



# VANCOUVER and DISTRICT LABOUR COUNCIL



## REGULAR MONTHLY MEETING TUESDAY, JUNE 19, 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, Tsleil-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 May 15, 2018 meeting be adopted.*

- 4. CREDENTIALS:**

The following credentials were received since the last VDLC meeting:

(\* = recredentialled, A = alternate)

### **BCGEU Local 1203**

Simon Morgan

### **CUPE Local 391**

Julian Key

### **IAFF Local 18**

Dustin Bourdeaudhuy

Chris Coleman

Lee Lax

Robert Weeks

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

- 5. GUEST SPEAKERS:** Nil

- 6. PRESIDENT'S REPORT:**

President Stephen von Sychowski reported on VDLC activities since the May 2018 meeting.

#### Political Action

The negotiation processes with the Coalition of Progressive Electors, Green Party of Vancouver, Jean Swanson for Council, OneCity, and Vision Vancouver continued throughout the month of May and into the early days of June. At last, on June 4, agreements were concluded in-principle with all five organizations.

Since then we have collected the written and signed agreements and are now moving into the process of vetting and creating the recommendations for endorsement to be voted on at our July meeting.

On July 9 and 10, we will finalize those recommendations. This will also include interviewing mayoral candidates and deciding on the recommendation for endorsement for that position.

The expression of interest for two election organizers was sent out and closed on May 11. We are now in the process of determining successful applicants.

#### VDLC Labour Education

Our BC Labour Code and Privacy Rights courses were a success, with BC Labour Code being sold out; Pension Law was cancelled; and Organizing for Power in the Workplace was a huge success, it sold out and had fantastic feedback and energy.

We are now finished our Labour Education Program offerings until the fall. Our next course will be WCB Intro on September 19 with Sarah O'Leary.

#### Labour Day

The Labour Day Organizing Committee met on May 16 and June 6. Planning is well under way and going smoothly so far. Excitement is growing and new sponsors are still joining on (CUPW, PEA).

We filled the Labour Day Organizer position with Michelle Livaja, a delegate from MoveUP, who has jumped immediately into action and is doing a great job.

#### Metro Vancouver Alliance

The MVA AGM took place on June 12, attended by representatives of about 70 MVA organizations including several from the VDLC. The meeting elected Executive Board members, approved financial reports, and reviewed the previous years' work. A leadership retreat is scheduled for September 8 to assess the path going forward.

#### Digital Toolbox

We have been working through the first steps of transitioning onto NationBuilder. We anticipate the new website going live this summer. This also brings substantial improvements to our data management and communications processes once fully implemented.

**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:

- BC Federation of Labour Young Workers Committee for Grants Plaque - Donation of \$100.00

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

Subject: Boycott, Divestment and Sanctions

BECAUSE Article 49 of the 4<sup>th</sup> Geneva Convention prohibits an occupying power from transferring parts of its own civilian population to territory it occupies; and

BECAUSE the International Court of Justice has ruled that Israel's settlements in the Occupied Palestinian Territories (OPT) violate international law; and

BECAUSE Israeli settlement expansions in the OPT are an undeniable obstacle to the Israel – Palestine peace process; and

BECAUSE Israel has continued, despite international pressure, to expand its settlements and to demolish Palestinian homes and other infrastructure in the OPT; and

BECAUSE UN Resolution 194 establishes the right of Palestinian refugees to return to their lands and properties; and

BECAUSE Canada and other nations have previously succeeded in ensuring respect for human rights through the use of economic and political sanctions, including in the case of South Africa; and

BECAUSE the world has watched in horror as dozens of unarmed Palestinian protestors have been killed and hundreds wounded by Israeli military forces in recent weeks,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL support the use of boycott, divestment and sanctions (“BDS”) that are targeted to those sectors of Israel’s economy and society which profit from the ongoing occupation of the OPT; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL FURTHER support such a form of BDS until such time as Israel implements a permanent ban on further settlement construction in the OPT and enters into good faith negotiations with representatives of the Palestinian people for the purpose of establishing a viable, contiguous, and truly sovereign Palestinian state; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL FURTHER support such a form of BDS until such time as Israel dismantles the apartheid wall, recognizes the fundamental rights of the Arab-Palestinian citizens of Israel to full equality, ceases the use of excessive force against protestors, and respects the rights of Palestinian refugees to return to their homes and properties as stipulated in UN Resolution 194; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL FINALLY oppose all efforts to prohibit, punish, or otherwise deter expressions of support for BDS.

