



**MINUTES**

of the

**6<sup>th</sup> ANNUAL CONVENTION**

of the

**PROFESSIONAL EMPLOYEES ASSOCIATION**

held at the

**Radisson President Hotel & Suites  
Vancouver Airport**

**Richmond, B.C.**

*June 4, 2005*

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**CALL TO ORDER**

President Kathy Danchuk called the 6<sup>th</sup> Annual Convention of the Professional Employees Association to order at 9:00 a.m. on Saturday, June 4, 2005.

The President welcomed the delegates to the PEA's sixth annual convention and introduced staff and executive members. She thanked outgoing executive members Caroline Baldwin, Dawn Barbeau and Kathy Kendall.

**CREDENTIALS REPORT**

The President called on Andrew Wheatley, Chairperson of the Credentials Committee, to give a report.

The Chairperson reported that there were 63 delegates and Executive members registered. He also reported that there were 5 staff in attendance.

*M/S/C to accept the Credentials Report.*

The Chairperson reported that four of the delegates were unable to attend as planned. The following alternate was registered:

Leslie Kenny, alternate for Inez St. Dennis                      University of Victoria chapter.

*M/S/C that this delegate be seated.*

The Chairperson reported that the following delegates were in attendance without credentials:

Gregor Campbell	St. Margaret's School
Sheldon Martell	Government Licensed Professionals
Robert Short	Government Licensed Professionals
Cheryl Conant	Government Licensed Professionals

*M/S/C that these delegates be seated.*

*M/S/C that the Credentials Committee stand down, with thanks.*

## DELEGATES

The following delegates were registered.

### Association Executive

#### Table Officers

President	Kathryn Danchuk
First Vice-President	Jim Russell
Second Vice-President	Andrew Wheatley
Secretary-Treasurer	Tom Gore

#### Chapter Representatives

Government Licensed Professionals	Trudy Goold Sharlie Huffman Sheldon Martell
Health Sector	Dawn Barbeau
St. Margaret's School	Caroline Baldwin
UVIC Administrative & Academic Professional Staff	Bill McGhee
Small Chapters (Family Maintenance Enforcement Program Lawyers, Legal Services Society Lawyers, Okanagan Regional Librarians and Prince George School District Professionals)	Kathy Kendall

#### Government Licensed Professionals:

Paul Albu	Ron La Torre
Jim Annunziello	Troy Lockhart
Bruce Barnewall	Larry Michaelson
Ken Chalmers	Julie Orban
Brian Chow	Sam Otukol
Kerry Clark	Bernie Peschke
Cheryl Conant	Gerald
Gary Dolynchuk	Reichenback
Pat Egan	John Robinson
Robert	Robert Short
Glassford	Les Thiessen
Shawn Hedges	Richard Voyer
Mike Jobke	Rostam Yazdani
Frank	
Kohlberger	

**Community Health Services & Support Staff:**

Marie Kardash  
Linda Lucier  
Jill Stainsby

**Family Maintenance Enforcement Program Lawyers:**

Ron Dumont  
Debra Padron

**Legal Services Society Lawyers:**

Lisa Jung

**Okanagan Regional Librarians:**

Georgia McKay  
Annie Pope

**Paramedical Professionals:**

Monika Coates  
Joanne Montgomery  
Guido Vanderheyden

**Prince George School District Professionals:**

Mazen Elchami  
Daphne Laboucan

**St. Margaret's School:**

Gregor Campbell  
Sean Holland

**University of Victoria Administrative &  
Academic Professional Staff:**

Bert Annear  
Vincent Connor  
John Foxgord  
John Hall  
Roger John  
Sheryl Karras  
Laurie Keenan  
Leslie Kenny  
Bert Klatt  
Kim Lewall  
Joe Sparrow  
John Verrault

**STAFF**

Executive Director  
Labour Relations Officer  
Labour Relations Officer  
Labour Relations Officer  
Administrative Assistant

Jodi Jensen  
Tony Bute  
Jennifer Duprey  
Barinder Rasode  
Joanne Petersen

## CONVENTION COMMITTEES

### **Resolutions Committee:**

Jim Russell, *Chair*  
Monika Coates  
Troy Lockhart  
Bill McGhee  
Tony Bute, *Secretary*

