



THE Professional

pea.org

Volume 37, Issue 2 • Summer 2011

IN THIS ISSUE

Convention 2011 1

New Staff 2

Executive news 3

Chapter News 6-10

2011 Scholarships & Bursaries announced 11

Communication Updates... 12

PEA Office

505-1207 Douglas Street
 Victoria B.C. V8W 2E7
 P: 250.385.8791
 F: 250.385.6629
 Toll free: 800.779.7736

Visit us online:
pea.org

Change of Address?
 Email membership@pea.org

CONVENTION 2011

Convention 2011

Preparing for Bargaining in 2012



GLP Member, Enrique Sanchez, discusses bargaining preparation at Convention 2011. There were 65 delegates at Convention, held in Victoria, BC at the Hotel Grand Pacific, on April 8th and 9th, 2011.

Eight chapters of the PEA will be entering collective bargaining negotiations in 2012, so preparing and planning for collective bargaining was the theme for Convention 2011. The speakers for Convention provided thoughtful considerations for delegates. Ken Peacock, David Morel, Neil Patton, and Vaughn Palmer all provided different insights into the state of bargaining in British Columbia. Peacock, an economist, took convention delegates through the state of the economy, as a key element of bargaining negotiations.

Morel, a PSEC Assistant Deputy Minister, brought information and opportunity for discussion on the PSEC mandate and its impact on collective bargaining in BC. Patton, a negotiations strategist, took delegates through a series of activities to build an understanding of thoughtful and proactive bargaining strategy. Finally, Palmer offered political commentary on the state of BC politics, the new Liberal leader, BC elections, and the HST. Throughout the day, the speakers painted a general

Convention news continues on page 4



Association Executive

FRANK KOHLBERGER

President, Forester

SONNY WILSON

First Vice-President, Teacher

TOM GORE

Second Vice-President, Senior Scientific Assistant

JONATHAN FOWERAKER

Secretary-Treasurer, Cooperative Education Coordinator

BRUCE BARNEWALL

GLP, Engineer

KATHY DANCHUK

GLP, Forester

RICHARD VOYER

GLP, Engineer

JUDITH KENACAN

Lawyer Chapters, Lawyer

JOANNE MONTGOMERY

Health Chapters, Physiotherapist

FERN TELEGLow

Education Chapters, Librarian

SUSAN DEMPSEY

UVic Chapter, Counsellor

LYNN MCCAUGHEY

UVic Chapter, Career Educator

Staff

SCOTT MCCANNELL

Executive Director, smccannell@pea.org

AL GALLUPE

Labour Relations Officer, agallupe@pea.org
• CHSS, GLP

RHIANNON BRAY

Labour Relations Officer, rbray@pea.org
• FMEP, HSP, ORL, SMS, Oil & Gas Commission, Riverview Hospital

MELISSA MOROZ

Labour Relations Officer, mmoroz@pea.org
• LSL, LSS, PGSD, UVic

BRETT HARPER

Communications Officer, bharper@pea.org

TERESA HUMPHRIES

Financial Officer, thumphries@pea.org

TOSHIE ARAKAWA

Executive Assistant, tarakawa@pea.org

TAMMY BOUCHARD

Administrative Assistant, tbouchard@pea.org



The Professional is an award winning member of the Association of Labour Media. No paid advertising appears in this newsletter or on our website.

NEW STAFF AT THE PEA

Al Gallupe, Labour Relations Officer



Al Gallupe joins the PEA after a solid career in Labour Relations across the province. As a veteran labour relations Officer, Al brings experience in negotiating, grievance handling, disability management and job evaluation to the PEA. He has belonged to several unions throughout his career, including PSAC, Carpenters 1598, IWA, and CUPE. He was a local CUPE president for ten years before moving to labour relations with CUPE. As a CUPE staff rep he worked in a variety of locations throughout BC including Victoria, Nanaimo, Courtney, Terrace, and Vancouver. Throughout his career he has maintained a residence in Victoria and has a wife and two grown children.

