



**REGULAR MONTHLY MEETING  
TUESDAY, NOVEMBER 18, 2014**

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

2. **CHAIRPERSON:** Terry Engler, 1<sup>st</sup> Vice President

3. **ADOPTION OF PREVIOUS MINUTES:**

*MSC that the minutes of the October 21, 2014 meeting be adopted.*

4. **CREDENTIALS:**

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

BCTF – VSTA

Leanne Hagglund

CUPE Local 2278

Trish Everett

Carter Fang (A)

Soheil Kianzad

Ed Kroc \*

Adrienne Levay

Ben Loosely

Adrian She (A)

*MSC to obligate/seat the delegate(s).*

5. **GUEST SPEAKER:**

BC Federation of Labour – Election Candidates

Aaron Ekman, Candidate for BC Federation of Labour Secretary Treasurer

Brother Ekman sat on the VDLC Executive and was first chair of the Young Workers' Committee. He commended the Young Workers for how they've evolved the committee. It's been a long time since he's attended a VDLC meeting, and while he sees a lot of familiar faces, it's encouraging to see so many new ones. Vancouver has always been a vibrant, progressive labour council. It's great to have been a part of that and to be back. It was during the healthcare strike approximately 10 years ago that the VDLC pulled Aaron into the labour movement. As a young non-union worker he went to the picket-line at VGH where he learned the importance of what being union and solidarity meant. At that time he met Bill Saunders, past VDLC President, who asked him to get involved at the VDLC as Young Workers' Committee Chair. When Aaron advised he wasn't a union member, Bill told him to organize his workplace, which Aaron promptly did with CAW, now Unifor (after being fired twice). They worked to educate young people on how to be organizers. This is one of the challenges faced now by the labour movement. There is so much institutional knowledge and memory and solid activists who understand the labour movement and that what we fight for is not just for unionized workers but

for all workers. Many of those activists are retiring and there is an entire generation of working people who don't necessarily understand the value of the union. The BC Federation of Labour has done a great job working on behalf of all workers, but there is a big shift coming, a generational shift. A generation that doesn't see the value in the labour movement we've built and maintain and that is the struggle we will be facing. The BC Federation of Labour needs a leadership that speaks the language of that whole new generation of workers.

Amber Hockin, Candidate for BC Federation of Labour President

Sister Hockin is currently the CLC Pacific Regional Director. Amber started as a union activist as flight attendant when at 19 years old when she was elected as Vice President of her local. In her early 20s she was elected as President and was also a working mother. She understands the juggle it takes to be a union activist, have a career, and still do what needs to be done at home. The labour movement is at a critical juncture. For the first time in 15 years, the seat of BC Federation of Labour President is vacant. Part of that critical juncture is the hostile provincial and federal governments that we face; governments intent on making it harder to join a union, harder to get a decent collective agreement, and intent on creating a workforce for less pay and with less ability to fight back. Together we can create a shared sense of purpose, hope, and optimism with a renewed Federation of Labour. There is a real urgency in the need to organize. BC has gone from a unionization rate of nearly 40% to under 31%. This reduces our ability and effectiveness when it comes to political action strategies, our ability to act socially, and our ability to effect change to make gains in our collective bargaining.

Sister Hockin wants to move forward with a political action strategy that includes getting rid of Stephen Harper in 2015 and preparing for the provincial election in 2017. We lost the provincial in 2013 and that lost cost us gains at the bargaining table but that also cost us socially. BC is still the province with the highest incidence of child poverty. We need to take this and be motivated by it to work more effectively with the NDP coming into 2017. To win we need a platform that working people can believe in and vote for. If elected, Amber promises to bring that platform and relationship with the NDP to the BC Federation of Labour.

We also need to make the BC Federation of Labour a credible source of progressive policy and have a legislative agenda, one that will bring labour forward so they can take on those that continually attack our collective agreements, pensions, and benefits.

