

# PROFESSIONAL EMPLOYEES ASSOCIATION

## EXECUTIVE MEETING

June 22, 2009 (11:30 a.m.)  
The Coast Vancouver Airport Hotel  
1041 S.W. Marine Drive, Vancouver, B.C.

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**Executive:**

Paul Albu  
Bruce Barnewall  
John Foxgord  
Tom Gore  
Cliff Haman  
Shel Harris

Brent Hird  
Mike Jobke  
Frank Kohlberger  
Joanne Montgomery  
Susan Randle

**Staff:**

Jodi Jensen  
Frank Greenlay

**Observers:**

Linda Lucier

**Regrets:**

Sean Holland  
Kathy Kendall

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- 1. Call to Order:** The meeting was called to order at 11:33 a.m. with M. Jobke in the chair.
- 2. Adoption of Agenda:** The agenda was amended to add “Observers”, “Policy Review -- Convention” and “J. Russell Recognition” to Further Business.

M/S/C to approve the agenda as amended.

- 3. Approval of Minutes:** S. Harris noted that his chapter report at the meeting was not reflected in the minutes.

M/S/C to approve the minutes of the May 1, 2009 meeting amended to incorporate the PGSD Chapter Report.

- 4. Secretary-Treasurer’s Report:** J. Foxgord reported that for the month of April, revenue totalled \$132,851 and operating expenditures totalled \$119,043 resulting in an excess of revenue over expenditures for the month totalling \$13,808. Foxgord also reported that for the month of May, revenue totalled \$138,105, with operating expenditures totalling \$187,107 resulting in a deficiency of \$49,002 for the month.

J. Foxgord also recommended that \$72,000 be transferred from the operating account to the investment reserves.

M/S/C to accept the recommendation to transfer \$72,000 to the investment reserves.

M/S/C to approve the Secretary-Treasurer’s Report as presented.

- 5. Grants and Donations:** J. Foxgord reported that of five donation requests received, the committee recommended that donations be made as follows:

Canadian Centre for Policy Alternatives – BC Solutions Fund: \$500  
CoDevelopment Canada (codev): \$500

M/S/C to approve the recommended donations.

**6. Convention:**

- a) **Feedback:** J. Jensen noted the summary of the convention delegate feedback had been circulated prior to the meeting and reported that the comments were favourable.

Executive members discussed means of streamlining convention business including the possibility of moving resolutions up on the agenda and/or spreading out voting on resolutions throughout the event; and presenting some reports on the afternoon of the first day.

- b) **Minutes:** J. Montgomery noted an error on page 12 of the draft minutes.

M/S/C to approve the minutes of the 8<sup>th</sup> Constitutional Convention, amended as noted, for the purpose of posting only.

- c) **Disposition of Resolutions:** Executive members reviewed each of the resolutions adopted by convention to determine an appropriate disposition for each.

M/S/C to approve the disposition of convention resolutions as discussed.

J. Jensen noted that a revised disposition report would be provided for the next meeting.

7. **Executive Web Profiles:** J. Jensen drew attention to the web profile form provided by Communications Officer Kyle Russell and requested that executive members attend to the form as soon as possible to ensure that website content remains current.

8. **Signing Authority:** J. Jensen noted that the four Table Officers automatically had signing virtue of the By-laws and that extension of signing authority to other members of the Association Executive was to be authorized by Association Executive motion. She requested that the Executive determine which of its members ought to have signing authority.

M/S/C to extend signing authority to B. Barnewall, B. Hird, T. Gore and C. Haman.

9. **Committee Appointments:** J. Jensen noted the requirement in policy to reappoint committees on an annual basis and reviewed the composition of each standing committee. She also drew attention to the list of committee volunteers arising from convention delegates.

M/S/C to make the following committee appointments:

**Communications Committee:** J. Foxgord, L. Lucier, Scott Scholefield

**Education Committee:** K. Kendall, C. Haman, J. Montgomery, Rebecca Michaels, Lynn McCaughey

**Grants and Donations Committee:** P. Albu, T. Gore, C. Haman, Georgia McKay, Jason George

**Finance and Investment Committee:** J. Foxgord, F. Kohlberger, K. Kendall, T. Gore, M. Jobke

**Policy Review Committee:** K. Kendall, T. Gore, B. Hird, Erik Fleischer, Jason Yates, M. Jobke

**Staff Relations Committee:** F. Kohlberger, J. Foxgord, S. Harris, B. Barnewall, M. Jobke

The Executive decided to make appointments to the Scholarships and Bursary Committee closer to the March 15 application deadline.

- 10. Strategic Planning:** The executive reviewed the two proposals received from consultants to assist the executive with strategic planning.

M/S/C to contract Bill Metcalfe to conduct a two day strategic planning session, including preliminary consultations with executive members, at a cost of \$6,400 plus travel and accommodation.

Executive members expressed a preference for holding the session in either the 1<sup>st</sup> or 3<sup>rd</sup> week of August.

- 11. Chapter Grants:** S. Harris reported on the request from the St. Margaret's School Chapter to increase the minimum chapter grant from \$1000 to \$1500.

