

PSAC/UCTE, LOCAL 20232

Minutes of Special Meeting
Sunday, November 13, 1994
Century Plaza Hotel, Vancouver, B.C.

Members in attendance: Jim Abram - President
Rene Kitson - 1st Vice-President
Don Graham - 2nd Vice-President
John Coldwell - McInnes Island
Jerry Etzkorn - Carmanah
Doug Fraser - Pachena
Tony Holland - Lennard Island
Ed Kidder - Nootka
Gordon Schweers - Langara Island

Guests: Margi Slone - PSAC, Vancouver
Political Action Committee
Judy Schweers
Margaret Holland

The meeting was called to order at 1600 hours.

Jim Abram welcomed everyone to the first meeting of Local 20232. The purpose of the meeting was to discuss the Lightstation Project, see where it was going and discuss specific strategies. There was no agenda set prior to the meeting.

Minutes: As this was the first meeting of the Local, there were no previous minutes to be read.

Financial report: No formal financial report was presented. Jim Abram reported that the sum of approximately \$1600.00 is in the Local's account in Campbell River.

Courses: Jim reported that information had been sent to lightkeepers regarding PSAC education courses. Four responses had been received and these had been forwarded to Fred Lang at the PSAC regional office in Victoria. Among the subjects offered were Occupational Health and Safety, Grievance Procedures and Building Union Solidarity.

Destaffing Lightstations:

Destaffing lightstations was seen to be the only issue of importance currently for the Local. Day-to-day business has been attended to on an "as-need" basis. Destaffing is a "life and death struggle" and deserves all the time, attention and energy of the members at this time.

Spare Dwellings: It was noted that the District Office had received a complaint regarding the condition of the spare house at Estevan Point and a union/management consultation (UMC)

meeting had been called in order to discuss this.

Jim Abram filed two complaints, one with Alec Provan, as Local 20232 did not have representation at the UMC, and one with the component regarding the inappropriate behaviour of the representative from Local 20220.

Steve Lovejoy had spoken to Alec Provan about having a lightkeeper go around on the proposed trip to inspect spare dwellings. Alec has agreed. Jim Abram will tour the southern section and Steve Lovejoy, the northern section. John Coldwell said the trip was reported to be set for December but Jim said it might not happen at all.

Rene Kitson reported that he had been accused by a workcrew of keeping track of hours worked by them and of sending in letters of complaint regarding crews. Rene stated this accusation to be false and wants the statements retracted and an apology made to him.

Lightstation Project: Jim reported that the four members of the Project Team have been given a very hard time over the last four months. There have been many problems. The Team membership decided upon as a result of the July meeting, is composed of four management representatives and four lightkeepers. The lightkeepers on the Team (Jim Abram, Don Graham, Doug Fraser, Gordon Schweers) have experienced great difficulty and frustration in dealing with management. Much of their job has been damage control. Next comes consultation on the "how" and "when" and "if" of destaffing.

Rene Kitson asked when the role of the Project Team changed from including an investigation of an expanded role for lightstations. Jim said that they were told the Minister had made a decision to destaff, although the Minister has not had anything recorded in writing and signed off.

Management has become extremely concerned and annoyed with the positive media coverage lightkeepers have been receiving. Both Norman Matthews from the International Association of Lighthouse Authorities (IALA) and Bob Kingston (Director General, Marine Navigation Services and IALA chair) told the Team that destaffing would be easy.

Jim observed that the Minister is waiting for the final report of the Project Team before committing himself to anything. Management's original strategy was for the Project Team to discuss the "how" and "why" of destaffing.

Rick Bryant tried to dissuade the Project Team members from talking to Senator Pat Carney.

John Coldwell said everyone is stating destaffing to be a "done deal", with many media accounts using this terminology. Rene Kitson wanted rebuttals sent to the media.

Much discussion followed as to various strategies that the lightkeeper members of the Project Team may follow.

Consultation with Users:

Judy Schweers asked if one person could make a presentation at more than one meeting and if the facilitator would allow lightkeepers to speak at the meetings. Doug Fraser pointed out that the facilitator will be in attendance at the first three meetings and for meetings in larger centres. The need for further involvement by the facilitator will be evaluated after the first three meetings.

The Project Team will be split up into groups of four (two management representatives and two lightkeepers) for the meetings in the smaller communities.

Information Package: Ed Kidder submitted a 60-page information package which he had prepared for distribution to users. It was agreed that this package, with slight modification, be sent out as suggested. Jim pointed out that there would not be enough time for people to read such a large amount of material if handed out at the time of the consultation meetings.

Jim reported that all B.C. communities have been contacted through the Union of B.C. Municipalities (UBCM) and that all B.C. Tribal Councils and Bands have received information packages along with a 2-page letter from him.

Adjournment: The meetings adjourned at 1900 hours.

Jim Abram CAPE MUDGE LIGHTSTATION/PROS LOCAL 20232
Doug Fraser Pachena Pt. 7248680
Tony Holland Lennard Island
Rene Kitson - Looe Island
Gordon Schweers - Langara Point
Ed Kidder KOOTKA LIGHTSTATION
Margi Stone PSC
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Judy Schweers
Margaret Holland, Lennard Is.
Carmenah Point