Outside of work Al enjoys playing music, specifically piano and guitar. He is an outdoor enthusiast, looking forward to all of the wonderful opportunities Victoria has to offer this summer, including some of his favorites: kayaking, hiking, swimming and gardening.

Brett Harper, Communications Officer



Brett started at the end of March and moved back to Victoria, from Vancouver, after a two year hiatus. Brett comes to the PEA after working in a Communications position with the City of West Vancouver where he supported Olympic Venue City marketing and provided communication strategies and tools for one of West Vancouver's not-for-profit advisory boards. As a Union member for the past ten years, he appreciates the hard-work and importance of the labour movement.

Brett specializes in Communication strategic planning. He completed a Masters in Professional Communication after several years working in the not-for-profit sector supporting media relations and marketing. Outside of work Brett loves to cook and is often in the kitchen cooking. He is excited for a summer of farmer's markets and weekends at the beach.

Melissa Moroz, Labour Relations Officer



Melissa's first official involvement with the labour movement began when she was elected shop steward for Teaching Assistants while completing a Masters Degree in sociology at UVic. From there, she was hired by the UVic Educational Employees' Union in various capacities including business manager. As a CEP 467 member, Melissa held the position of Vice President for five years. Melissa's focus in her graduate studies included social movements and the sociology of everyday life, both areas she finds useful when doing labour relations work. More recently, Melissa worked as a National Representative for CUPE servicing municipal, K-12, colleges, and social services locals all over Vancouver Island. Melissa calls Victoria home and looks forward to being able to walk to work. She, like most Vancouver Islanders, enjoys the outdoors and looks forward to summer weekends camping with her five year old daughter and friends.

She, like most Vancouver Islanders, enjoys the outdoors and looks forward to summer weekends camping with her five year old daughter and friends.

Tammy Bouchard, Administrative Assistant



Tammy is a temporary administrative assistant with the PEA. Tammy started her career at the CBC in Edmonton supporting co-workers and managers. Active in her local union, she strove to create a positive and productive environment in the workplace. In 2006 she received her certificate as a Community Support Worker from Camosun College in Victoria and since then has provided administrative and personal support to both individuals and local business. She is a lover of nature and enjoys spending time in the outdoors marveling at the wonders of Vancouver Island. ■

Association Executive Meeting Highlights

In business arising at the April 8 meeting, the Association Executive:

- Received a report from the Finance and Investment Committee on the annual rebalancing of the portfolio and options for reinvesting funds. Revised the PEA Investment Policy to reflect that corporate bonds will not exceed 50% of the bond portfolio. Approved reinvestment of funds previously set aside for a real estate investment.
- Heard a report on the status of PEA staffing.
- Discussed the growing climate of union busting and work intensification.
- Heard reports on the status of bargaining and key chapter issues on behalf of members.

At its meeting held on March 7, the Association Executive:

- Welcomed Kathy Danchuk, Forester, to the Executive. Danchuk was appointed to the GLP Chapter replacing Rostam Yazdani.
- Approved \$500 donation to the AFL-CIO to support efforts to protest Wisconsin legislation attacking union rights.
- Announced the hiring of new Labour Relations Officer Al Gallupe.

At the January 24 and February 10 meetings, the Association Executive:

- Received the 4th Quarter 2010 Investment Report. As of December 31, the total portfolio was valued at \$8.61 million, an increase of 1.79% over the previous quarter and 8.63% over the previous 12 months.
- Appointed Executive members

Richard Voyer and Lynn McCaughey and members-at-large Steven Kuan, Jacqueline Prowse and Christopher Stroich to the Scholarships Committee.

- Appointed Executive member Linda Lucier and members-at-large Susan Henderson and Annie Pope to the Bursary Committee.
- Heard reports from staff on the process of collective bargaining on behalf of members, including the strike notice served by PEA's Family Maintenance Enforcement Program Lawyers Chapter to Themis Program Management on January 14.
- Approved that resolutions submitted to Convention require a minimum of two physical signatures.
- Appointed the 2011 Convention Resolutions, Ways & Means, Sergeant-at-Arms, Credentials and Table Officer Nominating committees. ■

How are seats at the PEA Executive Table allocated?

