

B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION
Component 4 - Health Science Professional Sectoral Council Meeting
July 13, 2020

Zoom Meeting - 1:00 pm pacific time

Minutes

PRESENT: Ping Qui, Tim Little, Danniell (Dan) Dickson, David Dixon, Kerri Wall, Cina Opel, Seyoum Gebeyehu and Michelle McAuley & Angela Mahlmann (Staff Representatives)

GUESTS: Thom Yachnin (Director) & Sylvia Marques (Organizer)

ABSENT: Jordie Allen-Newman, Lance Valcourt

1. CALL TO ORDER: 1:05 PM

2. ADOPTION OF AGENDA

3. DISCUSSION

- Recording Secretary Nominations – Danniell Dickson nominated as the new Recording Secretary. Kerri Wall to take minutes at current meeting.
- Area 409 nominations open to fill vacancy left by Carol Leung. Deadline to receive nominations is August 7, 2020.
- HSPBA Fund – Eligibility and Funding Guidelines - Any changes to what the Education Department has written or is it good to send out to membership?
ACTION: Michelle to send e-mail out with guidelines for committee to review and respond on.
- Pandemic Pay Bulletin – Council voted to send out a bulletin to members. Communications Sub-Committee to draft and link up with RAS (Research and Interactive Services) and Thom to get it approved.
- Communications Sub-Committee – committee formed, members include: Tim, Kerri & David. Responsible for sending out info to HSP members; provide periodic updates to the membership about what we are working on, getting feedback, etc.
- Labour Management Issues (by area):
 - Area 404 Tim has several grievances outstanding regarding using the old collective agreement for paying mileage. Why don't they just get copies of the green sheets? Also, comparing mileage compensation. Tim currently on vacation. When he left things were just as bad as before regarding grievances. Desperate shortage of stewards.

- Area 402 update – David – some general workload concerns. Also perceived lack of training re: adult abuse & neglect. Cina will raise those issues at Labour Management Issues meeting. Adult guardianship training used to be 5-day training for social workers in community but now there is no training.
- Area 403 – Ping – working short premium. Recently nurses started to receive a \$5/hour premium. It was a secret. What’s going on with CUPE/Fraser Health position you brought up last time? Ping has no update. Angela just got a letter. It applies to us because there is a ‘*me too*’ clause. It’s basically a grievance.
- Danniell 405 - nothing to report
- Kerri 408 – nothing to report
- Interpretation guideline of HSPBA CA – Angela Mahlmann
- Digital combined version of the CA – Angela Mahlmann
- NBA working short premium – Ping Qiu

4. REPORTS

- Workload Committee – Angela Mahlmann: working group on workload hasn’t had a meeting since her last report. Meeting again end of July. Nothing new.
- Classification Re-design – Angela Mahlmann: still meeting every Tuesday & Thursday. They have an interim agreement on job profiles and arbitration will be the last full week of August with John Kinzie. Getting all the Health Authority employers on board with their work of matching jobs to profiles, they need to do the preliminary work, and that will probably be September.
- From the minutes of last meeting – Ping’s points in her email about social work re-classification, Masters Degrees, and grid levels. Angela says while it doesn’t represent a huge amount of money there were some increases with SPOs around the province. Yes we have ten million dollars available to us from last round of negotiations, but it was to include changes made to classifications around the table. HSA got the lion’s share but there were some changes made and any costs associated with those changes will come out of the 10 million fund. We are waiting for calculations to be completed.
- Review of Last Meetings Minutes: The money has been spent on *SOME* SPO profiles – make this amendment to last minutes, as per Ping’s email.
- Agreement Publication – Angela Mahlmann: Angela called HSA asking for updates about our collective agreement. Status quo – too many issues, classification re-design committee and other outstanding issues. There is no collective agreement. Is there not some sort of interim agreement we could put on the website? The problem is HEABC. Will keep trying and will keep us posted.

5. ORGANIZING – WITH SYLVIA MARQUES:

- Incorporating organizing strategies as part of our sector council work. Advocacy, mobilizing, organizing – 3 key things a healthy union does well, and they are all quite different. Advocacy is more understood, but the difference between mobilizing and organizing is important to understand. Mobilizing looks like emails with calls to action, rallies, click here to sign a digital petition. All have a place but if you don't do organizing to put those actions into a meaningful structure they may do more harm than good. Mobilizing turns out the same people all the time and they burn out. Suggest getting folks involved around specific issues or larger issues that affect most Health Science Professionals. Build relationships. Help people understand who has the power to fix them, and how to move the needle. Training talks about identifying leaders, identifying issues, building support, strategic planning, who are the stakeholders, power-holders, allies, etc. In terms of next steps – do you have discussions outside of these Zooms? No. Sylvia wants to know what we need so she can tailor her offerings to our needs. This sector council has a relationship to components? Like a bargaining unit? Are we a body that makes decisions? We can explore this next meeting, without Sylvia, and have her back after that.
- Dan observation – there are hot-bed areas of labour management issues and areas where there are other types of issues. No blueprint exists, but the opportunity to share what's happening locally is valuable. His issue is nobody is approaching with any issues. There are no big red flags that he has identified. Other unions wanted to know how to join BCGEU. Michelle says touch base with his area office and get in touch with a rep and let them know he sits on a sector council. Want to discuss anything? Are you getting communications? Need stewards?
- Dann – working with someone to get a good understanding about the union and what happens would be helpful. Wants an orientation (Step-up training).
ACTION: Michelle will talk with the education department and see about scheduling something. Could we consider having electronic information? Even that would be great. The Hustle App? Could we use it to communicate with members? Thom says it's a mass texting app that organizers use but not broadly across the union. Maybe look at using it in other places. At this time BCGEU not buying accounts for everyone.
- Cina says ask Sylvia to help us with steward recruitment
- Thom says consider Sylvia's help and ask where the stress points are in our work places. Part of next meeting should be prioritizing certain work sites or areas and starting there. Pick the hottest areas. Start building a real activist base, which will be a resource we can draw on. Think about priorities and think about this in phases before next meeting.

6. NEXT MEETING

- **Monday August 10, 2020 at 1:00 pm**

7. ADJOURNMENT – at 3:00 pm