



**REGULAR MONTHLY MEETING
TUESDAY, NOVEMBER 21, 2017**

1. **LOCATION:** Maritime Labour Centre, 1880 Triumph Street, Vancouver, BC

2. **CHAIRPERSON:** 1st Vice President Terry Engler

3. **ADOPTION OF PREVIOUS MINUTES:**

The October 17, 2017 Regular Minutes, under “Executive Recommendations” 2 expenditures for United Way and the World Peace Forum were omitted from the minutes.

The motion should read:

a) MSC that the following recommendations be adopted:

Subject: Spending Authorizations

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL authorize the following expenditures:

- Canadian Cuban Friendship request for support for those affected by Hurricane Irma – Donation of \$100.00
- Disaster Relief to Puerto Rico in the wake of Hurricanes Maria and Irma via a progressive organization – Donation of \$100.00
- Downtown Eastside Women’s Centre HerStory in Focus fundraiser on November 2, tickets are \$50.00 each – Purchase 2 tickets at a cost of \$100.00
- Workers’ Rights are Human Rights: End Labour Exploitation & Labour Trafficking Dinner November 16, tickets \$50.00 each – Purchase 2 tickets at a cost of \$100.00
- Metro Vancouver Alliance 2017 membership renewal – At a cost of \$1,000.00
- North Vancouver Legion Remembrance Day Ceremony – Purchase a wreath at a cost of \$80.00
- United Way Lower Mainland, Labour Appreciation Dinner, December 7 – Purchase a table of 10 tickets – At a cost of \$700.00
- World Peace Forum – Donation of \$100.00

MSC that the amended minutes of the October 17, 2017 Regular meeting be adopted.

4. **CREDENTIALS:**

The following credentials were received since the last VDLC meeting:

(* = recredentialled, A = alternate)

BCGEU Local 803

Kathleen Muir

CUPE Local 15

Kamal Gautam

Donna Petersen

BCTF – North Vancouver Teachers’ Assoc.

Alexa Bennett Fox

CUPE Local 389

Cindy McQueen *
Kathy McMahan *
Laurence Magtoto *
Hermila Gallaher *
Carol Nordby *
Dalton Taylor
Joyce Griffiths *
Tony Volpe *
Dinesh Kapoor *A
Amir Bagheri *A

FPSE Local 5

Bill Burgess (A)
Romy Kozak

HEU PHSA Local

Elizabeth Poitras

PSAC Local 20045

Shane Polak

CUPE Local 2950

Yvette Kharoubeh
Karen Ranalletta *
Siobhan Ryan

MSC to obligate/seat the delegate(s).

5. GUEST SPEAKER:

Christine Bro, SEIU Local 2 re: Justice for Janitors

Christine is the lead organizer of the Justice for Janitors (J-for-J) campaign. The campaign was relaunched in Vancouver in January 2016. This campaign exploded to include cleaners at post-secondary institutions and into an anti-CLAC campaign. J-for-J migrated to Canada in 2007 after its successes in the U.S. The industries that they are trying to organize doesn't reflect traditional "closed shops"; more and more the work is precarious and unions need to adapt to the changing economic structure. Cleaning companies are fragmented between work sites, meaning that J-for-J needs to develop different organizing tactics and learn to organize within a competitive bidding structure, which is what drives down the standards for workers. Contracts are constantly flipping and with no successorship rights organizers need to keep starting from scratch. Because of these conditions a broader campaign is needed and why J-for-J is being successful. The J-for-J approach is that instead of organizing a single company or worksite, they are organizing cleaners in an entire city, which allows them to lift the standards for cleaners across the board. Previously cleaners would organize and try to negotiate with employers separately, while this may have had some success, in an industry where contracts are flipping regularly, it limits any leverage workers may have, and does not raise industry standards. J-for-J starts with major cleaning companies and then organizes everyone. When J-for-J organized in Toronto, most of the worksites were non-union and the exploitation of workers was rampant. By uniting cleaners across a city or entire market and calling on community leaders for support, workers gain the power to demand improvements in wages, benefits, and working conditions. This approach is working. Today unionized cleaners, in cities like Toronto and Ottawa where they have achieved a unionized density in the cleaning industry, have won health benefits, sick days, and vacation packages. Vancouver is not there yet. It is only once the majority of cleaners are unionized can such gains be realized. Why does this work? Companies can continue to attempt to outbid each other, but workers bargaining rights, working conditions, and benefits remain intact.

J-for-J organizes by getting to know the employer, their clientele etc, but most importantly by empowering the workers through training, steward training, one-on-one conversations, building their confidence, and recruiting workplace leaders.

J-for-J's strategies change depending on the labour laws in the region they are working in. BC's laws make things a bit more challenging. In BC employers can file unfair labour practice and that frightens workers who can't afford to lose their position; many of these workers need to work multiple jobs.