The Association Executive is made up of 12 voting members, and three members with voice but no vote.

Four table officers, President, First Vice-President, Second Vice-President, and Secretary-Treasurer are elected every two years from convention and can be elected from any of the PEA chapters.

The GLP and UVic chapters have three and two voting members respectively, as a result of the number of members each of these chapters bring to the PEA. PEA bylaws state that for every 400 members or major part thereof, the chapter is allowed one seat at Executive.

Group	Chapter	Effective June 2011	Effective June 2012	Effective June 2013
Health Sector Chapters	HSP	Member	Observer	Member
	CHSS	Observer	Member	Observer
Education Chapters	ORL	Member	-	-
	PGSD	-	Observer	Member
	SMS	Observer	Member	Observer
Lawyers Chapters	LSS	Member	-	Observer
	FMEP	Observer	Member	-
	LSL	-	Observer	Member

Allocation of seats at the Executive table for the Health, Education, and Lawyers Chapters.

The remaining chapters are broken into three representative groups: Health, Education, and Lawyers. Each year the seat is rotated through the each of the

chapters within that group. In alternate years an observer is at executive meetings, who have voice, but no vote. ■



CHSS member Michele Greenway at Convention during a workshop session, presented by Neil Patton, designed to get members thinking about strategic planning for negotiations.



Fern Teleglow, ORL, and Liz Magee-Davis, CHSS, take a moment to laugh during Convention 2011.

Convention news continued from page 1

economic outlook for delegates that weighed heavily on the results of the HST referendum this summer as well as a continued global and provincial recovery.

On the second day of convention, table officer elections were swiftly decided by delegates. Frank Kohlberger (GLP) was declared President. Kohlberger had been elected President by the Association Executive after Kathy Kendall left the PEA in 2010. Sonny Wilson (SMS) was declared First Vice-President to replace Shel Harris. Tom Gore (UVic) was declared Second Vice-President, and Jonathan Foweraker (UVic) was declared Secretary-Treasurer to replace John Foxgord. All officers ran unopposed and are elected for a two year term.

Frank Kohlberger, President, reported out to delegates on the state of the PEA over the past two years. In his message he acknowledged significant changes at the PEA including major changes to communications, office space, and staffing. Kohlberger thanked former Executive Director Jodi Jensen, former Labour Relations officer Frank Greenlay, and former Administrative Assistant Joanne Petersen. He also noted the departures of Kate Hildebrandt, former Communications Officer, and Barinder Rhasode, former Labour Relations Officer. These departures provided the opportunity for Kohlberger and the Executive to welcome an almost entirely new slate of staff at the new PEA Office in Victoria.

Kohlberger's address reflected the

challenges of the recent recession and the impacts on the members of the PEA. He said that the past two years have seen layoffs hit many of the PEA chapters, and the impact on these individuals and their families is difficult. The Executive are putting member engagement at the top of their priority list as they move into a busy 2012 bargaining year. This will be accomplished through the continued development and implementation of the PEA Communications Strategy, Communications campaigns, and other methods of engagement.

The Executive Director's Report, from Scott McCannell, thanked the Executive and Members for their patience as the PEA transitioned through major staff changes. He also reinforced the challenges that lie ahead in the development of strategy surrounding the upcoming 2012 bargaining sessions for several PEA chapters. He looks forward to leveraging new ideas and innova-

The 2009 & 2010 audited financial statements are available on the pea.org website in the members login area, or available by request from the PEA office.



Three GLP members during an afternoon speaker session at the Hotel Grand Pacific in Victoria.



Labour Relations Officer Rhiannon Bray leads the New Delegate Information Session at Convention 2011.

tions, with a new team of staff, for a busy year of bargaining preparation in 2011. A focus on enhanced communication will be a priority in 2011, and will be achieved through strategic enhancements to the PEA website, and more proactive communications.