### **Ways and Means Committee:**

Tom Gore, *Chair*  
Marie Kardash  
Kathy Kendall  
Anita Mavromichalis  
Jodi Jensen, *Secretary*

### **Credentials Committee:**

Andrew Wheatley, *Chair*  
Mazen Elchami  
Trudy Goold  
Georgia McKay  
Joanne Petersen, *Secretary*

### **Sergeant-at-Arms Committee:**

Vincent Connor  
Lisa Jung  
Frank Kohlberger  
Sheldon Martell  
Jennifer Duprey, *Secretary*

## CONVENTION RULES OF ORDER

The Executive Director read the Rules of Order:

1. A member of the Association may bring any matter before a convention for consideration by means of a resolution. The resolution must be signed by the member and at least one other member before it can be considered.
2. A resolution, except a resolution to amend the constitution, can be considered from the convention floor only if at least two-thirds of the delegates present, and voting, vote to accept the resolution for consideration.
3. Convention reports cannot be amended from the convention floor but a motion to refer the report back to the committee for reconsideration is in order. A motion to refer is not debatable. When a referral motion is properly seconded, it must be put to a vote immediately. A delegate cannot move referral after speaking on the issue.
4. If the recommendation of a committee is defeated, the matter is automatically referred back to the committee.
5. Once presented, a motion is the property of the convention. It may be withdrawn only by a majority vote of the delegates present and voting.
6. A motion to reconsider can only be made by a voter in the majority. Such a motion requires a majority to pass.
7. A delegate wishing to speak on a motion on the floor must be at a microphone and be recognized by the chair of the convention.
8. If a point of order is raised while a delegate is speaking, the delegate shall, at the request of the chair, stand down until the question of order has been decided.
9. If two or more delegates rise to speak at the same time the chair of the convention will determine the order of speakers.
10. Except when a delegate is speaking, a delegate can request that a motion be re-read for information.
11. No delegate can interrupt a delegate who has the floor except to raise a point of order.
12. A delegate may not speak more than once on an issue until all others who wish to speak have had an opportunity to do so.
13. A delegate who refuses to stand down when requested by the chair to do so shall be subject to suspension for the remainder of the session.
14. Speeches are limited to three minutes.

Except as set out above the convention will be governed by Roberts Rules of Order.

*M/S to amend the Rules of Order by deleting the last line of item #3. Motion defeated.*

*M/S/C to accept the Rules of Order.*

## **INVESTMENT REPORT**

The President introduced Paul Siluch, PEA Investment Advisor, who reported on the investment portfolio's performance in 2004 and the first quarter of 2005.

## **ALLOCATION OF RESOLUTIONS**

The President introduced Jim Russell, Chairperson of the Resolutions Committee, who advised that the committee had met on April 20 and referred the Secretary-Treasurer's Report, 2004 Audited Financial Statements and 2005 Budget to the Ways & Means Committee.

## **REPORT OF THE WAYS AND MEANS COMMITTEE**

The President called on Tom Gore, Chairperson of the Ways and Means Committee to give his report.

The Chairperson introduced the members of the committee and offered his condolences to Anita Mavromichalis who was not able to attend. He also introduced PEA auditor Tony Charles-Roberts of the accounting firm Moore, Roberts & Co.

## **SECRETARY-TREASURER'S REPORT**

(full report printed at the end of minutes)

Secretary-Treasurer Tom Gore reported that operating income had increased in 2004 as a result of membership growth and wage increases, and that operating expenses for the same period had been reduced by \$15,450, resulting in an operating surplus of \$169,562 before amortization. However, the Association had extraordinary expenses of \$1,880 in strike pay and \$295,050 for the campaign to defend the Government Licensed Professional Chapter. Gore updated delegates on the Association Executive's investigation into purchasing office space in Victoria, the decision to retain a Lower Mainland office at reduced cost, and the reduction in the bond portfolio from 70 per cent to 60 per cent of the Association's total investment reserves.

