



**REGULAR MEETING
TUESDAY, JUNE 16, 2015**

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

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

3. **ADOPTION OF PREVIOUS MINUTES:**

MSC that the minutes of the May 19, 2015 meeting be adopted.

4. **CREDENTIALS:**

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

BC FORUM

Agnes Jackman *

HEU VGH Local

Maria Fe Infante

BCGEU Local 403

Wayne Chee

Billy Smith

Unifor Local 111

Krista Lee Munro

Raj Purewal

Michelle Woods

BCGEU Local 803

Malcolm Colcleugh

Emily Grant

MSC to obligate/seat the delegate(s).

5. **GUEST SPEAKER:**

Mike Treen, National Director of Unite Union in New Zealand

Brother Treen is proud of their achievements in organizing and negotiating for fast food workers in New Zealand. They are now a part of an international campaign to organize workers of these mega companies such as McDonalds, Burger King, Wendy's and Domino Pizza. They started organizing after going through a long hard period with anti-union hostilities and economic recessions, not unlike what is going on in Canada and the US now. In the 1980s and 1990s New Zealand's unionization went from 40% to 8% with everything made open shop, creating a constant need to keep re-organizing. In 1999, a labour government was elected that changed the law to allow unions to go into workplaces to recruit new members. In approximately 2003, the worst seemed behind then and Unite was reborn. Unite existed prior with a membership of 100 members; it was the union for those that didn't "fit" under other certifications. In New Zealand, there were too many workers on youth rates, without breaks, no overtime rates, etc. Unite began a campaign to organize fast food workers where many were being exploited. Their campaign and website were supersizemypay.com. After about a year and a half of a very public campaign that took them to the people and young workers, fast food restaurant workers achieved collective agreements.

Part of their challenge is New Zealand's right to work laws, i.e. workers have the right to join or leave a union in their workplace. Unite, with its 4,000 to 6,000 members, has to continuously sign-up 4,000 new members a year just to maintain their numbers, which they've managed to do for the past 10 years. Unite has won increases to the minimum wage, the elimination of youth rates, established regularly scheduled and paid breaks, and guaranteed hours to make part time workers less vulnerable. The media has reported extensively on their campaigns and achievements. Most recently Burger King and McDonalds have announced that they intend to get rid of their zero hour (no guaranteed hours) contracts. It's an exciting time for workers and unionists in New Zealand.

6. PRESIDENT'S REPORT:

Joey Hartman reported on VDLC activities since the May 19, 2015 meeting.

VDLC Offices at the Maritime Labour Centre

The owners of the Maritime Labour Centre may be reconsidering the decision to sell, and this will be voted on by ILWU members with results known June 19. Accordingly, the VDLC is postponing any decisions regarding a move. However, if the notice to move is not withdrawn, we have identified suitable office space above the CLC/ BC Fed offices on Joyce St. which includes access to board rooms at no cost. A very interesting long-term option is to be part of the re-development plan for 312 Main St. where the police station used to be. That space will open in 18 to 24 months and would allow us to have offices, meeting and educational space all under one roof again.

Political Action – Municipal Engagement

A May 28 meeting with elected municipal, school board and park board representatives who were endorsed by the VDLC was very successful. There was a good discussion with several ideas put forward for future engagement and a commitment to meet again at least once or twice a year.

Summer Institute for Union Women

The SIUW will be held in Portland, Oregon from June 23 to 27, 2015. Sister Hartman will be facilitating a core class on collective bargaining, an afternoon workshop with Elaine Bernard on comparing the Canadian and US labour movements, and will be a panellist on a plenary session about raising women's incomes.

VDLC Education

Lancaster House, which offers labour law classes with volunteer lawyers, is advertising a one day Bullying and Harassment course at \$890.00. This is a good reminder of the value of the VDLC Anita Yan Memorial Labour Law Series, which charges \$100.00 for affiliates and \$120 for others to attend a 1 ½ day course on the same subject.

2015 Queen Alexandra School Fundraiser

Delegates are encouraged to ask their unions to request ticket purchases (tables of 8) for the annual fundraiser now confirmed for September 29 with Bill Fletcher Jr. Posters are now available.

Worker Centre Concept

The BC Federation of Labour's Community and Social Justice Committee convened a well-attended meeting on May 28 with a number of interested parties to discuss the idea of a Worker Centre in Vancouver.

The meeting was very positive and a wide range of options for program (ranging from advocacy services to action organizing to a hybrid), issues that could be addressed in addition to ESA, and funding possibilities, and an emphasis on the need to listen to people already providing assistance to various populations before developing anything further.

VDLC Executive Strategic Planning Day

The strategic planning session will be a full day mid-week in October 2015. In preparation, the VDLC is sending a short survey to affiliate leaders to get their input on how well the labour council is matching their expectations and objectives.