In Vancouver, the biggest achievement will be to win union density, one company at a time. One of their big gains here was at Capilano University (CapU). CapU cleaners are in bargaining and are garnering support from students to give them leverage; there is now a campaign for a living wage for all workers on campus. Winning over the formerly CLAC cleaners at CapU will go a long way to bettering work standards.

6. PRESIDENT'S REPORT:

President Joey Hartman reported on VDLC activities since the November 21, 2017 meeting.

Political Action

The VDLC will be making a submission to the Fair Wage Commission in support of an expedited implementation of the \$15 minimum wage and other improvements to lift workers out of poverty towards the goal of a living wage for all.

Labour Day

The 2018 Labour Day will be in Vancouver and co-sponsored by the VDLC and the New Westminster & District Labour Council. John Hendry Park (Trout Lake) is tentatively booked, but investigation continues into the idea of a march up Hastings Street and entry to the PNE.

VDLC Education Program

The 2018 education program is almost set and the brochure should be available in December.

Community Action Network (CAN)

Sister Hartman and Ingrid Kolsteren facilitated two nights of public speaking training for 15 activists from CAN, which is part of the Poverty Reduction Coalition. All participants are residents of the DTES who want to develop effective skills to lobby for political change and community organizing.

BC NDP Convention

Joey Hartman and Stephen Von Sychowski attended the BC NDP convention November 3 – 5 as VDLC delegates. Sister Hartman also attended the Women's Rights Conference. Some key decisions included the reaffirming of opposition to Kinder Morgan, the creation of a BIPOC Committee (Black, Indigenous and People of Colour), and to have conventions every second year instead of annually in years they are government.

Delegations of Chinese Trade Unionists

On November 6, Sister Hartman met with a six-person delegation from the Chongqing Municipal Trade Union. On November 7, a five-person delegation from the Beijing Municipal Federation of Trade Unions toured the Insulator's training centre at BCIT, which

was organized by Neil Munro. They then met at the VDLC with several members of the VDLC executive and then enjoyed a dinner together.

- 7. CORRESPONDENCE:** Correspondence list circulated at meeting
MSC to accept the correspondence as circulated.

8. EXECUTIVE RECOMMENDATIONS:

- a) *MSC that the following recommendation be adopted:*

Subject: Spending Authorizations

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL authorize the following expenditures:

- BC Federation of Labour, Labour Community Christmas Dinner – Donation of \$150.00
- Queen Alexandra Elementary School Wishing Tree – Donation of \$500.00

- b) *MSC that the following recommendation be adopted:*

Subject: First Nation's Acknowledgement

BECAUSE the VDLC passed a motion in support of the 94 "calls to action" of the Truth and Reconciliation Commission of Canada, which was part of a holistic and comprehensive response to the abuse inflicted on Indigenous peoples through the Indian residential school system; and

BECAUSE one way to enact the recommendations is to adopt a protocol to acknowledge that VDLC meetings and activities are conducted on the traditional territories of indigenous peoples,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL include a statement in its agendas that "The VDLC acknowledges that this meeting is held on the unceded traditional territories of the Musqueam, Squamish, Tsleil-Waututh, and other First Nations."

- c) *MSC that the following recommendation be adopted:*

Subject: VDLC Scholarships

BECAUSE the VDLC currently offers two scholarships to the CLC Winter School each year, both covering full registration and up to \$1,000.00 for wage loss; and

BECAUSE one of these scholarships is funded by the VDLC Women's Committee and the other by surpluses from the VDLC education program; and

BECAUSE the VDLC currently has no policy regarding multiple scholarships to the same person,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL adopt policy that an applicant be limited to one VDLC scholarship in any one year, and will only be awarded additional scholarships in subsequent years if no other eligible delegate applies; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL FURTHER adopt policy that should the single applicant have applied and be eligible for both the Women's

Committee scholarship and the Education Committee's scholarship, than the two committees will equally share the cost.

d) *MSC that the following recommendation be adopted:*

Subject: Pacific Blue Cross Board Election

BECAUSE the Pacific Blue Cross locked out their employees who are members of CUPE Local 1816 in a protracted labour dispute in 2017; and

BECAUSE CUPE BC has announced a slate of progressive candidates to seek election at the Pacific Blue Cross AGM,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL endorse the Labour proposed candidates (Aaron Ekman, Alicia Gallo, Dr. Stephane Voyer, Dr. Sandra Jenneson, Joe Elworthy, Jim Iker, and Brendan Dick) for election to the Pacific Blue Cross Board of Directors at the 2017 Annual General Meeting. We further encourage affiliates and members of the PBC Health Benefits Society to attend and vote for these candidates on Wednesday, December 13, 2017, at 6:00 pm at the Westin Bayshore Hotel, 1601 Bayshore Drive, Vancouver.