Secretary-Treasurer John Foxgord presented delegates with a review of the financial state of affairs during 2009 and 2010. Over this period approximately 140 members have been eroded from the PEA, which has resulted in decreased revenue from membership dues. GLP, SMS, and LSS incurred the greatest membership losses while UVic experienced the greatest gain. Foxgord thanked Financial Officer Teresa Humphries for her assistance in preparing the year end reports.

Sixty-five delegates attended Convention held at the Grand Pacific Hotel in Victoria on April 8 and 9. ■

Resolutions and Other Business from Convention 2011

Delegates adopted the following resolutions; all of which arose from the floor of Convention:

THEREFORE BE IT RESOLVED that the PEA in collaboration with its chapters, in a manner consistent with the PEA Communications Policy, respond on behalf of its members to select articles in newspapers and other forms of media which provide inaccuracies associated with PEA and chapter members, with the objective of providing clarification of facts (such as true compensation of its members), and demonstrating the contribution and value that PEA members afford society.

THEREFORE BE IT RESOLVED that the PEA Executive provide members with an option (on the PEA website, for example) to decline a mailed copy of The Professional.

THEREFORE BE IT RESOLVED that the PEA investigate effective methods by which to facilitate and encourage inter-member communication on PEA issues (such as an electronic discussion forum), between PEA members, and report back to the Executive within three (3) months of end of 2011 convention with a cost benefit analysis and possible implementation strategies for various options including inter and intra chapter discussions.

OTHER BUSINESS:

Convention approved the 2009 and 2010 audited financial statements, and re-appointed Cowland Paterson & Co. as the Association's auditors for the 2011 and 2012 fiscal years. ■

ORL NEWS

ORL Collective Agreement Expires

The ORL collective agreement expired on April 30, 2011. Labour Relations Officer Rhiannon Bray is working with bargaining committee members Maureen Curry and Georgia McKay to prepare for negotiations. Chapter members have completed a bargaining survey and priority items have been identified. It is expected that negotiations will commence later this summer.

HSP NEWS

HSP agreement ratified without PEA support

On March 2, 2011 the Health Science Professionals Bargaining Association (HSPBA) ratification results were announced. The proposed agreement was accepted by 57% of the HSPBA members who cast a ballot. Of the PEA members who voted on this tentative agreement 91% voted against ratification. Since the HSPBA has a weighted voting structure based on member representation (PEA represents

Local Reps are needed for the HSP Chapter. Are you interested in getting involved? Contact Rhiannon Bray, at rbray@pea.org or call the PEA office.

approximately 200 of the 17,000 HSPBA members), the PEA's opposition to this agreement was not enough to change the final outcome.

The PEA recommended that members reject this tentative agreement because it is believed that trade-offs made to achieve gains to this agreement are not in the best interest of PEA members. The primary issue is the suspension of the "General Supervision" classification definition that will directly affect grade two members who work in the community by freezing or "red circling" their salaries.

Union representatives from the HSPBA are meeting at the end of May to follow up on committees arising from new HSPBA Collective Agreement and discuss 2012 bargaining preparation.

FMEP NEWS

FMEP Ratifies new Collective Agreement after difficult round of negotiations

A difficult round of negotiations led to a ratified agreement on March 1, 2011. After taking a unanimous strike vote and serving notice to the employer, a tentative agreement was reached with the assistance of Mediator Debbie Cameron from the Labour Relations Board on February 4, 2011.

The FMEP bargaining committee fought tirelessly for months at the

bargaining table to have the employer address key monetary issues. When talks stalled on proposals related to compensation the bargaining committee was able to return to negotiations with a unanimous strike mandate. Despite the strike mandate the employer's position on compensation did not change.

On January 14, 2011 strike notice was served to Themis and filed with the Labour Relations Board. The employer asked that the PEA put their strike notice on hold and return to the bargaining table with the assistance of a mediator. The employer indicated they would bring a monetary offer to the table and agreed to extend the strike mandate beyond the February expiry date. The employer returned to the table with a monetary offer that was a combination of a market adjustment and general wage increases totalling a 13.75% increase over 4 years.

