



# VANCOUVER and DISTRICT LABOUR COUNCIL



## REGULAR MONTHLY MEETING TUESDAY, FEBRUARY 20, 2018

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

*The VDLC acknowledges that this meeting is being held on the unceded traditional territory of the Musqueam, Squamish, Tseil-Watuth, and other First Nations people.*

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

3. **ADOPTION OF PREVIOUS MINUTES:**

*MSC that the minutes of the January 16, 2018 meeting be adopted.*

4. **CREDENTIALS:**

The following credentials were received since the last VDLC meeting:

(\* = recredentialled, A = alternate)

**CUPE Local 389**

Matt Byers \*  
Hermila Gallaher \*  
Dinesh Kapoor \*  
Kathy McMahon \*  
Cindy McQueen \*  
Carol Nordby \*  
Dalton Taylor \*  
Tony Volpe \*

**PSAC AGR Local 20044**

Terry Lee (A)  
Todd Smith  
Victoria Ye

**TFEU**

Nick Rennie

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

5. **PRESIDENT'S REPORT:**

President Joey Hartman reported on VDLC activities since the January 16, 2018 meeting.

**Unifor Disaffiliation**

Unifor disaffiliated from the Canadian Labour Congress effective January 17, 2018.

The CLC Constitution, Article 3 (Membership), Section 5(a) states that:

*The Congress and its subordinate bodies will not recognize an affiliate or chartered body **that has left the Congress** or been suspended or expelled.  
(emphasis added)*

The reference to "subordinate bodies" includes labour councils such as the VDLC.

On February 6, CLC president Hassan Yussuff wrote to labour councils to advise that, consistent with the constitution, Unifor Locals are no longer eligible to be affiliated to the VDLC or other labour councils as long as Unifor is disaffiliated from the CLC. Specifically,

Unifor is unable to have delegates with voice and vote at VDLC meetings and Unifor members are unable to serve as elected executive members or committee chairs.

A letter has been sent by the VDLC to Unifor locals to advise them of this, as well as individual letters to VDLC executive members from Unifor who are no longer eligible for nomination and re-election to the VDLC executive. A separate letter was sent to other affiliates to advise them of these actions.

Unifor members continue to be welcome at meetings as guest observers and also to the many events and activities that are open to non-affiliated unions and the general public.

#### Political Action

Vancouver political organizations have been advised that the VDLC is convening a conference in April to build success for the October 2018 municipal elections. A working committee is in place and will be expanded to include additional affiliates.

#### Summer Institute for Union Women July 10-14

The SIUW will be held July 10 – 14 in Sonoma, California. Affiliates are encouraged to send women activists.

#### Miners Memorial - June 22 to 24

2018 marks the 100<sup>th</sup> Anniversary of the killing of labour martyr Ginger Goodwin in the mountains behind Cumberland in the Comox Valley. This community has tremendous labour history and holds an annual Miners Memorial weekend to remember their past and celebrate those who struggled for a better life for all. This year the events will be held June 22 to 24 and will be well attended, with the BC Federation of Labour holding their regional conference in the preceding few days. Events will include a re-enactment of the funeral procession held in June 1918 for Goodwin.

#### Day of Mourning

The ceremony on Saturday, April 28 will be in collaboration with WCB again this year. The location is Jack Poole Plaza.

#### Labour Day

The working committee has met and is pursuing the option of a march along East Hastings to the PNE and entrance to the Fair for participants. Affiliates have been asked to indicate their financial commitment to this proposal by the end of March so a decision will be made then.

#### Harrison Winter School

Sister Hartman facilitated Collective Bargaining I again this year from February 4 to 9. She returned for the week of February 13 to 16 with Stephen von Sychowski for Labour Council Officer Development.

#### Just Transition on Climate Change

The VDLC is working with the NWDLC, BC Fed, and CLC on a public "Just Transition" event the evening of Thursday, April 5 at Creekside Community Centre. This will be followed by a roundtable on April 6 with labour, business, government, environmental, and First Nations organizations.



Note: Krista Lee Munro and Tim Cheung are declared ineligible subsequent to Unifor's disaffiliation to the CLC and Amir Bagheri is no longer a VDLC delegate.

2<sup>nd</sup> Call for nominations to the VDLC Executive, nominations presided over by CLC Representative Ron Stipp.

In order to be eligible for nomination delegates must have been a delegate for a minimum of 1 year and have attended 6 of 11 meetings from March 2017 to February 2018. Support of your local is important as the Executive meets during the day on the Thursday prior to the VDLC Regular meeting, this may require book off for some.

The following were nominated (in order of nomination and position):

2<sup>nd</sup> Vice President

Name	Union
Graham O'Neill	HEU North Shore Community Local

Recording Secretary

Name	Union
Bal Sandhu	HEU PHSA Local

Treasurer

Name	Union
Joy Tullos	CUPE Local 15

**ELECTION:**

All Nominees were acclaimed to the 2017 VDLC Executive. CLC Representative Ron Stipp swore the new Executive in.