7. CORRESPONDENCE: Circulated

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:

- Richmond Women's Resource Centre, which is closing for the summer after receiving a reduced operating grant from the City of Richmond - \$100.00 donation

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

Subject: World Day for Decent Work and Unions – October 7, 2015

BECAUSE the Canadian Labour Congress is requesting labour organizations across the country to participate in activities leading up to and including October 7, 2015 as the International Trade Union Confederation's (ITUC) World Day for Decent Work; and

BECAUSE the CLC is also requesting letters to the Federal Minister of Labour to call on her to announce a full employment plan for Canada before October 2015; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL encourage its affiliates to plan and participate in activities for the World Day for Decent Work and Unions as called for by the ITUC; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL FURTHER write to the Federal Minister of Labour to call for a full employment plan to address unemployment and underemployment in Canada.

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

Subject: Truth and Reconciliation Commission Recommendations

BECAUSE the Truth and Reconciliation Commission (TRC), mandated to explore the history and legacy of the residential school system in Canada, spent six years investigating and taking statements from nearly 7,000 witnesses regarding the impact of residential schools in Canada; and

BECAUSE the TRC's summary report condemns more than 100 years of Canadian aboriginal policy, saying in the introduction that the "establishment and operation of residential schools were a central element of this policy, which can best be described as 'cultural genocide'", and reveals that 150,000 aboriginal children were forced into residential schools over 100 years of existence with the last ones closing in the 1980s, that at least 6,000 of those children died there (a ratio of 1:25 which is higher than a soldier in

WWII), and that many were subjected to human experimentation on malnutrition and other abuses; and

BECAUSE the TRC made 94 recommendations, including:

- **HEALTH:** An acknowledgement that the current state of aboriginal health is a direct result of previous government policies and the implementation of healthcare rights for aboriginal people.
- **EDUCATION:** The creation and funding for new aboriginal education legislation, which protects languages and cultures and closes the education gap for aboriginal people.
- **JUSTICE:** A commitment to eliminate the overrepresentation of aboriginal people in custody and in trouble with the law, along with the collection and publication of data on criminal victimization of aboriginal people.
- **PUBLIC INQUIRY:** The creation of a public inquiry into missing and murdered aboriginal women and girls.
- **MONITORING:** The creation of a national council for reconciliation, which would monitor and report on reconciliation progress, as well as the introduction of an annual State of Aboriginal Peoples report delivered by the prime minister.
- **LANGUAGE:** The government is asked to implement an Aboriginal Languages Act and appoint a language commissioner in order to preserve and promote it.
- **FUNDING:** The report calls for \$10 million over seven years from the federal government for the National Centre for Truth and Reconciliation
- **COMMEMORATION:** The creation of a statutory holiday to honour survivors, their families and communities – and to ensure "public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process."
- **MEMORIALS:** The report asks for funding for memorials, community events and museums, including a museum reconciliation commemoration program, to be launched in time for Canada's 150th anniversary in 2017,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL endorse the recommendations of the Truth and Reconciliation Commission, and encourage the government of Canada to take the lead in implementing those recommendations that they have responsibility or influence over.

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

a) VESTA – Reported by Jody Polukoshko

VESTA has serious concerns about the Ministry Special Advisor's report which was delivered to the Vancouver Board of Education (VBE) last week. This report recommends closing schools and selling property, collective agreement concessions, and serious negative changes to BCTF and other VBE unions' working conditions. Due to Bill 11, the union has concerns about the new ability of the Ministry to replace elected trustees who do not implement these recommendations with a Liberal appointee. VESTA will need support and help to raise awareness about the report and its implications as summer holidays will make it challenging to communicate with parents and the public. VESTA will notify the VDLC of plans to respond and resist.

b) CUPE Local 391 – Reported by Gary Jarvis

Local President Gerard Batty will be speaking to the Vancouver Public Library Board about the Living Wage Campaign. The employer who had suggested that employees only wear union t-shirts and buttons on "sanctioned" days, has retreated from that view.

c) CUPW – Reported by Jeannette McConnell

In approximately 2007 CUPW began an organizing drive in Toronto, Montreal, and Vancouver which led, in 2012, to the Federal Labour Board ruling that CUPW had the right to organize Adecco Employment Services. Adecco workers were used in the customs section of Canada Post's parcel area section for the Canadian Postal Import Program. The parcels then go through the Canadian Border Services Agency (represented by PSAC). In 2013, workers in Toronto, Montreal, and Vancouver ratified a 45 page collective agreement between CUPW and Adecco Employment Services (SQR). On May 29, 2015, Canada Post ended their contract with Adecco and returned to the temp agency they'd used prior to CUPW's organizing effort – Kelly Temporary Services. These Adecco workers were humiliated by being escorted out of the new CPC building at YVR by Canada Post Security.

The "Save Canada Post" fight continues: the mayor and some public of Hamilton, Ontario are occupying places where community mail boxes are going to be built. The Ontario Court recently shot down this on behalf of Canada Post, but that doesn't mean that CUPW has lost this campaign, they are appealing.

Note: Under the CUPW Agreement, Appendix P, the use of temporary/casual workers is determined as a percentage across the country. Canada Post in Vancouver had been using casual workers for the past year continuously and as a result of this Appendix P language was forced to create 45 full-time positions.

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

a) CUPE Local 2950 – Reported by Karen Ranalletta

MSC to adopt the reports of unions.

