

## **B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION**

### **Component 4 - Health Science Professional Sectoral Council Meeting**

**November 5 - 6, 2019**

**9:00 am – 4:00 pm**

**BCGEU HQ – Southwest Room (November 5)/ Tom Kozar “B” (November 6)**

#### **MINUTES – NOVEMBER 2019**

**PRESENT:** Jordie Allen-Newman, David Dixon, Ping Qui, Tim (Ken) Little, (Dan)niel Dickson, Lance Valcourt, Kerri Wall, Carol Leung, Seyoum Gebeyehu, Cina Opel, and Michelle McAuley

#### **1. CALL TO ORDER – 9:05 AM**

#### **2. FIRST NATIONS ACKNOWLEDGEMENT (ANN BRADBURY)**

*“We would like to begin by acknowledging that we gather here today on the traditional territory of the Musqueam, Squamish and Tsleil-Waututh First Nations.”*

#### **3. ATTENDANCE/INTRODUCTION (ANN BRADBURY)**

- Ice Breaker Introductions / Trans Inclusion Gender Pronouns (poster distributed)
- Group Agreement
- Expectations:
  - To learn
  - Open-minded
  - Discuss and review wages
  - Union and how it works
  - Develop goals
  - Develop a feedback mechanism
  - How to share info with locals / best way to communicate our message
  - Establish effective communication with local members
  - Elect strong team leads
  - Create a vision!
  - Plan meetings for next year with Summer off

#### **4. UNION STRUCTURE (ANN BRADBURY)**

- Welcome to Our Union booklet distributed

#### **5. WHAT IS CATCHING YOUR ATTENTION AT WORK?**

- FHA failure to implement CA: mileage, incorrect timesheets (***Grievance issue***)
- Grade 11 internships not applied (***Grievance issue***)
- Stagnant wages (***Bargaining issue***)
- Per diems (***Grievance issue***)
- Workplace bullying/individual left to resolve it (***Communication on WorkSafeBC language***)
- HR abusive/adversarial meetings – Interior Health (***Communication on FOI for file***)
- Mental health support/training/M2M – Psych Health & Safety (***Cross-Component working Minds seminar***)

- Steward recruitment and retention (Positives) (**Communication on Steward role and incentives in bargaining**)
- SPO's Classification review committee (**Committee**)
- Workload/lack of resources (**Committee**)
- Broken grievance procedure, Step 2 missing signature (**Local**)
- HSP Union knowledge/perception/negative union view (**Communications-Myth Busters**)(**M2M**)
- Pay inequality e.g. Nurses, Health Inspectors (Multi-disciplinary) (**Bargaining**)
- HSP's fear of speaking up and filing grievances (**Communications**)
- JD for new positions and grade 8 to 11 rationalization (**Committee**)
- New digital file systems – admin workload (**Committee**)
- OSH reps not on same level as stewards (perception) (**Communications-Myth Busters**) (**M2M**)

## 6. BCGEU LEARNING ((ANN BRADBURY)

- Step Up booklet distributed

## 7. ADOPTION OF AGENDA

## 8. UPDATE FROM COMPONENT 1<sup>st</sup> VICE-CHAIRPERSON – CINA OPEL

- Role of the Component 1<sup>st</sup> Vice-Chairperson
- How the Sectoral Council came to be
- Potential for HSP's to form a separate component

## 9. VISIT WITH TREASURER – PAUL FINCH

- Committee was encouraged to bring issues forward, work on the development of a relationship with HSA and to bring key asks to the Campaigns Department.

## 10. REPORTS

- Labour Management Issues – by Area
  - **401** – Jordie Allen-Newman – Safety in workplace; recruitment of stewards
  - **402** – David Dixon/Cina Opel – Social Workers grade 1 or 2 rate of pay; excessive workload – component support for badges
  - **403** – Ping Qiu – New collective agreement; master's degree; SPO's and wage parity
  - **404** – Tim Little – equal pay for equal work; HSA brought up their Infection Control Practitioners from a grade 8 – 11 – 15 (our Mental Health Clinicians were left behind); Public Health Officers (lowest paid in Canada); recruitment and retention; wage parity
  - **405** – Dan Dickson - Workload
  - **407** – Lance Valcourt – Stipend for Health Inspectors and no Health Inspectors in HSA; SPO classification re-design, one employee on vacation at a time; extended hours for MHSU teams and new urgent care centers (Mon-Sat, up to 11 hour shifts with 12 week rotations)
  - **408** – Kerri Wall
  - **409** – Carol Leung – Flexible scheduling; ETO's; support for mental health; Health Spending Account; fitness pass
  - **410/411** – Seyoum Gebeyehu – Stagnant wages, workload, effective communication with new hires and union representatives
- Workload Committee – update read by Michelle McAuley for Sheila Matthen

## 11. BARGAINING/AGREEMENT UPDATE

- HSA has informed Angela Mahlmann that the new agreements will not be ready before the end of the year as there is still a great deal left to be done
- HSPBA update from Angela Mahlmann circulated
- Kinzie classification award circulated
- What specific updates do we want in the future? Committee would like to have someone come and speak on the rationalization of grids; current problems and themes with grids  
*Action: Michelle to check with Angela*

## 12. REVIEW TERMS OF REFERENCE

- C4 Bylaws new Sector Council language reviewed (13)
- After testing out Zoom, the committee determined we would proceed with having our quarterly calls via Zoom
- Added *or their designate* to the Council Chairperson and Component Vice President language
- Decided that decision making will occur by majority vote
- Added to the purpose section from Cina's circulated email
- Terms of Reference were finalized

## 13. VISIT WITH COMPONENT VICE PRESIDENT – MAHEN RAMDHARRY

## 14. EXPENSE FORM REVIEW – CINA OPEL

## 15. EXECUTIVE POSITION ELECTIONS – ELECTION OF COUNCIL CHAIRPERSON – PING QIU (ELECTED) ELECTION OF VICE CHAIRPERSON – TIM LITTLE (ELECTED) ELECTION OF RECORDING SECRETARY – CAROL LEUNG (ELECTED)

## 16. ROUND TABLE DISCUSSION – COMMUNICATIONS INFOGRAPHICS

- Steward Recruitment and Retention
- Filing Grievances

## 17. NEXT MEETINGS

- February 10, 2020 @ 5:30 pm PST via Zoom
- May 14, 2020 Location TBD
- July 13, 2020 @ 5:30 pm PST via Zoom
- September 14, 2020 @ 5:30 pm PST via Zoom
- November 16, 2020 @ 5:30 pm PST via Zoom

## 18. AGENDA FOR NEXT MEETING

- Ping and Tim bargaining Q&A
- Resolutions
- Develop classification survey
- Report for workload committee

## **19. BICYCLE RACK**

- Steward pamphlet
- HSP Step Up courses
- Grievance form name
- Full-time Stewards
- Steward Incentives
- In-accurate membership lists
- Ineffectiveness of M2M in certain areas
- New member orientations
- Re-acquaint members with BCGEU YouTube channel + more videos
- Education requirements for future meetings

## **20. ADJOURNMENT – 2:45 PM**

*Minutes typed by Michelle McAuley, Staff Representative, Negotiations*

MM/ch  
MoveUP  
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