President	Stephen von Sychowski
1 <sup>st</sup> Vice President	Terry Engler
2 <sup>nd</sup> Vice President	Graham O'Neill
Treasurer	Joy Tullos
Recording Secretary	Bal Sandhu
Members-at-Large: (12 positions – 8 filled)	Emelia Colman-Shepherd Nathan Fralick Karen McVeigh Neil Munro Stefan Nielsen Russell St. Eloi Keith Stone Frank Warwick

**7. CORRESPONDENCE:**     *Circulated at meeting.*

**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:

- Migrant Worker's Centre annual dance – Donation of \$100.00
- Camp Jubilee – Donation of \$100.00
- 8<sup>th</sup> Annual Vancouver South African Film Festival – Donation of \$100.00
- 2<sup>nd</sup> Anniversary Celebration event of Burundian Community Association – Donation of \$100.00

**9. REPORT OF UNIONS:**

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

HEU is ramping up for bargaining in 3 provincial wide agreements: Facilities bargaining will be May 22 to 24; Community Health will be May 8 and 9; and Community Social Services will be meeting in Victoria April 23 and 24. They are having pre-meetings through the province for all members to attend.

What is at least a temporary win in the Vancouver Coastal Health Region the Attendance and Wellness Promotion Program (AWP) has been suspended temporarily; the AWP program was essentially the employer making staff feel guilty if they called in sick a lot to try to have them reduce sick leave usage instead of looking at why healthcare workers get sick so much. It was punitive rather than supportive and often conflicted with other more appropriate wellness programs. The program was grieved Vancouver Coastal Health Authority (VCHA) wide for direct VCHA employees in 2013. The multi union grievance was successful in ensuring that cases would be looked at on an individual basis and the program progression was not automatic. HEU will continue to fight for discipline in areas of non-culpable absenteeism.

Pink shirt day February 28.

HEU continues with educating members in table officer and OH&S training.

- b) CUPW Local 846 – Vancouver – Reported by Marion Pollack

In mid-January, the federal government announced the results of their long awaited review of Canada Post. The good news is that the plan to end door-to-door delivery is stopped; also, the Federal Liberals encouraged Canada Post to develop new services – CUPW wants to include postal banking. The bad news is that the Liberals did not agree to restore door-to-door delivery to those who lost it since 2014.

CUPW has begun interest arbitration with Canada Post regarding pay-equity for the rural and suburban mail carriers; 70% are women and they earn over 25% less than urban letter carriers.

The union is in collective bargaining with Canada Post for a new collective agreement for both urban and rural bargaining units. They are working with the assistance of a federal mediator. They will provide more information as it comes.

c) BCGEU Local 1203 – Reported by Matt Damario

Workers at the Vancouver City Savings Credit Union Downtown Vancouver Branch have voted by a majority to join the BCGEU. The 26 financial services workers at this branch join over 700 of their Vancity colleagues who benefit from access to fair wages and improved working conditions under their collective agreement. This is really exciting for BCGEU, as they have been investing a lot of resources into organizing these last few years and it has been paying off with a lot of great successes in credit unions, casinos, and the healthcare sector.

Unionized workers at Coquitlam's Hard Rock Casino have voted overwhelmingly in favour of strike action. More than 400 casino employees, who joined BCGEU in 2016, have been trying to negotiate a first collective agreement since January 2017. About 90% of the workers voted 99.5% in favour of taking strike action. Mediation is the next step, but they are preparing for possible job action.

BCGEU is hopeful with the new provincial budget and the throne speech, that we, as a province, have turned a corner on 16 years of neglect of public services from the provincial government. The focus of the budget on affordability, housing, and childcare resonate with BCGEU members, as they both provide and rely on these services. BCGEU research staff are analyzing the budget now, but their first impressions are positive.

The union has launched a campaign called Affordable BC that is focusing on the affordability crisis in BC. So the focus on the budget on addressing some of these issues around affordability, like curbing speculation through a speculation tax, is definitely welcome news to BCGEU and all working people.

d) UFCW Local 1518 – Reported by Stefan Nielson

On January 23, Sobeys announced the closure of 10 Safeway stores across the Lower Mainland, effective in May; 5 of the stores are being “held hostage” to be reopened as Fresh Co if the union will agree to an “appropriate discount banner collective agreement”. Local 1518 has filed an illegal lock-out complaint for these 5 stores with the Labour Board. The union has also launched a “Save Our Safeway” letter writing campaign: more info can be found at [UFCW1518.com/SOS](http://UFCW1518.com/SOS).