We need to talk about the positive values and contributions of labour and how union wages drive local economies. Health and Safety needs to be a priority. We need to talk and listen to the working people of this province. We have a rich and vibrant history as working people in BC, if elected Amber promises to work hard to honour that history.

Irene Lanzinger, Candidate for BC Federation of Labour President

Sister Lanzinger thanked the labour council for the opportunity to talk to them about the BC Federation of Labour and its future. She recalled her time as BC Teachers' Federation (BCTF) President when UNITE HERE had a dispute with the Delta Hotel near the airport; UNITE HERE was looking for equity for their workers with those working at comparable hotels downtown. BCTF did big business at the hotel and were invited to the bargaining table. The BCTF told management that the hotel needed to settle with UNITE HERE and if they didn't the BCTF would take their business elsewhere because they only wanted to do business with a hotel that treated their workers fairly. UNITE HERE was able to reach a settlement and during a rep assembly, workers from that hotel came to extend their thanks and it was one of the most moving

experiences Irene had as BCTF President. The fundamental principal of the labour movement is that we are stronger together; we are stronger together in our unions and our unions are stronger when they stand together in bargaining, organizing, political action, and health and safety. Sister Lanzinger knows the VDLC understands that because whenever there is a picket line the VDLC is there supporting those workers. We need to do whatever we can to win disputes with our employers, with corporations, and with governments.

The BC Fed does a lot of work but there are 3 issues in particular that are a priority for Irene:

- 1) We have to be for jobs. That means helping unions bargain, helping to organize, and trades training. We have to ensure that young people have opportunities in the trades. We have to take on the issue of environment and jobs. They have a strong initiative “Green Jobs BC” which argues against choosing between jobs or environment and says we need both. Better forestry practices, better transportation, clean energy, construction/retrofitting schools and hospitals – good jobs and cleaner environment.
- 2) Health & Safety is the most fundamental right we have as workers to be healthy and safe at work. We should be criminally prosecuting employers whose practices cause injury or death at work and we will continue to fight for that until we get it.
- 3) The BC Federation of Labour needs to be there for all workers. As union workers we are privileged and we need to share that resource with all workers. We have to speak for all workers. The Fed’s first responsibility is to their affiliates, to coordinate them and make their work easier, better, and stronger. We have a proud tradition of speaking for all workers and that needs to continue.

Irene has been a labour leader as president of the BC Teachers’ Federation, as local president, and as Secretary Treasurer of the BC Fed for the past 4 years. It isn’t these reasons that Sister Lanzinger feels she should be elected as BC Fed president, it is her passion for workers’ rights and she will fight with every fibre of her being for workers of BC.

## **6. PRESIDENT’S REPORT:**

Joey Hartman reported on VDLC activities since the September 16, 2014 meeting.

### Political Action – Municipal Elections

Many of the VDLC endorsed candidates were successful in their bid for election or re-election. The labour council has made a commitment to increased political engagement at the municipal level over the next four years.

### Labour Law Classes and other VDLC Education

The next offering is Stress in the Workplace – Legal Remedies. The 2015 program is coming together, with a number of labour law classes confirmed plus a labour history night class series with Professor Mark Leier from SFU.

### Protein for People

The VDLC’s Protein for People event at Queen Alexandra Elementary School will be held from 3:00 to 6:00 pm on Thursday, November 20th.

### BC Federation of Labour

VDLC executive members Murray Martin and Fruma Sloan will attend the convention with Joey Hartman as VDLC delegates. Convention dates are November 24 to 28, 2015. Monday night is the Women’s Rights Forum, Tuesday night is Human Rights and elections will take place on Thursday morning.

### BCTF

The BCTF has won another significant court case, upholding their position that women are not disentitled from parental leave payments if they have already received maternity leave benefits. The court found that the employer's denial was discriminatory. This case sets important jurisprudence for all women who receive maternity leave payments.

### VDLC 125<sup>th</sup> Anniversary

Over 50 people have indicated plans to attend the VDLC wine and cheese social on Friday, November 21. The Maritime Labour Centre has several functions that night so parking will be difficult.