The Bargaining Committee believe the terms of settlement represent the best deal that could be achieved and recommended that members vote to ratify the tentative agreement.



Shel Harris (PGSD), outgoing PEA First Vice-President, at Convention listening to a presenter on the state of the BC economy.

UVIC NEWS

UVic Pension Plan Update

In order to ensure that the PEA is appropriately representing UVIC members' interests in regard to their pension plan, a secret ballot vote package and background memo was distributed in mid-June. The background to this is that a December 31, 2009 plan valuation shortfall required an increase to the Defined Retirement Benefit Fund. The University increased PEA members' pension contribution rates by 1.35%, which is the PEA members' share of the required increase. The University based its actions on the March 2011 survey results for all plan members (e.g. PEA, faculty and excluded staff). The PEA's view is that the survey is not sufficient to determine members' interests given that PEA plan members' preferences could not be disaggregated from other survey results and more fundamentally, the survey documents clearly stated it was not a plan member vote, which we believe is required in this situation.

The PEA has engaged legal counsel and the actuarial services of Morneau Shepell to provide advice. UVIC members were invited to a noon hour meeting on June 14th in the Social Sciences and Mathematics building to discuss the situation and potential options.

The secret ballot vote will determine

whether members are in agreement with increased contribution rates or not. If members are in agreement, then it is likely the PEA would set aside a grievance over the increased contribution rates. If members are not in agreement, then the PEA would propose discussions with the University, which has indicated it plans to establish a separate PEA pension plan with reduced benefits and will refund any contributions collected at the increased rate in the interim.

UVic Patio Party

Thursday June 23

4:30pm - 7:00pm

Village Greens,
Cadboro Commons

The UVIC Chapter Executive would like to invite UVic members to attend the summer 'Patio Party' to be held on Thursday, June 23 2011, at Village Greens, Cadboro Commons from 4:30 pm to 7:00 pm.

There will be a great menu of light refreshments and a selection of wine, beer, and soft drinks. Each member will receive a ticket for one free drink and have the opportunity to win some great door prizes. Members may bring a guest and children are welcome.

SMS NEWS

SMS elects Natasha Carville to Chapter Executive

After a delayed start Labour Relations Officer Rhiannon Bray has met with Head of School Cathy Thornicroft, and began work on outstanding issues flowing from the new collective agreement.

On May 20th, the parties agreed on market increases for the support positions under salary review. All of the positions under review received an increase between 3.3% - 10.7%. As agreed, these increases will be paid retroactively to July 1, 2010. The PEA would like to thank the four PEA members impacted by the salary review for their patience.

At the last Joint Standing Committee meeting it was agreed that the Tutorial Staff Compensation Practice Review should be extended to include all members of the PEA bargaining unit. SMS put out an invitation to members interested in engaging in this process. The goals of this review are to identify a common data set for future salary negotiations that standardizes compensation, to identify compensation interests of SMS employees, and to enable SMS to remain competitive in attracting and retaining excellent employees within the available resources and current fiscal framework.

The review committee will be lim-

SMS news continues on page 8...

SMS news continued from page 7

ited to a maximum of ten members and will consist of a combination of Junior School and Senior School tutorial staff, department heads, support staff, management, union representatives and previous bargaining committee members. The intent is to create a committee that can review the data from multiple perspectives. The first meeting will take place before the end of the school year with a meeting schedule to be set this coming September.

Congratulations to SMS Chapter Chair Sonny Wilson who was elected Association Executive First Vice President at the PEA convention held in April. This change left Sonny's former seat on the Executive vacant. Natasha Carville was elected by the SMS Executive to fill Sonny's position. Natasha will be attending her first Executive meeting on May 30th. Welcome and congratulations Natasha.



Frank Kohleberger, Association President and GLP member, and Scott McCannell, Executive Director, at Convention 2011.

