



**REGULAR MONTHLY MEETING
TUESDAY, JUNE 21, 2016**

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

2. CHAIRPERSON: 1st Vice President Terry Engler

3. ADOPTION OF PREVIOUS MINUTES:

Correction to minutes under Guest Speaker Krista Lee Munro's report – Should read that Unifor Local 111 achieved a 98% strike vote, not 97%

MSC that the minutes of the May 17, 2016 meeting be adopted as amended.

4. CREDENTIALS:

The following credentials were received since the last meeting: (* = recredentialled, A = alternate)

BCGEU Local 803

Masoud Aminzavvar

HEU Coast VRC Local

Tom Little

Trent McLaughlin

Health Sciences Association

Simone Gruenig *

Mohammad Kazemian *

Easter Tocol

Faith Uchida

MSC to obligate/seat the delegate(s).

5. GUEST SPEAKER:

Chief Bob Chamberlin, Union of BC Indian Chiefs, marking National Aboriginal Day

There is an expectation of workers that when they join the union they understand the culture and organization of the union; if one is in a position where they will be engaging First Nations communities, bear that in mind. When you enter a First Nation's community, seek to understand their culture and organization.

Chief Chamberlin wants to believe that Canada has the ability to be far more than what it is today and be a shining example to the world. This could be accomplished by coming to terms with the past of this country and continue to find ways of upholding the First Nations people and assist them as we must because of the atrocities hoisted upon them. Not everyone can overcome the past on their own. Some need assistance, and that needs to be approached with compassion and understanding. The conversation needs to begin and non-First Nation's people need to begin to understand. It takes unity, First Nations can't do it on their own, we have to bring society along with us and educate everybody.

Chief Chamberlin thanked for the VDLC for the opportunity to come and speak and hoped that the dialogue would continue. Chief Chamberlin encouraged everyone, that should they hear of First Nations taking to the streets, join them, because we all want the same thing - a better future for our children: nothing more, nothing less.

One year ago, the VDLC endorsed the 94 calls to action made by the Truth and Reconciliation Commission, what is the status of that?

The federal government made some big commitments. They have stated that they will use the UN Declaration on the Rights of Indigenous People to implement those recommendations. The Declaration recognizes indigenous peoples as human beings and people with rights. How do we now implement the recommendations with that UN Declaration? It will be a serious challenge as it encompasses so many aspects. Chief Chamberlin encouraged labour to continue its support and push for the implementation of the 94 calls to action of the Truth and Reconciliation Commission and to read the UN Declaration on the Rights of Indigenous People, it is a fascinating read.

In closing Chief Bob Chamberlin shared a prayer song. Chair Terry Engler thanked him and assured him that the VDLC would continue to support the First Nations people and their struggles for recognition.

6. PRESIDENT'S REPORT:

Joey Hartman reported on VDLC activities since the May 17, 2016 meeting.

Political Engagement

The Provincial Finance Ministers meeting with Federal representatives in Vancouver June 19 and 20 has resulted in an agreement to enhance the Canadian Pension Plan.

The VDLC has been participating in the CLC's national campaign to double CPP benefits through a gradual increase in contribution rates over seven years. This announcement, while not as much an increase as campaigned for, is nonetheless significant and an important improvement for all working Canadians.

VDLC Office Move

The repairs to the space upstairs should be completed by early July and the elevator is also expected to be repaired. The office will be able to move, probably mid-July.

Education

The pension law class on May 25 was taught by Simon Archer and Susan Philpott who fly from Toronto to teach the program in combination with other meetings for their firm in Vancouver. The June 18 offering, *Promotions: How to Bargain Language and Win Non-Selection Grievances*, was cancelled due to low registrations and will be re-offered in early 2017.

Climate Justice

Sister Hartman attended the BC Federation of Labour Climate Change Working Group on June 15. Plans are proceeding for a Green Jobs conference November 24 and 25. This is the Thursday and Friday prior to the BC Fed Convention.

Queen Alexandra School Fundraiser

The June 8 fundraising dinner was cancelled on May 27 with only 120 tickets sold. Virtually everyone that had committed to tickets made a direct donation to the Wishing Tree – some donating substantially more than their tickets would have cost. Given that there were no expenses, 100% of these donations of about \$7,000.00 will go to the school.

Labour Day

The planning through the BC Fed is making progress. A beer garden will be a new feature at the Labour Day event at Swangard Stadium, with a free concert from the band 54-40. The VDLC will table at the event.

