2008 as amended.

M/S/C to adopt the minutes of May 12 and May 20, 2008 as circulated.

- 4. Secretary-Treasurer's Report:** J. Foxgord reported that for the month of May revenue totaled \$125,778. Operating expenditures totaled \$101,894, Capital expenditures totaled \$2,876 and other expenditures \$9,961 for combined expenditures for the month of \$114,730. The excess of revenue over total expenditure for the months was \$11,047.

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

- 5. First Quarter Investment Report:** J. Foxgord reviewed the First Quarter Investment Report noting a return of 0.56% over the previous quarter and P. Siluch's recommendation to rebalance the funds by adding to Goodwood and GGOF High Yield Bond from the government bond portfolio and cash.

M/S/C to accept the First Quarter Investment Report and P. Siluch's recommendation to rebalance the portfolio.

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

The Kidney Foundation of Canada: \$1,000 donation.

Gizeh Shriners of BC & Yukon (Care Cruiser Program): \$1,000 donation.

M/S/C to approve the recommended donations.

7. **Committee Appointments:** K. Danchuk reported on executive and member at-large vacancies on various committees.

M/S/C to make the following appointments:

- K. Kendall to the executive member vacancy and D. Newell to the at-large vacancy on the Policy Review Committee.
- S. Holland and L. Lucier to the Grants & Donations Committee.
- C. Conant to the Staff Relations Committee.

J. Jensen noted that a call for member at-large volunteers to committees would appear in the next issue of *The Professional*.

8. **Education Conference Report:** J. Jensen kicked off the discussion by asking Executive members to turn their attention to the section in E. Gorrie's report on the nature of the relationship between the PEA and its members as a way to develop a framework for decisions about new communications initiatives.

Executive members agreed that their goal was to shift from a transactional relationship toward one of affiliation and mutuality while recognizing that individual members would continue to occupy all points along the continuum.

K. Russell presented his report on communications options arising from suggestions and discussion at the Education Conference.

Executive members discussed the various options at length and decided to proceed with: creating a (non-PEA) news blog and using video clips on the website; establishing a profile and fan page on Facebook; modernizing the logo; and including a small promotional item in a re-designed new member package.

Executive members asked staff to develop a proposal and budget for placement of PEA ads in community forums for the next meeting; to place the issue of receiving recognition for donations on the agenda of a future meeting to consider in the context of the current Grants & Donations policy; to investigate options for promotional items; and to develop potential slogans for executive review and approval.

9. **Organizing - Advertising:** J. Jensen reported that the Association's ad had been placed in the summer/fall issue of the BC College of Teachers Magazine and asked for direction on placements for future issues.

Executive members suggested that staff gather additional information, including the magazine's publication schedule, and place the item on a future agenda for discussion.

10. **Policy Review Committee Report:** J. Jensen reported on the recommendations of the committee following its June 5 meeting.

J. Jensen reported that the committee recommended that draft Policy 5.2 *Staff Recognition* not be adopted, and that decision-making authority for staff recognition remain with the Association Executive to consider on a case by case basis. No motion arose.

J. Jensen reported on the committee's recommendation that the Association Executive adopt in principle the circulated amendments to Policy 3.10 *Use of Employer E-mail Facilities for Association Business* to provide for disqualification of election candidates who violate the policy by engaging in electioneering or lobbying through the use of employer e-mail facilities; and that the Association Executive formally consult with Chapter Executives and consider any concerns raised prior to implementing the policy. The committee further recommended that at a minimum, candidates in Association and Chapter elections be provided with the opportunity to have an election profile on the website with links to personal email and personal websites.

Executive members suggested minor amendments to clarify the policy. J. Jensen was tasked with integrating the suggested amendments in consultation with the committee prior to circulating the policy to Chapter Executives.

M/S/C to adopt in principle the amendments to Policy 3.10 *Use of Employer E-mail Facilities for Association Business* and to formally consult with Chapter Executives prior to implementing the policy.

J. Jensen reported that, as instructed, the committee had amended Policies 7.3 *Convention Committees* and 7.5 *Election of Table Officers* to establish a Table Officer Nominating Committee.

Executive members sought clarification to ensure that self-nomination would not be permitted.

M/S/C to adopt the amendments to Policies 7.3 *Convention Committees* and 7.5 *Election of Table Officers*.

- 11. Staff Relations Committee Report:** J. Jensen reported that at its meeting of June 18 the committee had discussed establishing a formal evaluation process for the Executive Director and sought funds to retain a consultant to assist with the project.

M/S/C to approve up to \$7,000 for the Staff Relations Committee to retain consulting services to establish a formal evaluation process for the Executive Director.

J. Jensen circulated copies of the committee's amendment to the Senior Labour Relations Officer job description.

M/S/C to adopt the revised job description for the Senior Labour Relations Officer.

[K. Russell absented the meeting for the remainder of the agenda item.]

J. Jensen reported that collective bargaining with CEP Local 467 was scheduled for July 18, 21 and 22.

12. Tillicum Building Project Update: J. Jensen reported on the sequence of events leading to and following the Association Executive's decision to not continue participation in the project. She also reported that she had provided notice to renew the lease on the Victoria office.

13. Convention: J. Jensen reviewed the Disposition of Resolutions document circulated prior to the meeting.

M/S/C to approve the Disposition of Resolutions for Convention 2007 for circulation to delegates to Convention 2009.

J. Jensen sought Executive direction on potential dates and a location for Convention 2009 to permit staff to solicit proposals from possible venues.

Executive members expressed a preference to hold Convention 2009 in late April or early May in Victoria.

14. Meeting Dates: J. Jensen reviewed the previously circulated options for a meeting schedule for the coming year.

Executive members agreed to meet as follows:

August 18

September 29

November 17

January 5

February 16

March 30

May 11

It was agreed that the August, January and May meetings would take place in Victoria.

15. Negotiations Report:

SMS: J. Jensen reported that mediation was expected to continue in August.

LSL: J. Jensen reported that the first collective agreement was in place but that development of a salary grid remained outstanding and had been referred to arbitration.

16. Chapter Reports:

GLP: F. Kohlberger reported on strategic plan meetings and their positive impact for members.

SMS: S. Holland reported that bargaining and mediation had not been moving forward and that the school had been in a state of crisis. He also reported that there had been a drastic drop in student enrolments resulting in layoffs and FTE reductions among staff.

PGSD: S. Harris reported that June had been a high-pressure month and that staffing had been reassigned and relocated. He also reported on the School District's difficulties recruiting professional staff.

CHSS: L. Lucier reported on the discouraging outcome of a re-classification attempt by Office Managers and that a meeting had been scheduled with the employer to discuss the future of the positions.

UVIC: C. Haman reported that the University had experienced a 2% cut in government funding but that no layoffs were expected. He also reported on the chapter's Pond Party scheduled for later that week.

HSP: J. Montgomery reported on the continuing redesign of rehabilitation services in the Okanagan and that Public Health Engineers had achieved a new agreement on flexible work hours. She also reported that the Chapter Executive was planning outreach work with members, with the first two meetings tentatively planned for August in the Okanagan.

17. Further Business: M/S/C to disband the Building Committee.

18. Adjournment: The meeting was adjourned at 2:20 p.m.

JJ/mc