J. Jensen reported that she understood the impetus for the request was the chapter's desire to adopt a practice of hosting social events for chapter members, similar to those taking place at the University of Victoria Chapter.

M/S/C to amend Policy 6.9 *Chapter Expenses* to increase the minimum chapter grant from \$1000 to \$1500, effective January 1, 2009.

- 12. Legal Aid Campaign:** J. Jensen reported on the Round Table discussion on Legal Aid held June 2 in Vancouver, and that the Legal Services Society Chapter had appointed Alison Ward to attend the campaign coordinating meetings. She also reported that Jim Russell had requested that he be appointed to continue to represent the PEA at legal aid campaign events and be eligible for reimbursement of associated expenses.

M/S/C to appoint Jim Russell to represent the PEA on the legal aid campaign and to provide expense reimbursement for his participation consistent with Policy 6.7 *Travel Expenses*, until March 31, 2010.

- 13. Local Rep Training:** J. Jensen provided summaries of participant feedback from the March 26 & 27 Local Representative training held in Victoria, and the June 15 & 16 training held in Vancouver. She noted that comments and feedback were positive with

participants rating the training above 4.5 on a 5 point scale; and that participants had suggested that chapter specific training be offered following the next round of collective bargaining. Jensen advised the executive that the next training session was scheduled for October, and that an article, including testimonials, had been published in the most recent issue of *The Professional*.

M. Jobke suggested that participants receive an email asking them to encourage their colleagues to sign up for the next training session.

- 14. Meeting Schedule:** J. Jensen provided two alternate schedules for executive meetings in the coming year.

M/S/C to adopt the following meeting schedule:

July 20 -- Victoria  
September 14 -- Richmond  
October 26 -- Richmond  
November 30 -- Victoria  
January 11, 2010 -- Richmond  
February 22 -- Richmond  
April 12 -- Victoria  
May 31 -- Richmond

After reviewing venue options and costs, executive members expressed a preference for meetings to be held at the Sidney Pier Hotel and the Vancouver Airport Marriott Hotel.

- 15. Collective Bargaining Report:** J. Jensen reported on information arising from expanded public sector coordinating meetings arranged by the BC Federation of Labour, including likely bargaining priorities for public sector employers.

J. Jensen also reported that the Law Society Chapter had completed its on-line bargaining survey and shared the results through a membership meeting. She reported that bargaining dates had been scheduled with the employer in September and October, with the goal of reaching a collective agreement settlement prior to expiry of the current agreement on December 31, 2009.

J. Jensen reported that the collective agreement with the Okanagan Regional Library had expired in April, but that the parties had not yet commenced collective bargaining.

T. Gore asked whether other chapters were discussing grievance or bargaining issues arising from the elimination of mandatory retirement. J. Jensen reported that to her knowledge, the University was the only employer which had reacted to the elimination of mandatory retirement in a way that led to a dispute between the parties.

## 16. Chapter Reports:

**UVic:** C. Haman reported that the chapter was engaged with a number of labour relations issues including shift schedules and vacation scheduling, and was hosting its Summer Pond Party the following day.

**FMEP:** B. Hird reported that B. Rasode was in discussions with the employer regarding the job duties of an excluded position, which appeared to include both management level and bargaining unit work.

**PGSD:** S. Harris reported that the end of the school year meant that members were wrapping up for the summer; and that he had heard positive feedback from the chapter's two convention delegates.

**HSP:** J. Montgomery reported that the chapter executive would be meeting the following day.

**CHSS:** L. Lucier reported on increased interest in chapter activities and plans for a social event over the summer.

**GLP:** F. Kohlberger reported that the chapter would hold its Annual General Meeting on October 5, and that preparations were underway for executive elections. Kohlberger also reported on the establishment of Bargaining Preparation and Policy Review Committees, and meetings with the Ministry of Forests and Range and the B.C. Public Service Agency to discuss budget and staffing reductions, among other matters.

## 17. Further Business:

**a) Observers:** J. Montgomery noted that the issue had been tabled from the March meeting to the first meeting following convention.

Executive members agreed to place the matter on the next meeting agenda.

**b) J. Russell:** M. Jobke noted that a number of executive members had approached him about recognizing J. Russell's long and dedicated service to the PEA.

M/S/C to authorize expenditure of \$500 for a gift to recognize the contributions of J. Russell to the PEA.

Executive members asked J. Jensen to identify a suitable gift.

**c) Policy Review – Convention:** M. Jobke suggested that the Policy Review Committee review the process of nominating Table Officers, and the election process for the Vice-Presidents.

S. Harris suggested changing the process of voting on recommendations of concurrence and non-concurrence.

d) 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*

e) L. Lucier noted that a number of the delegates who had expressed interest in serving on a committee were not appointed and suggested that their interest be acknowledged and their names re-visited when committee appointments arose in December.

J. Jensen advised that the suggestions were consistent with her practice regarding the appointment of at-large members to committees.

**18. Adjournment:** The meeting was adjourned at 3:59 pm.

FG/jp

**APPROVED**

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