Employment Standards Coalition

On June 14, the coalition met with Trevor Hughes, Deputy Minister Responsible for Labour. The Coalition members presented on a number of important areas to improve the provisions and enforcement of the laws for non-unionized workers in BC. With the exception of previously announced increases to the minimum wage, Mr. Hughes indicated that the BC government would wait for results of a study by the BC Law Institute before considering any changes to the Employment Standards Act.

Living Wage Employer

The VDLC will respond favorably to a request to renew registration as a “Living Wage Employer”, committing to pay at least \$20.64 per hour, and to also ensure all indirect staff such as janitors also receive that rate.

Shanghai Delegation September 19 to 22

A high level 6-person delegation from the Shanghai Municipal Trade Union Council will be in Vancouver from September 19 to 22, 2016. All costs will be covered by the SMTUC.

7. CORRESPONDENCE: Circulated at meeting

8. EXECUTIVE RECOMMENDATIONS:

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

Subject: Spending Approvals

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

- Dignity for Migrant Workers Association – Donation to Fathers’ Day for Migrant Farmworkers event of \$100.00
- Check Your Head – Donation of \$100.00

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

Subject: Orlando

BECAUSE the mass shooting in Orlando, Florida on June 12, 2016 at the Pulse Nightclub was an act of hate and homophobia; and

BECAUSE the LGBTQ community has been one of the most targeted groups for violence around the globe; and

BECAUSE the labour movement has a responsibility to speak out and take action against all forms of discrimination, hatred, and violence and instead demonstrate leadership in advancing human rights;

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL express our collective sorrow and rage at the murders and violent assaults that took place in Orlando in June 2016; will send a message of solidarity to the Orlando Labor Council; and will take opportunities such as participation in local Pride Parades to amplify the voices of the LGBTQ community.

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

Subject: Statement in Solidarity with Workers in Iran

BECAUSE trade unionists, human rights activists in and from Iran are asking organizations and individuals to sign on to a “Statement in Solidarity with Workers in Iran”; and

BECAUSE the statement protests the treatment of political prisoners and the flogging sentences that were carried out publicly in May against 17 Agh Dareh Gold Mine workers in Iran for protesting violations of their rights to job security and protection against layoffs; and

BECAUSE the statement also expresses serious concerns about health and well-being of Mr. Jafar Azimzadeh, an anti-capitalist labour activist and chairperson of the Board of the Free Union of Iranian Workers, who has been on hunger strike since April 29, 2016, and calls for his release as well as other jailed trade unionists and political prisoners,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL sign on to the Statement in Solidarity with Workers in Iran and add its name to the call for an end to the Iranian regime’s oppression of worker and human rights.

d) *MSC that the following recommendation submitted by VSTA be adopted:*

Subject: School Closures 2016

BECAUSE the Provincial government has failed to provide adequate funding for public education for the past 15 years; and

BECAUSE this underfunding and the arbitrary demand that schools function at 95% capacity in order to receive seismic upgrade funds has created a false crisis in Vancouver; and

BECAUSE this has resulted in the Vancouver School Board putting forth a list of 12 schools for consideration of potential closure; 10 Elementary and 2 Secondary schools,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL call on the provincial government to reverse the cuts and restore adequate funding to Public Education in British Columbia and stop using public funding for private and independent schools; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL will further encourage all affiliates to join parent groups and education worker unions at a rally

planned for Monday, June 27 at 4:30 pm in support of public education and schools in Vancouver.

9. REPORT OF UNIONS:

- a) HEU – North Shore Community Local – Reported by Graham O’Neill
HEU Regional Conference provided good educational on employer addiction programs and on accommodation obligations to the employer and the union.

The union is getting ready for their convention in late October, early November.

Also, New Horizons Care Centre in Campbell river was found to have committed an unfair labour practice when, in 2014, the employer and owners of this seniors residential care centre responded to its staff unionizing under HEU by contracting them all out, violating the BC Labour code. The laid off staff were rehired by the contractor, they then organized under HEU, and are now negotiating their first contract. From here HEU will work toward seeking just remedies for the members adversely affected.

- b) Unifor Local 111 – Reported by Krista Lee Munro
Local 111’s triannual elections have been completed. Of the 14 executive board positions, only one did not change through this election. The local continues bargaining with some progress being made. Their next scheduled dates are July 14 and 15. Local 111 appreciates the VDLC’s continued support.
- c) TSSU – Reported by Matt Greaves
The TSSU is happy to report that after about 2 years without a contract, they received a contract from mediator Vince Ready on April 21, 2016. Through the hard work of the rank and file and their strike and contract committees, they were able to win quite a lot, including some of the most robust job security language for sessional instructors in North America.
- d) Unifor Local 114 – Reported by Maurice Mills
For the past several months, Peter Julian, MP New Westminster-Burnaby, has been working on a Private Members Bill for the Armoured Car Industry based on the As Safe as Our Cargo Campaign. On Friday, June 3, Bill C-285, National Standards for the Armoured Transport of Currency and Valuables Act, was tabled in the House of Commons.