*M/S/C to accept the Secretary-Treasurer's Report.*

## **FINANCIAL STATEMENTS**

The PEA auditor reported on the 2004 Audited Financial Statements.

*M/S/C to accept the Audited Financial Statements.*

## **APPOINTMENT OF AUDITORS**

*M/S/C that the firm Moore, Roberts and Co. be reappointed as Association auditors for the 2005 fiscal year, and if Resolution #1 is approved, that the firm Moore, Roberts and Co. be reappointed as Association auditors for the 2005 and 2006 fiscal years.*

## **2005 BUDGET**

The Secretary-Treasurer drew attention to the updated budget.

*M/S/C to accept the 2005 Budget.*

The Secretary-Treasurer thanked the Ways & Means Committee members, the PEA Auditor, and Caroline Ward, Financial Officer in the Victoria PEA office.

*M/S/C that the Ways & Means Committee stand down, with thanks.*

The President called on Association Executive members Caroline Baldwin, Trudy Goold and Andrew Wheatley to give a report on the resolutions submitted by the Association Executive.

## **REPORT OF THE RESOLUTIONS COMMITTEE**

The President called on Jim Russell, Chairperson of the Resolutions Committee, who introduced the members of the committee.

The Chairperson of the Resolutions Committee called on the President to present her report.

## **PRESIDENT'S REPORT**

(full report printed at the end of minutes)

President Kathryn Danchuk reported on the Association's successful campaign in the fall of 2004 to defend the Government Licensed Professional Chapter from government attack and preserve the integrity of the PEA for all members. She credited members' collective action for the success and emphasized that the Association is really all about people. Danchuk indicated that the Association needs to continue to adapt to change and value its diversity while honouring the roots of its inception. In closing, she expressed her thanks to the members and staff for their ongoing work in support of the Association.

*M/S/C to accept the President's Report.*

The Chairperson of the Resolutions Committee called on the Executive Director to present her report.

## **EXECUTIVE DIRECTOR'S REPORT**

(full report printed at the end of minutes)

Executive Director Jodi Jensen reported that the Association's campaign opposing the elimination of the licensed professional bargaining unit in government had resulted in a high level of membership involvement and support, and had assisted in identifying organizational priorities and goals. She noted that the Association had achieved a number of labour relations successes over the previous year and that preparation for public sector collective bargaining would be front and centre during the fall of 2005.

*M/S/C to accept the Executive Director's report.*

## **REPORT OF THE RESOLUTIONS COMMITTEE (cont'd)**

The Chairperson of the Resolutions Committee read the following resolutions to the delegates and made recommendations on behalf of the committee. The delegates either adopted, referred or defeated the resolutions as follows:

### **RESOLUTION #5**

THEREFORE BE IT RESOLVED that the PEA urges the provincial government to honour the bargaining process it had agreed to by complying with the Jones ruling.

The committee amended this resolution to read:

### **RESOLUTION #5 (amended)**

THEREFORE BE IT RESOLVED that the PEA urge the provincial government to honour its agreement with the B.C. Crown Counsel Association on a bargaining and dispute resolution process by complying with Arbitrator David Jones, Q.C.'s award for settlement.

*M/S/C Concurrence*

### **RESOLUTION #6**

THEREFORE BE IT RESOLVED that the PEA ask the provincial government to accept the Court's ruling and withdraw its appeal; and

BE IT FURTHER RESOLVED that the PEA urge the provincial government to apply the same standard set by the Court in regard to the Social Service Tax to those revenues collected under the Provincial Sales Tax by enacting legislation to exempt low income families from this regressive tax scheme.

The committee amended this resolution to read:

### **RESOLUTION #6 (amended)**

THEREFORE BE IT RESOLVED that the PEA ask the provincial government to accept the Supreme Court of B.C.'s ruling that the Social Service Tax forms a barrier for low income people who do not qualify for legal aid assistance to access the justice system, and withdraw the government's appeal of this ruling;

and

BE IT FURTHER RESOLVED that the PEA call on the provincial government to reform the provincial sales tax credit to more accurately reflect the true cost of this tax to no and low income residents of B.C.