*MSC to adopt the report*

**7. CORRESPONDENCE:**      Circulated at the 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:

- Metro Vancouver Alliance 2015 membership at a cost of \$700.00
- Crab Park Annual DTES Children's Festival donation of \$50.00
- Pacific Northwest Labour History Association 2015 membership at a cost of \$150.00

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

Subject: Target Benefit Pension Plans

BECAUSE the most secure type of pension plan is "defined benefit" where the amount of pension money paid to the worker upon retirement is guaranteed; and

BECAUSE employers favour "defined contribution" plans which only guarantee the amount paid into the plan, which can be lost through high risk investments and economic recessions; and

BECAUSE there is a recent trend towards "target benefit" plans, which are promoted as being similar to defined benefit plans, but in fact download the risk onto retirees and added costs onto active workers because the targeted benefits are simply "objectives" that, if not attained, are no better than defined contribution plans; and

BECAUSE employers with federal jurisdiction are actively lobbying the government to convert their defined benefit pensions to target benefit plans because it would allow them to cut an estimated \$100 billion in pension liabilities from their corporate accounts; and

BECAUSE target benefit plans claim that risk is shared, but it is only shared between active employees whose rates could be increased and retirees whose benefits can be cut, whereas the employer's costs are always capped.

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL encourage its affiliates to resist both defined contribution and target benefit pension plans and to actively strive to maintain or negotiate defined benefit pension schemes as the best option for workers.

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

a) CUPE Local 2950 – Reported by Karen Ranalletta

CUPE Local 2950 exchanged bargaining proposals with UBC on November 3 and met again on November 17. They have 2 more dates with the employer scheduled – November 21 and December 1. Local 2950's joint campaign with SFU has started and bus ads, supertails, posters at Skytrain, and bus shelters have gone up – <http://universitieswork.ca>

January dates with Vince Ready are scheduled to deal with the 5 excluded position from the bargaining unit. CUPE Local 116 was successful in their case at the LRB to keep their RTW Coordinator in their bargaining unit so that bodes well for Local 2950.

Local 2950 just went through a joint process with the other employee groups on campus to select a new EFAP vendor.

Settled in a case in Law before going to arbitration, a letter of expectations was issued to a member that read disciplinary. This has resulted in the employer backing off of using LoEs and papering members' files.

As a result of tight budgets on campus, there is a new process for new positions in service units (hasn't been rolled out across the entire campus yet). Any other position at any level must be vetted and approved by the Vice President assigned to the portfolio. After that step, the positions then go to an executive committee that includes the VP Human Resources/Finance and the provost. The union is looking forward at what looks to be an overall hiring freeze.

b) HEU North Shore Community Local – Reported by Graham O'Neill

HEU held its biennial convention the first week of November. Victor Elkins was re-elected to his second term as provincial president. Victor is still a delegate at the Labour Council for PHSA Local and Sister Betty Venezuela, delegate for VGH was elected as a Trustee. HEU has increased their provincial executive by one, as they created a third regional vice president for the Fraser Region.

c) ETEA Local 1 – Reported by Charles Boylan

A new school is being organized and pressures against teachers are being deflected.

On December 2, there will be a second meeting with the owners and post-secondary education ministry to draft rules governing private schools in BC in compliance with federal regulations. The ETEA is pushing for: 1. openness and regulation of agents (ie. how much money they take); 2. making ESL schools as a separate entity under the new act; 3. teachers be structured in as part of the mechanism reviewing school standards; and 4. not to over regulate tourist ESL students visiting for under 6 months stay, Manitoba's Bill 44 is an example of regulating private schools.

Regarding the section 12 complaint against Local 1 regarding the latest contract, their past president acknowledged that members need time to study contract proposals without top-

down pressures on members to ensure everyone is informed and issues are discussed fully and openly so everyone can vote in a calm atmosphere according to their own private conscience.

The union received notice at ILSC that the person who bought the school from the founder, Paul Zysman, in 2008 has now brought on wealthy US shareholders with ties to big oil. It underlines how globalization and “free trade” opens up Canadian companies. Local 1’s members are anxious of this new development.