The Bill reads in part:

National Standards

Development of Standards

2 – For the purpose of harmonizing and standardizing federal and provincial practices, the Minister of Labour must, in collaboration with other federal ministers, with representatives of the provincial and territorial governments responsible for employment, and with other relevant stakeholders, conduct consultations to develop national standards for the transport of currency and valuables by armoured car that include standards regarding:

- a) Employee training;*
- b) Equipment and equipment safety;*

- c) *Workplace and off-site safety;*
- d) *Crew sizes;*
- e) *Labour conditions;*
- f) *Licensing regimes in respect of industry operations; and*
- g) *The operation of armoured cars used to transport currency and valuables.*

Brothers Mills asks everyone who has not already signed the petition for this bill to do so.

e) CUPW Vancouver – Reported by Jennifer Savage

As many are aware, Canada Post Corporation (CPC) applied for conciliation in April. They are currently in a 21 day cooling off period of that process. Both conciliators have agreed to stay on as mediators. The sides are still very far apart on many issues: pay equity, pensions, job security, and expansion of services, to name a few. For the past few weeks across the country the union has been conducting strike votes. Voting will conclude June 26 and they should know the results by June 28. The earliest that the union will be in a legal strike position will be July 2. Although CUPW is conducting strike votes, they don't want to go on strike. The union does not want to interrupt mail service to the Canadian public. Of course, for any collective action taken, whether withdrawing services (overtime) or not wearing uniforms, they need the support of the membership; the union wants to minimize the impact to their members and the public. The CPC notified the union on June 14 that as of July 2 they would no longer have benefits. An employer who wants to bargain in good faith does not prematurely apply for conciliation or make moves towards a lockout.

Canada Post has been profitable for 18 of the past 20 years - \$96 million in first quarter of 2016. CPC has paid over \$1 billion into the government coffers. There is no reason for the cuts they are asking for.

The Liberal government has said they will stay out of this labour dispute. The Ontario Superior Court has determined that the 2011 back-to-work legislation was unconstitutional. This may be a long fight and the union appreciates the support they have received.

Reminder, of the Postal Charter Review. CUPW encourages everyone to go to the website and answer the questions of the week; they want everyone to participate and share what they want from their post office, please have your say:

<http://www.tpsgc-pwgs.w.gc.ca/exanendepostescanada-canadapostreview/index-eng.html>

CUPW is determined that the review will result in better services and maintaining a public post office.

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

- a) MoveUP – Reported by Stephen Von Sychowski

MSC to adopt the reports of unions.

10. REPORT OF COMMITTEES:

Nil

OTHER REPORTS:

a) CLC – Reported by Ron Stipp

The CLC has been fighting for an enhanced Canada Pension Plan for over 7 years. Over the weekend a great stride was made: 8 provinces and the federal government signed onto an agreement (all but Manitoba and Quebec). Interestingly, the 2 governments that drove this were Ontario and BC. For BC this is a complete change of position. Provinces will go back to their respective governments and ratification will be July 15. The agreement provides a 33% universal increase to the benefit and the ceiling contribution will increase to \$82,000. This will phase in over 7 years starting in 2019. While some small business groups are screaming about the increases, it equates to only 1.1% over 7 years. The maximum it will cost workers is \$47 per month, if they are at the highest premium. We have achieved an enhanced CPP, an increase to the guaranteed income supplement, and the retirement age is back to 65 years. The final piece missing is pension insurance. The fight is being fought and won by the labour movement, although most unionized workers have pensions that they can count on. These wins are for non-unionized workers who don't have the security. Thank you to the VDLC and delegates for going to MPs and MLAs and talking to them about this; job well done. This is a labour win for all workers.

CLC President Hassan Yussuff spoke to the committee in Ottawa to talk about how to defeat the TPP. Although consultations had ended, they have been extended to the end of October. It appears that the federal government isn't overly happy with the TPP and is buying some time.

Labour Day will be great, 54-40 will put on a good show. Labour has something to celebrate.

b) BC FORUM – Reported by Agnes Jackman

AGM at the UFCW Local 1518 in New Westminster. Thank you to UFCW for being most welcoming.

MSC to receive the other reports.

11. UNFINISHED BUSINESS:

The following motion was introduced as a notice of motion at the May 17, 2016 regular meeting.