*M/S/C Concurrence*

**RESOLUTION #1**

THEREFORE BE IT RESOLVED that the PEA By-laws be amended as follows:

Article III — CONVENTIONS

1. There shall be ~~an Annual~~ a Biennial Convention of the Association.
2. The place and date of the convention shall be fixed by the Association Executive to occur in April, May or June in odd-numbered calendar years. The deadline to submit resolutions is to be printed in Association publications at least sixty (60) days prior to convention.

Article V — ASSOCIATION EXECUTIVE

4. The President, First Vice-President, Second Vice-President, and Secretary-Treasurer shall be elected by secret ballot by majority vote of all the accredited delegates present and voting at the Association's Biennial Convention. ~~The President and First Vice-President shall be elected in odd-numbered years for a two-year term. The Second Vice-President and Secretary-Treasurer shall be elected for a two-year term in even-numbered years.~~

~~Notwithstanding the above, for transitional purposes, at the convention in 2001, the Second Vice-President and Secretary-Treasurer will be elected for a one-year term and subsequent terms shall be two-year terms.~~

For transitional purposes, at the convention in 2005 all Table Officers will be elected for a two-year term.

AND BE IT FURTHER RESOLVED that the Association Executive establish a one-day conference, including educational initiatives and officer reports, to occur in even-numbered calendar years, with registration open to members of all chapters.

*M/S/C Concurrence*

**RESOLUTION #9**

THEREFORE BE IT RESOLVED that the by-laws of the Association shall be amended to include the following:

No member shall serve more than six (6) consecutive years as a Table Officer. A member may again serve as a Table Officer after a two (2) year period of not serving on the Association Executive in any capacity.

The committee produced the following substitute resolution:

**RESOLUTION #9 (substituted)**

BE IT RESOLVED that the Association Executive adopt policy to establish a Nominating Committee, that includes members at-large, to identify and encourage potential candidates for election to Table Officer positions.

*M/S/C to refer back to the committee.*

The committee withdrew the substitute resolution. The delegates then voted on the original resolution.

*M/S/C Non-Concurrence*

**ELECTION OF TABLE OFFICERS**

The President turned the gavel over to Jodi Jensen, Executive Director, who outlined the procedures for the election. The delegates were advised that all four Table Officer positions were to be filled.

**President**

Nominations were declared open for the position of President, for a two-year term. Kathryn Danchuk was nominated and no further nominations were made. After agreeing that she would stand for the position of President, Kathryn Danchuk was declared elected by acclamation.

**1<sup>st</sup> Vice-President**

Nominations were declared open for the position of 1<sup>st</sup> Vice-President, for a two-year term. Jim Russell was nominated and no further nominations were made. After agreeing that he would stand for the position of 1<sup>st</sup> Vice-President, Jim Russell was declared elected by acclamation.

**2<sup>nd</sup> Vice-President**

Nominations were declared open for the position of 2<sup>nd</sup> Vice-President, for a two-year term. Andrew Wheatley was nominated and no further nominations were made. After agreeing that he would stand for the position of 2<sup>nd</sup> Vice-President, Andrew Wheatley was declared elected by acclamation.

**Secretary-Treasurer**

Nominations were declared open for the position of Secretary-Treasurer, for a two-year term. Tom Gore was nominated and no further nominations were made. After agreeing that he would stand for the position of Secretary-Treasurer, Tom Gore was declared elected by acclamation.

**REPORT OF THE RESOLUTIONS COMMITTEE (cont'd)**

**RESOLUTION #8**

THEREFORE BE IT RESOLVED that if the PEA convention should become a biennial convention, that the

Association Executive move immediately to investigate, with the objective of implementing a means to replace the convention resolution process, such that the general membership can effect direction of the PEA on at least an annual basis as provided for by the current convention and resolution process; and BE IT FURTHER RESOLVED that the goal of the investigation be having a means for replacing the convention resolutions process identified and in place prior to the anniversary of the 2005 convention.