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

Subject: Policy Document on Social Media

BECAUSE the Vancouver and District Labour Council has established a social media presence; and

BECAUSE there is a clear need to have established policy regarding who is authorized to represent the VDLC on social media, what the purposes of social media use are, and the guidelines for that use; and

BECAUSE no policy regarding social media is presently in place,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL adopt the **Policy Document on Social Media** (attached).

- d) *Moved that the following recommendation be adopted*  
*Motion deferred back to the Executive for further input from affiliates.*

Subject: Policy Document on Inclusivity and Solidarity

BECAUSE the Vancouver and District Labour Council seeks to build an inclusive labour movement for all workers,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL adopt the **Policy Document on Inclusivity and Solidarity** (attached).

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

Subject: Support TGI Friday's Workers

BECAUSE the workers at two TGI Friday's restaurants in the United Kingdom went on strike for 24 hours on May 18, following receipts of two-days' notice that 40% of the tip income would be taken by their employer; and

BECAUSE the TGI Friday's workers have voted 100% in favour of possible further strike action on June 25, with other locations set to follow; and

BECAUSE Unite held lunchtime rallies at restaurants, including McDonald's, across London to support the TGI Friday's workers on May 18, leading into a mass low-pay rally in Central London; and

BECAUSE the formation of a strike movement in response to tip theft is a new and exciting development in the wide-spread broader struggle for fair wages,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL send a message to TGI Friday's CEO Karen Forrester by signing on to the open letter from TGI Friday's workers which is being hosted by LabourStart; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL FURTHER support and promote the TGI Friday's workers' fight by sharing the letter and encouraging others to sign on.

## 9. REPORT OF UNIONS:

- a) UFCW Local 1518 – Reported by Stefan Nielsen and Abby Leung

On May 15, UFCW Local 1518 had their first "lobby day" in Victoria. A group of 60 rank and file members and staff had the opportunity to meet with 13 cabinet members and parliamentary secretaries to discuss issues such as housing, health and safety for home support workers, and a return to card check certification.

On May 28, they reached an agreement with Save On Foods in their reopener. The new agreement includes improvements to quarterly review language, with 17 stores coming off and limits to those that can go on; domestic violence leave with a paid day component; sick days and short term disability for all employees; improved wage scale; increased transfer opportunities; and vacation bridging to remove the penalties to vacation accumulation suffered by members who had restricted their hours, often for family reasons.

UFCW National's Women in Training brought together 17 women from different provinces for 1 week of training, empowerment, and hands on experience to target and strengthen members' skills in organizing.

Power Structure Analysis (PSA) 2 day training for experienced organizers gave participants cases to implement and execute PSA in internal campaign in U.S. to win. Training was held June 14 and 15 at the HEU office and was put together by Anita Zaenker from the BC Fed.

- b) UA Plumbers Local 170 – Reported by Russ St. Eloi  
Local 170's dispute with the International is ongoing at the Labour Relations Board.
- c) HEU North Shore Community Local – Reported by Graham O'Neill  
HEU members of locals in the Lower Mainland Coastal Region (basically the area covered by the Vancouver Coastal Health Authority) met on May 31 and June 1 when they discussed areas of importance to members such as health and safety.

On June 7, Brother O'Neill attended a reconciliation Workshop and learned some valuable things about the Indian Act and the horrible history of Residential Schools.

Finally, the 1,600 member Community Health Bargaining Association, of which North Shore Community Local is included, has reached a tentative agreement. Some of the points are: 2% increase each year of a 3 year contract and approximately 2% low wage redress; higher severance in the case of contracting out; and education fund of \$250,000. Special leave allowance has been expanded to include leave for victims of domestic violence; a Joint Provincial Health, Safety, and Violence Prevention Committee with a focus on return to work programs and the mental health of workers; and renewal of the early Disability Management Program but with union control to represent workers through the process.

- d) BCTF VESTA – Reported by Jody Polukoshko  
After return of stripped collective agreement language decision from the Supreme Court of Canada (SCC) Employers' Association agreed to a process whereby collective agreement violations on restored language would provide additional teaching staff for the affected members, support for students with special needs. School boards failed to hire sufficient teachers, they made no effort to staff the collective agreement and were unable to provide remedy created by violations. Now, it's the end of the year and they are saying the funding won't roll over, so they were going to pay cash to affected members, violating the union rep language. After the union resisted, they withdrew but now the union is before the Labour Relations Board on the failure to fill issue and the failure to provide

remedy for CS/CC violations. The union will let the VDLC know what happens. It's a serious problem that they aren't upholding the mid-contract reimplementation of BCTF's language as directed by the SCC.