10. REPORT OF COMMITTEES:

a) Solidarity in Action – Reported by Stephen Von Sychowski

COPE Local 378 members have been locked out by BCAA. The main issue is pay equity between bargaining positions and non-unionized call centre employees. BCAA is trying to break the union by paying non-union staff the same or more than those in the union while urging the unionized workers to leave the union. Picket lines are up 24/7 at 3590 Goring Ave in Burnaby, support is needed and appreciated.

b) Young Workers' – Reported by Erin Searle

Erin Searle and George Christou have both stepped down from their positions as co-chairs of the committee. An election has been held and the Young Workers' Committee has elected Maxx Mackenzie, IATSE Local 891, and Ashley Fehr, BCGEU Local 703. A number of committee members will be attending the BC Fed development weekend at Camp Jubilee. June 27, the committee is arranging a support picket at the BCAA lines. The next meeting is being held at the WISE Lounge, July 21.

MSC to adopt the reports.

OTHER REPORTS:

a) Labour Day events will be held at Swangard Stadium again this year. There will be live music and lots of focus on the federal election.

MSC to receive the report.

11. CLC REPORT: NIL

12. UNFINISHED BUSINESS: NIL

13. NOMINATIONS:

First call for nominations was held at the May 19 meeting for a vacant position of member-at-large. There were no nominations at the May meeting.

Chair and 1st Vice President Terry Engler opened the floor for nominations, no nominations were made. Nominations will reopen at the July 21 meeting.

To be eligible to run, delegates must have attended 50% of the previous 12 months' meetings. The Executive meets at 12:00 pm on the third Tuesday of the month.

14. NEW BUSINESS: NIL

15. NOTICE OF MOTION: NIL

16. GOOD AND WELFARE:

- July 21 meeting will be held at the MLC
- Folk Music Festival – scholarship opportunity for young musicians, age 16 to 24 years to attend workshops with established musicians
- Air Canada employees reached a 5 year agreement subject to ratification
- July 8, Living Wage rally at City of Vancouver in conjunction with the Metro Vancouver Alliance – bring union banners
- post meeting social at the WISE hall
- annual commemoration of the collapse of the Second Narrows bridge, now the Ironworkers' Memorial, June 17
- 80th Anniversary of the Battle at Ballantyne Pier. Demonstrating longshore workers were attacked by police in a bloody, violent clash. Commemoration at New Brighton Park, June 19
- Miners' Memorial Weekend June 18 to 20 in Cumberland on Vancouver Island

17. MEETING ADJOURNED: *MSC to adjourn at 9:03 pm.*

**18. NEXT MEETING: TUESDAY, JULY 21, 2015, 7:30 pm,
Maritime Labour Centre, 1880 Triumph Street.**

Pizza Educational

Living Wage with Deanna Ogle

Tuesday, July 21

6:00 pm

Maritime Labour Centre

Immediately preceding the Regular meeting. Pizza by donation.

- For full size of event flyers to post please visit our events page on our website – www.vdvc.ca
- Education flyers under Education on website

Vancouver & District Labour Council
22nd Annual Fundraiser for
Queen Alexandra Elementary School


**New Paths Toward Social Justice and
a Renewed Labour Movement**

Bill Fletcher Jr. is a labour and community activist who speaks and writes about opportunities for revitalizing the labour movement across North America. His experience in the US provides valuable insight into new models for the Canadian labour movement.

Tuesday, September 29

5:30 pm Doors
6:30 pm Dinner
Fraserview Hall
8240 Fraser St., Vancouver

Bill Fletcher Jr.
Bill Fletcher Jr. has been an activist since his teen years. Over the years he has been active in workplace and community struggles as well as electoral campaigns. He has worked for several unions and held a senior staff position with the national AFL-CIO. He's also one of the leading activists and writers today on labour and race in the United States.



Tickets \$50 / \$35 low waged
For tickets contact Keziah at the VDLC office
604.254.0703 / office@vdvc.ca



Vancouver & District Labour Council
2015 Labour Education
Anita Yan Memorial Labour Law

Courses Offered

Collective Bargaining (Introductory/Intermediate)	Peter Shklanka - Kestrel Workplace Legal Counsel	May 30 - Saturday
BC Labour Code * (Advanced)	Jonathan Hanvelt & Jennifer Gloulie - Banister & Co.	September 16 - Wednesday
Bullying & Harassment (All levels)	Conni Killfoil & Leo McGrady - CUPE	September 19 & 20 - Saturday & Sunday
WCB (Introductory)	Hillary Henley & Rolf Harrison - Rush Crane Guenther	October 28 - Saturday
Duty to Accommodate & Return to Work (Introductory/Intermediate)	Catherine Sullivan & Lindsay Buss	October 24 - Saturday
Stress in the Workplace (All levels)	Michael Prokosh - McGrady & Co.	November 28 - Saturday
Effective Grievances (Introductory)	Megan Ashbury - BCGEU	December 5 - Saturday

* For union staff, officers, and senior stewards ** For pension administrators, trustees, and negotiators

Course venues to be announced.