*M/S/C Non-Concurrence*

**RESOLUTION #2**

BE IT RESOLVED that the PEA By-laws be amended as follows:

Article X – BANKING AND INVESTMENT

3. The bank or other financial institution of the Association shall be such as the Association Executive may from time to time determine.
4. All money, cheques and drafts of the Association shall be deposited to its credit in its bank or other financial institution promptly after receipt thereof.
5. Cheques drawn on the Association's accounts or cheques or drafts for deposit to the Association's credit, shall be signed by any two of the President, the Vice-Presidents and the Secretary-Treasurer, and in the absence of any of them, by such members of the Association Executive as the Association Executive may by resolution appoint.
6. The Secretary-Treasurer shall make out or obtain receipt in not less than duplicate for all monies paid to or paid by the Association respectively and shall keep one of such copies on file.
7. The Association Executive may invest any of the funds of the Association not required for current expenditures.
8. The Association may borrow or raise or secure the payment of money in such a manner as it thinks fit and in particular by the issue of debentures. The debentures shall not be issued without the sanction of a two-third majority of the membership in a referendum subject to Article VI of the By-laws.
9. In the event of disbanding of the Association, all assets shall be used to the benefit of its members pursuant to the provisions of the Societies Act relating to the dissolution of a Society.

*M/S/C Concurrence*

**RESOLUTION #3**

THEREFORE BE IT RESOLVED that the PEA develop and maintain a mechanism to regularly review and update member staffing levels and general responsibilities for those workplaces where maintenance of essential service levels would reasonably be anticipated if job action were to occur.

*M/S/C Non-Concurrence*

**RESOLUTION #4**

THEREFORE BE IT RESOLVED that the PEA urges the provincial government not to wait for the Ombudsman's report but instead move forward and reform a program that denies basic assistance to the hungry and the homeless.

The committee amended this resolution to read:

**RESOLUTION #4 (amended)**

THEREFORE BE IT RESOLVED that the PEA urge the provincial government to implement reforms within the Ministry of Human Resources to ensure basic assistance is provided to those in need; and

BE IT FURTHER RESOLVED that the PEA urge government to undertake such reforms immediately rather than wait for the Ombudsman's report.

*M/S/C Concurrence*

**RESOLUTION #7**

THEREFORE BE IT RESOLVED that in order to be truly representative and reflective of the PEA membership, including important issues such as support and involvement in social activism and affiliation with various labour and political organizations, that the PEA Executive move immediately to initiate direct consultation with the full PEA membership and conduct polls and surveys to acquire accurate and representative sentiment of the PEA membership to act upon; and

BE IT FURTHER RESOLVED that the unfettered results of such polls and surveys, be made available to the full PEA membership through the PEA website and by publishing in the Professional; and

BE IT FURTHER RESOLVED that adequate background information, relating to poll or survey question(s), accompany the poll or survey, and that the survey be clearly phrased to avoid bias using neutral language and balanced presentation; and that questions be phrased to provide for clear, definitive guidance for the PEA Executive.

*M/S/C Non-Concurrence*

**APPROVAL OF 5<sup>th</sup> ANNUAL CONVENTION MINUTES**

*M/S/C that the minutes of the 5<sup>th</sup> Annual Convention be adopted.*

**UNFINISHED BUSINESS**

None.

**NEW BUSINESS**

None.

*M/S/C to dismiss the Resolutions Committee with thanks.*

**ADJOURNMENT**

The 6<sup>th</sup> Annual Convention of the Professional Employees Association adjourned at 3:55 p.m, Saturday, June 4, 2005.

## PRESIDENT'S REPORT

What a year we've had. 2004 was nearly the year that Government Licensed Professionals were forcibly removed from the Professional Employees Association. That threat, and our collective and personal responses to it, were the most important events of the past year.

During the summer of 2004, shortly after our last convention, we heard that the B.C. government was considering eliminating the licensed professional bargaining unit in the public service to force Government Licensed Professionals into the B.C. Government and Service Employees' Union. Unlike our other bargaining units, the Government Licensed Professional bargaining unit is defined by legislation. When the *Public Service Labour Relations Act* was first introduced in 1974, B.C. became the last provincial jurisdiction in Canada to permit its public servants to unionize and bargain collectively.

By August, the threat appeared serious enough that I wrote to all PEA members to alert you to the attack on our union. In September, I and other members of the Association Executive and staff consulted with GLPs through a dozen membership meetings around the province and through focus group research with rank and file members.