- e) FPSE Local 5 – Kwantlen Faculty Association – Reported by Rob Scharff  
Last month it was reported that their employer wanted to increase the number of students enrolled in their classes beyond the level allowed by their collective agreement and that the local has responded by filing a grievance. Initial meetings with the employer have not been positive and the grievance has moved to the next level. Progress will be reported in July.
- f) CUPW Local 846 – Vancouver – Reported by Nick Aubichon  
Pay equity arbitration: Flynn accepted the hourly rate methodology proposed by CUPW and rejected Canada Post Corporation's payment for point of call approach. From the beginning have been in negotiations with a mediator. Two major items to be addressed: 1 – wages: there is a wage gap in Route Measurement System (RMS), the parties will assess the accuracy of the RMS; and 2 – benefits: how should RMSC be compensated, disability, annual leave, and life insurance

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

- a) BCGEU Local 503 – Reported by Keith Stone

*MSC to adopt the reports of unions.*

## **10. REPORT OF COMMITTEES:**

- a) Solidarity in Action – Reported by Bal Sandhu  
May 31, the VDLC joined the New Westminster and District Labour Council in an action in support of BCGEU members locked out at the Hard Rock Casino. It was well attended. BCGEU has invited supporters out June 23 and the VDLC and NWDLC are organizing a support picket June 28. Everyone that make it out is most welcome.

March on Vancouver is planning a march in support of family separation in the US on June 30 – time and location to be announced.

Vancouver Pride is August 5, more in July.

- b) Young Workers' – Reported by Stephen von Sychowski  
There have been 2 informal meetings to work towards reforming the Young Workers' Committee. Discussions have been around what the committee is and what is possible. July 9 will be the first official meeting of the Young Workers', they will elect a chair and co-chair and begin functioning as a committee. Please help spread the word.

*MSC to adopt the report of committees.*

## **OTHER REPORTS:**

- a) BC FORUM – Reported by Agnes Jackman  
FORUM AGM is June 27, speakers will be BC Premier John Horgan and BC Fed President Irene Lanzinger. Stephen von Sychowski has submitted an article to the BC

FORUM's *Advocate* on the municipal election strategy, which will be in the summer issue in July.

b) CLC – Reported by Ron Stipp

House of Commons and the Senate are sitting for a few more days; we should see a lot of legislation flow through the Senate, now that the cannabis bill has gone through.

Pharmacare campaign continues. Due diligence is being given and it looks like a full recommendation for a universal pharmacare program will be given to the federal government. Most parties will likely adopt a pharmacare plan going into the election.

Municipal candidate training and organizing workshops are underway. There are a lot of people running and a lot of candidates seeking labour council endorsement.

c) BC Fed LGBTQ Committee – Reported by Karen McVeigh

Pride events are coming up: Surrey Pride Parade June 30; Vancouver Pride events are August long weekend, parade August 5; New Westminster August 18; Kamloops August 26; and many others around the province and Lower Mainland. A number of unions have signed up for Multi Union Pride; anyone interested should contact Kass at the BC Fed.

*MSC to receive the other reports.*

**11. UNFINISHED BUSINESS:** Nil

**12. NOMINATIONS FOR EXECUTIVE BOARD** (*4 positions for member-at-large*): Nil

**13. NEW BUSINESS:** Nil

**14. NOTICE OF MOTION:**

Recommendations for municipal election endorsements will be brought to delegates at the July meeting for approval. That portion of the meeting will be held in camera.

**15. GOOD AND WELFARE:**

- 50/50 Proceeds to benefit the BC Fed Young Workers' Committee fundraising for Grant De Patie plaque
- Union Protein Project's (formerly Protein for People) annual open house June 20 at the Steelworkers' Hall
- National Indigenous Day events are being held at Trout Lake on Thursday, June 21
- Congratulations to VDLC President Stephen von Sychowski and retired President Joey Hartman for negotiating a cooperative agreement between municipal parties to work positively towards electing a progressive government in the City of Vancouver.
- Sunday, June 24, 7:00 pm, 706 Clark Drive a move about Harry Rankin is being shown

*The labour movement lost 2 members, a moment of silence was held for Sister Susan Pike, CUPE Local 391 and Sister Susan Orr, MoveUP.*

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

**17. NEXT MEETING:**     **TUESDAY, JULY 17, 2018**, 7:30 pm,  
Maritime Labour Centre.

**Pizza Educational**  
**Tuesday, July 17, 2018**  
**5:30 pm**

**Love Intersections**

A creative love note by a group of hopeful millennials. The Love Intersections team is committed to creative and meaningful ways of building solidarity across communities; to making artful social change together.

<https://loveintersections.com>

**For lists of happenings please see our website events page**  
**[www.vdlc.ca](http://www.vdlc.ca)**