GLP NEWS

GLP Bargaining preparation begins for 2012 negotiations

Al Gallupe has taken over as the new Labour Relations Officer for this chapter, and has been busy getting up to speed with all of the GLP business.

Local Reps

The PEA has a great system of Local Reps. These Reps (often called shop stewards in other unions) are the foundation of our union. Their role is to answer questions and be available to members if they have to attend difficult meetings with the employer related to their employment. The PEA is trying to ensure that there is a Rep for every region and work group.

A recent lunch-time meeting in Victoria at the Selkirk site led to the nomination and election of two new local Reps, Craig Mount and Jon Mullen and two new alternates, Allan Gibson and Bob Conkin. Their names will go forward to the GLP Chapter Executive for official appointment. These opportunities serve a dual purpose, as they allow members to talk with chapter executive and staff about issues, and set the tone for upcoming negotiations.

The GLP will be heading into bargaining preparation and

negotiations in the Fall. It will be doubly important for us to have a full contingent of active local Reps because we will need to organize meetings to talk face-to-face with each other about bargaining preparation, negotiations, and ratification. We have started a local Reps committee to strategize how we can attract and appoint local Reps and keep them informed; Warren McCormick has agreed to chair that committee and we are looking for volunteers to be a part of it. To become a member of the local Reps committee please contact the PEA Office.

Professional Reliance Committee

The GLP has started a Professional Reliance Committee to study the impacts of this issue on professional members. The project is based out of a resolution passed at the 2010 GLP Annual General Meeting. The committee has set up meetings every Thursday at noon and has completed a project charter.

Over the past several years the BC Government has promoted and relied upon Professional Reliance in its day-to-day business and service delivery. For example, in forestry the regulatory regime governing forest practices was radically changed. The old system provided detailed, prescriptive standards but in 2004 that was replaced with the 'results-based' approach that gave industry more flexibility and less government supervision. As long as the industry's results were consistent with broad government objectives, they

could define their own results. Our forest professionals are relied upon to ensure those broad objectives of sustainability were adhered to. This was called “professional reliance”. Our members have expressed concern about the impact this may have on their job function.

The committee invites all our professional members to participate in the discussion. The goals of the committee is to produce a paper that will be distributed. If you would like to participate in the discussion please contact the PEA office.

Meal Allowance

This issue has been going on for a long time and many of our members are confused about whether or not they are eligible for a meal allowance. It is obvious to all, including some who have been dealing with this issue on behalf of the employer, that this issue could have been handled better by the government. Rather than file 600 grievances, the PEA agreed to try mediation to work out a comprehen-

sive settlement. That first mediation meeting was to have taken place on April 27, 2011. Unfortunately, due to a medical emergency, the meeting was cancelled and is being rescheduled. Al Gallupe, LRO and Kathy Danchuk, PEA and GLP executive member, are working for the Union side to find an amicable settlement to this long standing dispute.

GLP Bargaining

The GLP Executive and Bargaining Support Committee have begun preparations for upcoming collective bargaining with the Provincial Government, as the current collective agreement expires March 31, 2012. The PEA will be striving to ensure members have significant opportunities to engage in meaningful dialogue in preparation for negotiations. The following summarizes activities that are planned in that regard (see Bargaining Bulletin 1 for information):

- An elected bargaining committee in place by late June

- A consultant led market survey of compensation for comparative positions will be shared with members in the fall
- Regular bargaining bulletins will inform members of bargaining preparation developments, key strategic considerations and relevant context for bargaining such as inflation and settlement trending
- The PEA will be discussing public sector bargaining with other public sector unions and will be working to promote the value of the services that our members provide
- Members will be surveyed as to bargaining priorities and for their views on possible strategies after having opportunity to discuss bargaining in face to face member meetings (fall)
- Bargaining survey results will be summarized and communicated to members prior to finalizing bargaining proposals (fall)
- Negotiations are expected to start by the end of the year and members will receive regular updates



Calling all Members!

The PEA is looking for members who have a great story to tell! We are looking to update our website, and other communications materials with profiles about our members. These will be used in future issues of The Professional, on the website, on our social media, and in our advertising.