We heard that Government Licensed Professionals overwhelmingly opposed being forced out of the PEA and into another union. GLPs wanted the PEA to continue to represent and defend their interests, and they were willing to take action to stop the proposed legislation.

During this period, we met with government decision-makers at every level. We forged alliances and garnered support from licensing bodies. And then, in the first week of October, we received formal notice that the government would introduce the proposed legislation that very week. But we continued to fight back. Members of the Association Executive and staff pursued every avenue to turn the tide. We launched a media campaign, with full-page ads in major newspapers. We garnered media attention. What seemed like a done deal was suddenly held off. Eventually, the B.C. government abandoned their ill-conceived attack on public service professionals.

Our campaign to preserve the PEA was successful. But it would not have been possible to score a victory against the government without the involvement and commitment of PEA members. Never before have we seen such collective support from so many members in so many chapters, united in their defense of the union. There is no doubt that our collective struggle has made our union stronger.

Watershed events such as these give us an opportunity to pause and reflect on what the PEA is all about. Some years ago I recall writing about the concept of unions, for our members often ask me what the PEA is doing for them.

Unions are about co-workers getting together for the mutual protection of their common interests. Our recent campaign exemplified members working together to achieve a common goal. One of our other key purposes is to bargain our pay and working conditions with our employers, and over the past year the PEA settled new collective agreements with St. Margaret's School and the University of Victoria.

But I believe the true nature of what a union is all about goes much deeper. Fundamentally, unions are about people, and the people who make up this union should always be our focus. A union is not an organization *for* employees, as some would suggest. Rather, a union is an organization *of* employees. The PEA is a collective of people like you and me. Collectively we can be as strong as you have shown us this past year. What does the PEA do for us? All the things that we collectively decide to do for ourselves.

A union should honour the roots of its inception and the struggles of its founders. Government Licensed Professionals founded the PEA to promote and protect the unique interests of licensed professionals working in the public service. Our campaign built on that foundation to convince government that the reasons for establishing a separate bargaining unit for licensed professionals remain relevant to this day. The PEA continues to promote professional values in our relations with members, employers, government and external organizations.

While honouring its roots, a union also needs to acknowledge and adapt to changes in the social and economic environments in which members work and live. Collectively, we need to be sensitive to issues that affect our PEA colleagues, and support initiatives, including new contract language, which will improve our varied working environments.

As part of that process of acknowledging change, a union needs to value its diversity. Over time, the PEA has grown to encompass members with a range of occupations and employers. Within the PEA, we need to better understand our colleagues from different chapters. To that end, members of the Association Executive have begun to attend the annual meetings of the various chapters. In January, I had the opportunity to attend a meeting of our community health chapter and learned that although this chapter has had some very unique challenges over recent years – being the only one of our chapters to experience wage rollbacks – many of their struggles are common to members of all chapters.

Making predictions for the year ahead remains difficult. At the time of writing this report, British Columbians are still weeks away from the May 17 election and the future of our province is unclear. We know we may have difficult bargaining ahead for those chapters whose collective agreements expire in March of 2006: the Government Licensed Professionals, Family Maintenance Enforcement Program, Paramedical Professionals and Community Health Service and Support Chapters.

As we approach the challenges ahead we must learn from and build upon our successes in the past year. Your bargaining teams will be calling on your support to achieve your goals at the bargaining table. Remember how much we can achieve when we flex our collective will.

In closing I want to acknowledge some other very special people: our staff. Since the executive and chapter executives are made up of volunteers, we all rely heavily on the staff. They run the day to day business of the union, keep their ear to the track and are proactive on issues and assist us in meeting any and all of our needs. They are always very helpful and will always go the extra mile to provide the service that we have all grown to expect. This year saw the return of Jennifer Duprey and Barinder Rasode. Both Jennifer and Barinder have stepped back in and haven't missed a beat. As well Tony Bute has ably continued to provide personal support to many of our members. Thank you from all of us.

I also want to thank Caroline Ward and Marianna Crawford in the Victoria office and Joanne Petersen in the Burnaby office for being those cheerful voices at the end of the phone. They are invaluable members of the PEA team.