- d) CUPE Local 1936 – Reported by Michael Lanier  
Local 1936 childcare workers attended the childcare 2020 conference in Winnipeg. The conference was trending on Twitter just behind “Christmas”. Attendees included Ontario premier Kathleen Wynne, Manitoba premier Greg Selinger, Stephen Lewis, Ken Dryden, Olivia Chow, NDP Leader Tom Mulcair, and Justin Trudeau sent a video feed. Childcare is a major election issue for 2015. CUPE Local 1936’s four delegates participated in a number of economic and political action workshops by the CCPA, Broadbent Institute, and Coalition of Childcare Advocates. See Childcare 2020.ca or look for it on Facebook and at Twitter #childcare2020.
- e) TWU Local 63 – Reported by Benny Chou  
TWU merged with United Steel Workers with 78% of votes cast in support.

The following report was made by not submitted for the minutes:

- a) HEU PHSA Local – Reported by Peter Marcus

*MSC to adopt the reports of unions.*

## **10. REPORT OF COMMITTEES: (in order reported)**

- a) Women’s – reported by Fruma Sloan  
December 6, National Day of Remembrance and Action on Violence Against Women, from 10:30 to 11:30 am at the Marker of Change at Main Street and Terminal Avenue. The date marks the anniversary of the massacre at l’École Polytechnique in Montréal and to honour the missing and murdered women of BC. Everyone is encouraged to come out in support.

IWD Dinner is March 6, 2015, keynote speaker is Alexa Conradi and entertainment will be Jerrilyn Webster, aka JB the First Lady, a First Nations hip hop artist.

- b) Solidarity in Action – Reported by Stephen Von Sychowski  
IKEA Richmond has ended their lock-out of Teamsters Local 213 members. The committee will keep delegates abreast of any happenings.

*MSC to adopt the reports of committees.*

## **OTHER REPORTS:**

- a) CLC – Provided by Ron Stipp  
Harrison Winter School registration is open and is filling up, register as soon as possible.

Retirement Security Campaign is launching across Canada, Vancouver’s launch at West End Community Centre, December 4 at 2:00 pm.

Municipal elections province wide can be considered a success. There were 265 endorsed progressive candidates elected, which does not include acclamations, or non-endorsed progressives; they anticipate approximately 300 progressive candidates will have been elected. There were 170,000 poll cards of labour council endorsed candidates distributed across the province, thank you to the affiliates for distributing those. Clear majorities were elected to council in a number of Metro Vancouver cities, including Vancouver, Burnaby, New Westminister, City of North Vancouver, Prince George, Courtenay, Powell River, Sechelt, Port Coquitlam, and Pitt Meadows – these are only those with labour council endorsed progressives, there may be others as well that haven't been identified yet. There were major gains made in a number of communities throughout the province as well. However, there were some losses largely in Victoria, Nanaimo, Coquitlam, and Surrey. There will be an SCI meeting soon and we'll see where labour is on a number of regional committees.

b) BC FORUM – Reported by Sandy Bauer

Isobel Mackenzie spoke at BC FORUM's board meeting. She was appointed by the BC government as Canada's first seniors' advocate earlier this year. Ms. Mackenzie discussed her first report released last month. In traveling the province she found some of the most common and pressing issues for seniors included:

- Being able to continue to live where they want;
- Having an adequate income to meet future health and housing needs;
- A lack of transportation to medical appointments and support services;
- A lack of, and inconsistency with, home care services across the province;
- Concerns about the quality of care in residential care facilities;
- Proper dementia care;
- Fragmentation of services; and
- Caregiver burnout.

*(The report is available online at – <http://bcceas.ca/wp-content/uploads/The-Journey-Begins-Together-We-can-Do-Better.pdf> )*

A very respectful discussion ensued with board members asking challenging questions. Noting the Seniors' Advocate position is appointed by government, they are taking a wait and see approach.

The next issue of the Advocate is scheduled to be published in early December.