Contact Brett Harper, bharper@pea.org, if you have a great story to tell the rest of the PEA Membership.

CHSS NEWS

Addressing Blue Net card issues for CHSS members

New Labour Relations Officer, Al Gallupe, has taken over staff relations for the CHSS chapter. Linda Lucier, CHSS chapter chair, and Al have been working on trying to resolve an issue that precludes some members from the point of sale (Blue Net) card. This allows members to charge pharmacy medication purchases directly to the health provider. The PEA would like any of its members who are not receiving this benefit to contact Al Gallupe, agallupe@pea.org, and let us know what your benefit package contains. When we have sufficient information, we will engage the HEABC on this issue and if necessary launch a grievance to ensure the terms of the collective agreement are being followed.

The PEA celebrated LPN day on May 13. This initiative was a great opportunity to recognize the hard-work of our LPN's. Special thanks to Michele Greenway for helping distribute gifts to our 50 LPN members.

LSS NEWS

Tentative Settlement reached with the Law Society

The PEA bargaining committee reached a tentative settlement with the Law Society on May 12th after

ten days of negotiations. The bargaining committee is unanimously recommending that the membership ratify the settlement. A detailed description of the settlement and a ballot package were distributed to members in late May. A membership meeting was scheduled May 31st prior to a ratification vote completed June 15. The ongoing efforts of law society members on the PEA bargaining committee (Michael Rhodes, Surindar Nijjar, Jack Olsen, Lance Cooke) have been most appreciated. ■



Joanne Montgomery and Amanda Bartlett, HSP, at Convention 2011.



Neil Patton works with Sheryl Karras, UVIC, and Leslie Kenny, UVic, at Convention 2011 on effective bargaining preparation strategy, in anticipation of a heavy year of bargaining in 2012.

Stay up to date on Labour Relations news

The PEA is updating our social media channels with Labour Relations and Collective Bargaining News from across Canada. Follow us on Twitter, or become a Fan on Facebook to stay informed and get involved in the discussion.

[facebook.com/peaonline](https://www.facebook.com/peaonline)

twitter.com/pea_online

Scholarship and Bursary winners announced

The PEA chose the minimum wage as the essay topic for the 2011 Scholarship contest. This issue has always been important to the labour movement; however, this year it has been alive in the minds of the public and employers in BC, and made for an extremely timely discussion topic. The PEA asked scholarship applicants to write a 1500 word essay on the following:

“BC currently has a minimum wage of \$8 per hour, the lowest in Canada. Do you think this is a positive or negative for those who live and work in BC? Do you think the minimum wage should change? Discuss the impacts of your choice with regards to government, large and small business and workers.”

The PEA received 35 entries from

“The average cost of living in BC continues to rise. Statistics Canada reports that on average, the consumer price index has risen from 97.7 to 113.8 since 2001. This has resulted in a loss of purchasing power for low-wage and minimum wage workers, as a higher portion of their income must be devoted to essential items. This has potentially detrimental effects, as many consumers are left unable to spend their income on valuable, but non-essential, sectors of the economy.”

Will Tanner



members and their families, the highest number in recent years. The Scholarship Committee was made up of four members: Richard Voyer, Jackie Prowse, Steven Kuan, and Chris Stroich. “The essays were well researched and of high quality and all merited to be considered to compete for a prize”, said Richard Voyer, Committee Member, “Members of the Scholarship Committee were particularly impressed by the high quality of the essays submitted by high school students”.

The committee awarded all ten available scholarships based on essays received. The awards were distributed between high school and post-secondary applicants.

Congratulations to this year’s scholarship recipients:

- Courtenay Clark, GLP, Montreal
- Alexander Economou, SMS, Victoria
- Michael Gibbard, GLP, Nanaimo
- Daniel Penny, GLP, Williams Lake
- Jordan Pryce, GLP, Kaleden
- Trevor Sproule, GLP, Vernon
- Ian Sunde, GLP, Nanaimo

- Will Tanner, GLP, Courtenay
- Daniel Weisgerber, GLP, Prince George
- Riley Whyte, GLP, Prince George

The winning essays can be found online at pea.org.