Bargaining for the reopener for the Safeway Master Agreement has also begun. The first session was February 7, 2018. Sobeys' offer was nothing short of a gutting of the current collective agreement; this is unacceptable and a slap in the face to the 4,500 Safeway members across BC and will be resisted by every means they have.

e) PSAC UVAE Local 20045 – Reported by Michael Shane Polak

The Phoenix fiasco for PSAC members that work for the federal government continues. On February 28, PSAC has planned an event at 800 Burrard starting at 7 am and a

lunchtime rally at Terminal and Main (468 Terminal). Events will also be taking place in Nanaimo and Victoria and many federal workplaces across Canada.

Tentative agreements have been reached with Parks and the Canadian Food and Inspection Agency. Still in bargaining are Statistics Canada, NAV Canada, and Border Services Officers (BSO).

Border Services personnel have been without a contract for over three and a half years. These men and women protect Canadians every day and deserve to be treated fairly.

PSAC/CIU is currently awaiting results of a non-binding arbitration process, or Public Interest Commission (PIC), and expects the Canada Border Services Agency (CBSA) to return to the table soon after. However, the union has yet to see any major steps forward on the several major issues, including:

- “25 and out” pension – the possibility of retiring without penalty after 25 years of service, with a 50% pension entitlement. This is standard for many law enforcement organizations, and most notably, the Correctional Service of Canada and the RCMP.
- Wage parity with other law enforcement agencies. BSOs are well behind other law enforcement partners when it comes to compensation.
- Protections against replacing officers with machines. The CBSA has been steadily increasing its use of Primary Inspection Kiosks at airports. Officers keep people safe, not machines, and the union is asking for assurances that officers will not be replaced by the implementation of such sub-standard technologies.
- Protections against the contracting out of work. This ensures that Canadians are kept safe by dedicated professionals with proper training.

Border Service Officers keep the country’s borders safe and deserve to be treated as law enforcement officers by the government.

f) ILWU Local 500 – Reported by Antonio Bonamin

In the last month, ILWU has had some serious injuries in their industry and a serious near miss, yesterday, February 19. A worker fell down a ladder, almost 20ft stopping by getting caught up with his leg. The response from the dock he was working on was lacking in organization and response time; and another worker was injured in the process of loading rebar in the hold of a ship, sustaining a crushed pelvis. Local 500 is accepting donations if anyone wants to help this young couple – e-transfer: [c7ray2@hotmail.com](mailto:c7ray2@hotmail.com): Question: Who are we? – Answer: ilwu500, or to Royal Bank account c/o Francis Moulas, Transit #05600, Acct#5038328. The near miss happened when a conveyor belt cover counterweight broke free and fell around 50ft crashing to the ground close to where workers had just been and a vehicle had just driven past.

ILWU Local 500 are currently in contract talks as their contract is up on March 31, 2018. Talks are in their infancy and moving slowly.

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

- a) HEU Dogwood Lodge – Reported by Karen McVeigh
- b) CUPE Local 2950 – Reported by Karen Ranaletta
- c) ILWU Local 400 – Reported by Jason Woods

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

- a) Women's – Reported by Karen McVeigh and Joulene Parent  
IWD Dinner, March 8 at the Maritime Labour Centre, theme is Women on the Waterfront, the event is already nearly sold out. The IWD event will also be supporting the United Way's Tampon Tuesday and a collection box will be present. The committee thanks Joey Hartman for her years of support.

*MSC to adopt the reports of committees.*

**OTHER REPORTS:**

- a) BC Forum – Reported by Agnes Jackman  
Agnes attended the Canadian Deprescribing Network Summit on behalf of BC Forum, February 8 and 9 in Montreal; there were representatives from healthcare, government, and seniors' organizations. They are at the stage where they want to educate and get word out about the need for better management of prescription drugs. It was an excellent summit and the reminder of the importance of having prescriptions monitored and regularly rechecked for drug conflicts or the need for changes. Their website: <https://www.deprescribingnetwork.ca/>
- b) CLC – Reported by Ron Stipp  
Pharmacare Townhall at the Holiday Inn, West Broadway, February 21 at 6:30 pm. A good crowd is important, as they really want to build momentum around the Pharmacare issue.

Legislative priorities for the labour movement. There is some progress being made on some issues, and no progress on others. There has been some good news on the issue of pay equity; the Finance Minister announced at their lobby that pay equity legislation is being introduced any day now, however, this has been promised by successive Liberal governments but never delivered. This would be a huge win.

This was the largest ever Harrison Winter School. Next year, with Family Day changing, there will be 5 full weeks.

BC Budget, what a difference an NDP government makes. Huge strides were made in child care, housing market, reduction in MSP premiums, Fair Pharmacare, investment in seniors, education (hiring of new teachers), outreach support for women and children effected by violence, the list goes on. Not everything all at once, but great strides.