MSC that the following recommendation be adopted:

Subject: VDLC Office Relocation Costs

BECAUSE the VDLC Executive has approved the relocation of the VDLC from its current address at 020 – 1880 Triumph St. to the new address 170 – 111 Victoria Drive, also located within the Maritime Labour Centre, to be effective July or August 2016; and

BECAUSE Article 9, Section 5 of the VDLC Constitution and By-Laws states that no individual expenditure in excess of \$500.00 may be authorized except with two weeks' prior notice,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL authorize an extraordinary expenditure of up to \$10,000.00 to cover the cost of moving, purchase of

necessary furnishings, new letterhead, overtime and other costs associated with the move, to be funded from VDLC savings.

12. NOMINATION TO VDLC EXECUTIVE:

There are 4 openings for Executive Member-at-Large. Nominations were opened by CLC Representative Ron Stipp – no nominations were made.

13. NEW BUSINESS:

MSC that the following motion be adopted:

Subject: Live-In Caregivers and Project Guardian

BECAUSE June 16, 2016 marked International Domestic Workers Day, and the fifth anniversary of the International Labour Organization (ILO) adoption of Convention 189 which declares that domestic workers are entitled to the same rights and protections as other workers; and

BECAUSE Canada has yet to sign on to the ILO Convention 189; and

BECAUSE it is estimated that there are 11.5 million migrant domestic workers in the world, mostly women, and many of whom work in Canada under the exploitive Live-In Caregiver program; and

BECAUSE the Liberal government of Canada has continued a Canada Border Services Agency program initiated by the Harper conservatives called Project Guardian that targets domestic workers in Canada who are alleged to have violated their work permits with such minor infractions such as working for a new employer while work permits are processing or taking on additional paid work; and

BECAUSE the Canadian Border Services Agency takes a heavy handed approach in the application of Project Guardian, routinely arresting and detaining caregivers before referring them to the Immigration Division for admissibility hearings,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL call upon the Canadian government to sign ILO Convention 189 regarding the rights of domestic workers, and to immediately close down Project Guardian and other CBSA initiatives targeting caregivers; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL encourage its affiliates to collect signatures on a petition being circulated by Migrante-BC and the West Coast Domestic Workers Association demanding justice for caregivers in Canada under the Live-in Caregiver and Temporary Foreign Worker programs.

14. NOTICE OF MOTION:

The following motion will be put forward at the July 17, 2016 regular meeting:

Subject: Queen Alexandra School Wishing Tree

BECAUSE low ticket sales forced the VDLC to cancel the 23rd Annual Fundraising Dinner for Queen Alexandra Elementary to support the Wishing Tree free store that was scheduled for June 8; and

BECAUSE virtually all unions, credit unions, and individuals who had committed to purchasing tickets offered to donate the value, or more, upon learning of the cancelation, resulting in over \$7,300.00 in donations to the Wishing Tree; and

BECAUSE this amount still falls short of the 10 year average of \$9650.00 raised by the VDLC,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL authorize an extraordinary expenditure of \$1,000.00 as a donation to the Wishing Tree free store at Queen Alexandra Elementary School to bridge some of the shortfall in funds for 2016 as a result of cancelling the June 8, 2016 - 23rd annual fundraising dinner.

List of donations from affiliates and friends is attached.

15. GOOD AND WELFARE:

- 50/50 Draw to benefit Dancing to Eagle Spirit Society – First Nations organization dedicated to the healing and empowerment of aboriginal and non-aboriginal two-spirit individuals and allies.
- Play, O’wet/Lost Lagoon, written by Musqueam First Nation woman Quelemia Sparrow, is premiering at the Alley Theatre
- Monday, June 27 at the Maritime Labour Centre, Delivering Community Power campaign

MSC to allow non-delegate Jen King to speak

- Jen has worked as a worker advocate at TAPS in Victoria and is now working with the Urban Worker Project, bringing contract workers together with the aim at obtaining benefits for the members of the group; this has been successful in Ontario. They are holding an event, Hot Arts Wet City, June 23. If anyone knows anyone that would be interested in getting involved, please refer them to the Urban Worker Project online.
- Jeannette Anderson, strong advocate for people living with disability, passed away – a moment of silence was held in her memory.

16. MEETING ADJOURNED: *MSC to adjourn at 9:10 pm.*

17. NEXT MEETING: [TUESDAY, JULY 19, 2016](#), 7:30 pm,
Maritime Labour Centre, 1880 Triumph Street

**Next Pizza Educational
Tuesday, July 19, 2016
6:00 pm**

CRIAW
(Canadian Research Institute for the Advancement of Women)
with Marion Pollack

[For lists of happenings please see our website events page.](#)