The Association also awards up to ten bursaries to PEA members enrolled in part-time post-secondary studies. This year, four members applied and met the eligibility criteria. Congratulations to:

- Carlie Graham, UVic, Victoria
- Kate Hollefreund, UVic, Victoria
- Scott McKay, PGSD, Prince George
- Karen Whonnock, LSS, Thornhill ■

“Government may well benefit the most from an increase in the minimum wage. According to the Canadian Federation of Independent Business the increase has a rippling effect throughout the entire wage structure. When wages go up the government benefits greatly as a result of the additional taxes employees are required to pay as a result of this increase.”

Riley Whyte

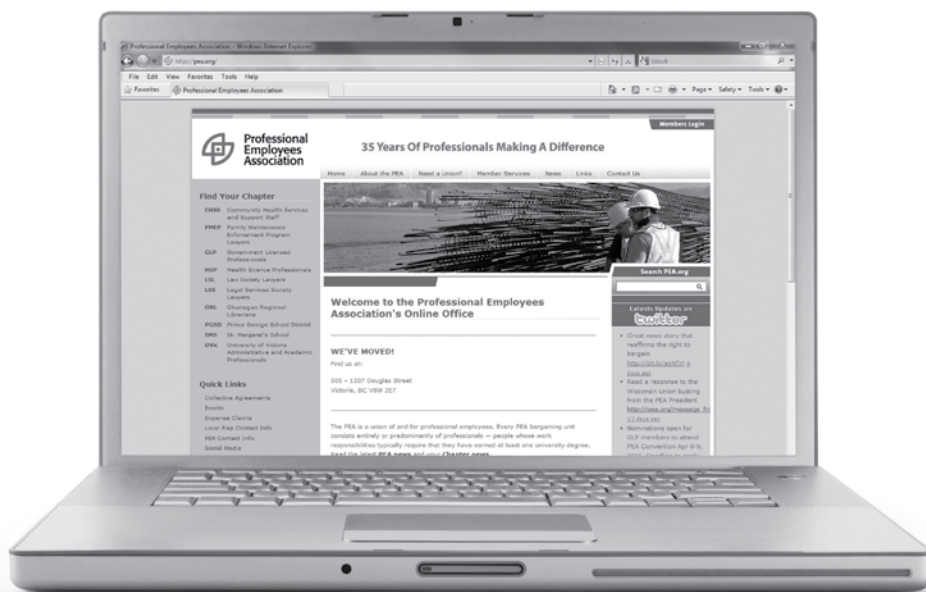
Coming soon to a computer near you

A new and Improved pea.org

At the PEA we take member engagement seriously. Over the summer months the PEA will be updating our website and making changes so that the information you want and need is easily accessible. This is an important preparation for a heavy year of bargaining in 2012.

Feedback from over the years, plus website traffic will give us direction in re-shaping the website. Members have requested the ability to sign up for e-news, opt to receive *The Professional* online, discuss bargaining using a secured online forum, and use an enhanced chapter homepage. All of these suggestions will be incorporated into the new site.

Stay tuned for updates in the Fall issue of *The Professional*!



If you'd like to be involved in the consultation process for an updated website please contact Brett Harper at bharper@pea.org.

Updates to The Professional

A quick peek through the archives of *The Professional* shows that the PEA has come a long way since the inaugural edition in 1974. The magazine started out as a one-page information update, and has grown to a 12 page magazine addressing the issues and needs of professionals. We are looking to update the magazine with more relevant and interesting content for our members and to optimize the magazine for an online audience.

Following a resolution at Convention 2011, members will be able to opt to receive *The Professional* via email. This will be available on the PEA website by early September.

Suggestions on what you would like to see in the next iteration of *The Professional* are welcome. Please email bharper@pea.org with your ideas and comments for the future of the magazine.