Ron Stipp expressed his appreciation for the work Joey Hartman has done and for the relationship they have built over the years. The VDLC, the CLC, and the broader labour movement is better for having had her dedication to it. Thank you.

*MSC to receive the other reports.*

**11. UNFINISHED BUSINESS:**     NIL

**12. NEW BUSINESS:**            NIL

**13. NOTICE OF MOTION:** NIL

**14. GOOD AND WELFARE:**

- Wine & Cheese Social to celebrate Joey Hartman and her retirement, March 23 at the Maritime Labour Centre. Any photos or stories of Joey that wish to be shared can be sent to the VDLC, as a memory book is being put together for her.
- Lorraine Logan, activist. BCGEU member, a founding member of Union Pride, and past president of COSCO passed away after a battle with lung cancer. A moment of silence was held.
- Brother St. Eloi emphasized the need to support a Pharmacare plan and encouraged everyone to attend the Townhall. He thanked Sister Hartman for her work as the first woman to be elected to the VDLC.
- Joey Hartman thanked everyone for their words. Everyone knows her passion for labour history, as such she will be taking on the role of Chair of the BC Labour Heritage Centre and Ken Novakowski will be retiring. She thanked everyone for the past 7 years.

**15. MEETING ADJOURNED:** *MSC to adjourn at 9:13 pm.*

**16. NEXT MEETING:** **TUESDAY, FEBRUARY 20, 2018,** 7:30 pm,  
Maritime Labour Centre.

**Pizza Educational**  
**Tuesday, March 20, 2018**  
**6:00 pm**

**Film Screening**

The ITF (International Transport Federation) will present a 40 min. film about Myanmar seafarer Shwe Tun Aung. Peter Lahay, ITF, and Jason Woods, ILWU Local 400 will speak to the work of the ITF.

For copies of posters for these events, please visit website – [www.vdvc.ca](http://www.vdvc.ca)

Vancouver & District Labour Council <b>2018 Labour Education</b> Anita Yan Memorial Law Series & General Program		
Dates at a Glance		
Courses	Instructors	Dates
Duty to Accommodate in the Workplace (Intermediate)	Conni Killfall * Consultant	January 16, 17, & 18 Tuesday, Wednesday, & Thursday
Charter Rights in the Workplace (All levels)	Leo McGrady & Craig Bavis * McGrady & Co. * Victory Square Law Office	TO BE RESCHEDULED
Promotions: How to Bargain Language and Win Non-Sale Grievances (All levels)	Susanne Quail Allevato, Quail, & Worth	February 13 Tuesday
Organizing Mini-Conference: Success at New	Leo McGrady * McGrady & Co. with guest organizers	February 24 & 25 Saturday & Sunday
Bullying & Harassment (All Levels)	Conni Killfall * Consultant	March 24 & 25 Saturday & Sunday
Creative Writing as a Political Act (All Levels)	Janet Patterson * Lawyer	April 4 & 11 Wednesday Evenings
WCB Intro (Beginner)	Sarah O'Leary * Harrison O'Leary Lawyers LLP	April 10 Tuesday
Privacy Rights (Advanced)	Jamie Baugh * McGrady & Co.	May 16 Wednesday
Pension Law (Advanced—for administrators, trustees, & negotiators)	Susan Philpott & Simon Archer * Goldblatt Partners LLP - Toronto	May 17 Thursday

To register, please visit the Vancouver & District Labour Council website at [www.vdvc.ca](http://www.vdvc.ca)

Vancouver & District Labour Council <b>2018 Labour Education</b> Anita Yan Memorial Law Series & General Program		
Dates at a Glance		
Courses	Instructors	Dates
Organizing for Power in the Workplace (All levels)	Laurel Albina * Hospital Employees' Union	May 29, 30, & 31 Tuesday, Wednesday, & Thursday
BC Labour Code (All levels)	Jonathan Harvelt * Banister & Co.	June 9 Saturday
Canada Labour Code (All levels)	Tamara Ramusovic * Moore Edgar Lyster	September 19 Wednesday
WCB: Psychological Injuries (Intermediate / Advanced)	Niki Schuur * Move LP	October 10 Wednesday
Human Rights (All levels)	Conni Killfall * Consultant	October 23, 24, & 25 Tuesday, Wednesday, & Thursday
Investigations and Interrogations: Representing Members in Employer Interviews (All levels)	Craig Bavis * Victory Square Law Office	November 24 Saturday
Effective Grievances (Introductory)	Jennifer Arnold * BCGEU	December 1 Saturday
Advocacy: How to Make Your Case Effectively (All levels)	Leo McGrady * Leo McGrady & Co.	TBA Saturday
Retirement Planning	Dean Lindsay * Unifor - Toronto	TBA Saturday

To register, please visit the Vancouver & District Labour Council website at [www.vdvc.ca](http://www.vdvc.ca)

**For lists of happenings please see our website events page.**