FORUM is sending a resolution to the BC Federation of Labour Convention calling for a constitutional amendment.

The BC FORUM Board has appointed Sister Sandy Bauer as one of their reps to the Council of Senior Citizens' Organizations of BC (COSCO). COSCO is the largest federation of seniors' organizations in the Province of British Columbia, representing seniors for over 50 years.

**11. UNFINISHED BUSINESS:**     NIL

**12. NEW BUSINESS:**            NIL

**13. NOTICE OF MOTION:** NIL

**14. GOOD AND WELFARE:**

- 50/50 Draw to benefit the Solidarity in Action Committee
- Labour Community Christmas Dinner is in need of volunteers and donations, contact Marisha Zuckerman at the BC Federation of Labour
- Everyone invited to W.I.S.E. Hall for refreshments after the meeting

**15. MEETING ADJOURNED:** *MSC to adjourn at 8:36 pm.*

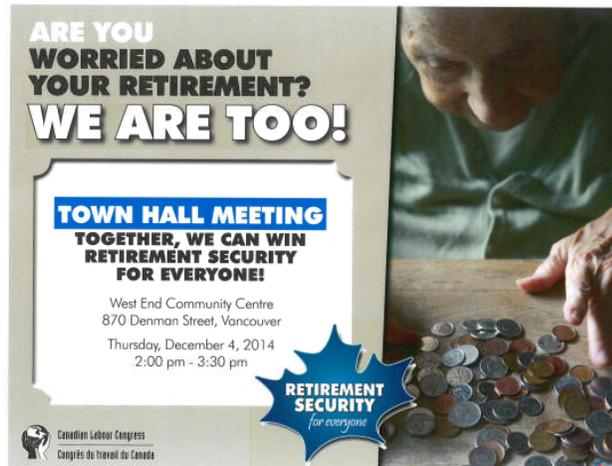
**16. NEXT MEETING:** **TUESDAY, DECEMBER 9, 2014**, 7:00 pm,  
Maritime Labour Centre, 1880 Triumph Street

***NOTE EARLY START TIME AND THAT MEETING IS THE 2<sup>ND</sup> TUESDAY OF DECEMBER***

*Queen Alexandra Elementary School will open the December meeting help issue in the holiday season. Delegates and guests are invited to linger after the meeting for a seasonal social.*

**Next Pizza Educational**  
**Subject TBA**  
**Tuesday, January 20**  
**6:00 pm**

For full poster – visit VDLC website  
[www.vdvc.ca/events/](http://www.vdvc.ca/events/)



20<sup>th</sup> ANNUAL LABOUR  
COMMUNITY  
CHRISTMAS DINNER

**WE NEED YOUR HELP!**

Our annual Labour Christmas Dinner is for those in the community who are less fortunate. They are served a full turkey dinner with all the trimmings, music, carol singing, a-longs, gifts from Santa for every child and teenager, a visit to the boutique, and a food hamper.

Union members volunteer to perform all aspects of the preparation, service, entertainment and clean-up... *but none of this would happen were it not for you!*

**We need the following:**

- unwrapped toys & gifts for teenagers
- non-perishable foods
- gift cards & passes
- new and gently used, washed clothing for men, women and children
- jackets, hats, socks, gloves, toiletries, jewelry



**Cash or cheque donations:**

Labour Community Christmas Dinner  
c/o B.C. Federation of Labour  
200-6118 Joyce Street, Vancouver, BC V6R 4H1

If your workplace would please collect any of the above noted items that would be greatly appreciated.

Contact Marisha Zuckerman at [labourxmasdinner@hotmail.ca](mailto:labourxmasdinner@hotmail.ca) for pick up of items or call 604-430-1421 (B.C. Federation of Labour).

Our dinners are held on: December 24, 2014 from 5:00 pm – 8:00 pm

Maritime Labour Centre  
1880 Triumph Street  
Vancouver, BC

Whalley Legion  
13525-106<sup>th</sup> Avenue  
Surrey, BC