Finally, I want to personally and formally acknowledge Jodi Jensen. This year saw her challenged as never before. As I previously noted, this was a tenuous year for the PEA. Jodi was instrumental in “stick handling” our very successful campaign to fight back. She helped the executive chart a course that really made the difference. On behalf of the executive and all the members, I extend our sincerest thanks.

Respectfully submitted,  
Kathryn Danchuk  
President

## EXECUTIVE DIRECTOR'S REPORT

It's been a big year for the Professional Employees Association. At convention in 2004, we celebrated our 30<sup>th</sup> anniversary. Delegates had the pleasure of meeting Derek Parkes, a founding member of the PEA and our first President, who spoke of the efforts leading up to our first certification to represent government professionals in May of 1974. We celebrated the association's growth and achievements over three decades and looked forward to the challenges ahead.

One very significant challenge arrived shortly on the heels of our anniversary celebrations. Last summer, the Association Executive learned that the B.C. Liberal government had prepared legislation to force our Government Licensed Professionals into the B.C. Government and Service Employees' Union through an amendment to the *Public Service Labour Relations Act*.

The Association Executive moved swiftly to defend our founding bargaining unit and the integrity of the PEA, and so began a campaign of membership consultation, lobbying efforts and media advertising. Members of the executive agreed unanimously that the full resources of the association would be dedicated to the fight.

At its heart, our message was about self-determination, about the right of professionals to be represented by the union of their choice – and indeed by a union which is our own. We demonstrated that professionals are not eager to create conflict unnecessarily, but neither are we prepared to allow ourselves to be bullied.

In October, our campaign culminated in success, with the government reversing position. The legislation was shelved, and a separate bargaining unit for licensed professionals in the public service was preserved.

While our campaign attracted a fair amount of media interest and raised the PEA's public profile to new heights, the real key to our campaign's success was the unprecedented involvement of PEA members. We asked members to stand up to defend their union, and members responded in droves. On short notice, and over a period of only 3 or 4 days, MLAs across the province were swamped with letters and phone calls from PEA members in all nine chapters. For many MLAs, this was the first they had heard of the PEA or the proposed legislation, and our efforts resulted in a lot of people asking a lot of hard questions. In the end, the proposal did not stand up to scrutiny.

PEA members should be very proud of what we have achieved. Not often in their mandate has the B.C. Liberal government reversed course. When the issue was workers' rights, those reversals have been even more rare. In the weeks following the government's reversal, congratulations rolled in from across the labour movement, and from many other sources as well. The PEA's success was the topic of the day.

Our significant financial reserves were also key to the success of our campaign. The purpose of the PEA's investment funds is to defend and advance members' interests, and I was often overheard last fall remarking "*if ever there was a rainy day, this is it.*" Having substantial financial reserves to draw on contributed to our campaign's success and the Association Executive didn't hesitate to authorize the expenditure of whatever funds were required to defend our GLP members. Had the government passed the legislation as intended, we were committed to continued efforts to restore GLPs to our PEA family, including continued expenditure of our reserve funds.

For the health of our financial reserves, we have many individuals to thank, including previous and current members of the Association Executive for their shrewd financial management of members' contributions. Under the sage advice of our financial advisor Paul Siluch, who has helped us to navigate and weather the markets for 17 years, the PEA's nest egg has grown from approximately \$600,000 in 1988 to approximately \$6.5 million today. Over that time our investments have diversified

from simple government bonds to today's complex mix of bonds and equities. And it may become more complex yet, as the Association Executive, on the direction of convention last year, continues to investigate a commercial real estate investment to house our Victoria office.

In summary, the PEA's success over the past year can be attributed to: our unique position in the labour movement as an effective representative for professionals' interests; our financial health and prudent management of resources; our ability to respond quickly and effectively to membership priorities and external forces; and our committed, active and united membership.

Looking to the year ahead, much of the PEA's energy and resources will be dedicated to collective bargaining. The majority of public sector collective agreements will expire in March of 2006, and after years of no wage increases – or in some cases, wage and benefit rollbacks – there is significant pent-up demand. Frustrated by government-imposed wage guidelines and legislated settlements, PEA members are demanding that their contributions to the province be recognized by fair settlements achieved through free collective bargaining.