9. REPORT OF UNIONS: *(in order reported)*

a) Unifor Local 114 - Reported by Maurice Mills

Brother Mills attended a meeting with other unions in Toronto, August 29 to 31 to discuss forming one National Health and Safety Policy Committee at Brinks. At present there are two committees and ultimately it would be stronger to present a united front to the company. The members from Brinks have ratified a new collective agreement. BC and Ontario were both in conciliation which expired September 29 and 26 respectively. The company continued to demand reduced crew sizes and to change the defined benefit pension to defined contribution. Both Ontario and BC held strike votes: Ontario voted 98% in favour of strike and BC voted 95% in favour. The company was facing the prospect of BC and Ontario on strike at the same time. Pickets were set up briefly Wednesday, October 18, as the strike deadline had passed, then the phone call came that there was a tentative agreement. The new collective agreement highlights include a raise of \$3.85/hour for outside workers and a raise of \$5.05/hour for inside workers, over 4 years; a shift premium for night work; and for the first time, orthodontics and retiree benefits are added to the benefit package. The smaller out of town branches will be brought up to the same pay scale as Greater Vancouver and Victoria members. Also for the first time, the company will pay retro back to the expiry of the contract in January. Most importantly, the union held on to their defined benefit package, including new hires.

b) PSAC/UVAE Local 20045 - Reported by Shane Polak

Bargaining for Border Guards is at an impasse. The union has made their case before the PIC. Their main issue is parity with enforcement agencies. The final hearing date is November 23.

The union has reached a tentative agreement for CFIA.

The Auditor General has said that it could cost upwards of \$1.2 billion to fix the Phoenix Pay System, the payroll program that pays government employees.

The federal government is looking to privatize airports. UCTE (Union of Canadian Transportation Employees) of PSAC has support of most, if not all, of the mayors of cities where there are airports (Toronto may not be in support, they are still considering a motion to oppose the privatization).

- c) IBEW Local 213 - Reported by Emelia Colman-Shepherd
IBEW Canada First District had its first Women's Conference this past weekend. Workshops included public speaking, workplace harassment and bullying, leadership training, and member engagement / growth of the union. There were speeches from trans-sisters, sisters of colour, sisters doing many different types of work, and sisters of many ages and abilities. It was an empowering and inspiring experience. IBEW is hoping to repeat this conference as often as possible.

The following reports were made but not submitted for the minutes:

- a) CUPW Vancouver - Reported by Marion Pollack
b) CUPE Local 15 - Reported by Sally Bankiner

MSC to adopt the reports of unions.

10. REPORT OF COMMITTEES:

- a) Women's - Reported by Fruma Sloan
Social activist Angela Davis will be in town, some members of the committee will be attending her speaking engagement at the Orpheum on November 29.

The committee is supporting the United Way's Tampon Tuesday, a collection of sanitary products for women's organizations and women who do not have the resources for hygiene products. Delegates and guests are invited to bring contributions to the December and January meetings.

The International Women's Day Dinner will be March 8 and the theme will be *Women on the Waterfront*.

December 6, National Day of Remembrance and Action Against Violence Against Women, there will be vigils in commemoration of the women killed at L'École Polytechnique de Montréal, Quebec.

In recognition that domestic violence spills into the workplace in a number of facets, especially for women, the CLC is holding an education workshop on Domestic Violence as a Workplace Issue, November 22, 23, and 24.

MSC to adopt the report of committee.

11. UNFINISHED BUSINESS: Nil

12. NEW BUSINESS: Nil

13. NOTICE OF MOTION:

The following recommendation will be brought to the December meeting for adoption:

Subject: Spending Approval Limits

BECAUSE the VDLC Constitution and By-Laws requires that notice of motion be serviced for any expenditure of \$500.00 or more; and

BECAUSE this amount has not been increased for many years and no is no longer adequate for a number of routine expenditures,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL amend its Constitution and By-Laws to read:

Section 5. No individual expenditure of monies for a specific purpose in excess of ~~five hundred dollars (\$500.00)~~ **one thousand dollars (\$1,000.00)** shall be authorized at any meeting of this Labour Council except that two weeks' prior notice has been given, together with the object of the expenditure, as well as the amount to be expended.

14. GOOD AND WELFARE:

- 50/50 Draw to benefit Queen Alexandra Elementary School's Wishing Tree free store
- We Can BC - We Can End Violence Against Women and Girls - Thursday, November 23, 7 pm, a film screening of *A Better Man* at Woodward's SFU, followed by discussion.
- Rally at Victory Square from 6 to 9 pm in support of Bill C262 calling on Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples.

15. MEETING ADJOURNED: *MSC to adjourn at 8:20 pm.*

16. NEXT MEETING: **TUESDAY, DECEMBER 12, 2017**, 7:00 pm
Maritime Labour Centre.

NOTE EARLY START TIME & MEETING DATE

Queen Alexandra Elementary School students will open the meeting with some festive entertainment. Meeting will be followed by a social to usher in the holiday season.

**Next Pizza Educational
Tuesday, January 16, 2018
6:00 pm**

Listening campaigns to further member engagement
with Deborah Littman, Metro Vancouver Alliance

For lists of happenings please see our website events page – www.vdvc.ca/events/