Reaching this goal will require the coordinated commitment, dedication and passion of association members, local representatives, executives and staff. But after our experiences of the past year I have no doubt that we are up to the challenges ahead. That same formula – of collective action, organizational agility, sensible management and unique identity – will pull us through to success.

To all of you who contribute to the PEA's continuing growth, vitality and accomplishments, I extend thanks and appreciation. Members and Local Representatives who help to defend our collective agreements through grievances and appeals, chapter executive members who provide leadership for their colleagues, convention delegates who provide thoughtful debate in setting union policy and priorities, members who took the time to write a letter or make a call to their MLA or candidate last fall or during the provincial election – you make this union what it is, and I feel very fortunate to work on your behalf.

The PEA is also fortunate to have a talented and dedicated complement of staff. Tony Bute, Jennifer Duprey and Barinder Rasode work tirelessly to answer members' questions, provide advice, advocate grievances and appeals, negotiate collective agreements and support member committees and chapter executives. Marianna Crawford and Joanne Petersen provide exemplary administrative and event planning support, and Financial Officer Caroline Ward keeps a keen eye on the books. I extend my thanks to each of them for their own contributions toward making the PEA an effective representative for professionals.

Respectfully submitted,

Jodi Jensen  
Executive Director

## SECRETARY-TREASURER'S REPORT

2004 was an exciting year for the PEA. The BC Public Service Agency proposed removing our Government Licenced Professional bargaining unit from the PEA and handing it over to the B.C. Government and Service Employees' Union. If this had come to pass it would have had a rather serious impact on our union, removing some 1200 of our members. Colleagues from all bargaining units came together in the union's greatest show of mutual support to ward off this challenge. As you know, at the end of the day we were successful in changing the government's collective mind. A full scale campaign, involving advertising and focus groups, was used as part of the struggle to turn the day around, at a final cost of \$295,050. This extraordinary expense was funded out of our investment reserves.

The total PEA membership stood at 2351 individuals at the end of 2004, up 136 people from the year before. Membership growth was led by UVic, with 69 new PEA members and the GLP with 51. This, combined with salary increases for some bargaining unit members, resulted in dues received of \$1,201,455, an increase of \$19,705 over our 2003 dues. We also realized a net income on our investments of \$260,136, which was \$4,247 less than the year before.

The PEA's operating expenses for 2004, including amortization, totalled \$1,046,188, \$15,450 less than 2003. Extraordinary expenses included \$1,880 paid out in strike pay and, as already mentioned, the \$295,050 campaign to retain the GLP.

At last year's convention delegates passed a resolution calling on the Executive to investigate the purchase of office space for the Association. The Executive reviewed thoughts offered by our auditor and continues to look into the pros and cons of buying office space in Victoria. If the Association proceeds with the acquisition of property we will have a new long-term investment device and will be insulated from future increases in lease costs in Victoria. Advantages to owning real estate include increased financial stability, increased control over expenses and the potential to realize a return on property value compared with the direct loss of lease payments. At the end of the day members will be informed of the business case for renting or purchasing office space. The Association Executive does remain committed to providing services from both Victoria and the Lower Mainland. Our future plans include moving to smaller, less costly, office space somewhere in Greater Vancouver.

Another convention resolution required that the Executive investigate finding higher yield investments. The Finance & Investment Committee met with our investment advisor and brought forward a recommendation that our bond portfolio be reduced to a minimum of 60 per cent of our investment reserves. The Association Executive agreed to this proposal at its November meeting and has moved the transferred funds into high yield bonds, foreign equities and hedge funds.

The bottom line for 2004 leaves us in a strong and optimistic position, with a retained reserve at year-end of \$6,381,726, up \$76,071 from 2003. I want to especially thank Caroline Ward in the PEA office and our auditor Tony Charles-Roberts for always keeping the PEA Executive up to date on the financial affairs of the Association and leading me through our ledgers and financial statements.

Respectfully submitted,

Tom Gore  
Secretary-Treasurer