



## VANCOUVER and DISTRICT LABOUR COUNCIL



### REGULAR MONTHLY MEETING TUESDAY, JUNE 18, 2019

**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-Waututh, and other First Nations people.*

**2. CHAIRPERSON:**

**3. ADOPTION OF PREVIOUS MINUTES:**

*MSC that the minutes of the May 21, 2019 Regular meeting be adopted.*

**4. CREDENTIALS:** Nil

**5. GUEST SPEAKERS:**

Barb Parrot, Vancouver School Board Trustee (COPE)

It seems that the Vancouver School Board seems to face an emergency situation every few weeks. Several have concerned racial or homophobic attacks, which is very concerning and because of the board's structure, it is difficult to deal with. Prior to the election last year, senior management took the policy manual and whittled it down to 20 policies to make an administrative handbook, a case of management taking over Trustee work. The Board of Trustees no longer has a policy to guide them. Currently before the Board is the issue of whether or not to preserve the Cecil Rhodes school plaque; the school was named for Cecil Rhodes, a British business person and politician, who was a founding father of South African Apartheid. The removal of his name from any school fixture will be debated at the next Board meeting.

School closures, now referred to as consolidations, are a source of anxiety for families fearing: there are none forthcoming. The issue of consolidations will be visited through discussions with communities.

The funding and budgeting situation needs to shift. The money that should be accessible for public schools and services isn't as it is held privately. Fair taxation needs to be priority.

Angela Girard, City of North Vancouver City Councillor

Angela thanked the VDLC for the opportunity to address the delegates and guests. In 1969, her father was elected as one of the youngest MLAs in Manitoba's first NDP government, led by Premier Ed Schreyer. Those core values her father believed in 50 years ago, are the same values that she still values today; for the strength of our communities and the dignity of the person housing, education, healthcare are, and must remain a right of each and every citizen, not the privilege of those that can pay for it. Sadly these and many other rights are being threatened. Governments must do their part to not only protect these rights, but strengthen them. The VDLC and CLC have a long tradition of fighting for these same values and furthered that by selecting electoral candidates that share these values. Since her election in October 2018, she is happy to say that the City of North Vancouver has worked collaboratively and approved several affordable

rental housing projects that include wheelchair accessible units, family units, seniors' housing, and low rental rate protection. The City of North Vancouver Council has approved funds for staff to work on new affordable housing initiatives, *the North Shore Balanced Housing Innovation Lab*, thanks to the leadership of mayor, Linda Buchanan. Council has also directed staff to explore a major, non-market housing project on city lands. Council is near completion of a strategic plan for the city, which will be made public this summer. The vision of the mayor is to create the healthiest small city in the world and the plan emphasizes building an equitable and healthy community for all.

Once the plan is officially approved by council, Councillor Girard will propose, along with partner contractors, to adopt a living wage policy in the City of North Vancouver. She hopes to receive support of council when she brings the living wage motion forward so the message is received that the City of North Vancouver values its workers, their families, and the prosperity that comes back to the community when families have more to spend in their local businesses. It is further hoped that local businesses will recognize the benefit of adopting similar policies for the betterment of their business and the community at large.

Angela is grateful and honoured for the support of the VDLC which gave her the confidence to persevere during the election and succeed.

## **6. EDUCATIONAL:**

Lorelei Williams, National Inquiry into Missing and Murdered Indigenous Women and Girls

Lorelei made a powerful presentation to delegates and guests. The PowerPoint is available on the VDLC website, under Resources.

## **7. PRESIDENT'S REPORT:**

President Stephen von Sychowski reported on VDLC activities since the May 2019 meeting.

### Political Action

Our Municipal Engagement Committee met on May 27 and discussed updates since the last meeting as well as scheduled a planning session to prepare for our work in the fall. That planning session was June 12.

Both Bill 8: the Employment Standards Amendment Act and Bill 30: Labour Relations Code Amendment Act have now received royal assent. These are significant steps forward for workers'. The self-help kit is finally gone for non-union workers, and there is now job protected leave for workers who experience domestic and/or sexual violence. The Labour Code has also been improved, including contract flipping language. However, we did not achieve one-step certification and that, amongst others, is an ongoing demand. Still, these improvements are thanks to the hard work of the labour movement, including all of you, thank you.

It is worth noting that the Liberals attempted to reduce the age of work back down to 12 years old. Thankfully this was not supported by the NDP or Greens.

Unfortunately, the BC Green caucus voted with the BC Liberals to extend the raid period from one to three years in the construction industry. This was opposed by the NDP as well as the BC Building Trades, who met with Andrew Weaver along with Laird Cronk in Victoria.

Andrew Weaver referenced the rights of CLAC and others in his speech supporting the amendment. He also cited the no-raid policy of the BC Federation of Labour as an impediment

to fairness and openness. Let this, and the Green opposition to single-step certification, be a reminder of the nature of that party come next election.

We endorsed the event “Housing Emergency: Vancouver Peoples Forum” taking place at the Maritime Labour Centre June 23.

On June 12, a motion titled "Protecting Rental Housing Stock along Arterial Streets" was defeated by a narrow margin with four NPA, one Green (Wiebe), and the Mayor voting against. I have heard from many of you with your disappointment about this and am reaching out to the Mayor's Office as well as calling a Political Action Committee meeting to further discuss the state of housing issues in the city in light of this as well as the previous motions on the school tax and the tax shift which our endorsed Greens voted for.

#### Labour Day

We are presently seeking funding for the Labour Day event, which is going ahead as planned. A letter was sent to all affiliates and past sponsors. If you haven't already, please try to ensure your union supports the event financially and helps to promote it.

#### Constitutional Review

We met again June 13 and are right on track for the recommendations to come forward in the fall. We sent a reminder to affiliates and delegates that the deadline for submissions is July 2.

#### Labour Education

We had a great spring session of the Labour Education Program. Courses registered very well, especially Human Rights Boot Camp and Employer Policies. We also hosted courses on Investigations and Interrogations, Duty to Accommodate, and Effective Grievances. Feedback on the courses was universally positive. Registrations for the fall session open September 1. Please help to promote to your members.

#### United Way

George Davison has retired from FPSE and the United Way Board. Lori Mayhew is expected to take his place on the Board. The AGM is taking place this evening.

#### Cascade Region Labour Leadership Initiative

The first week at CRLLI was excellent. The days were long and the content was heavy, but despite this it remained very engaging throughout. Without a doubt this has already been the most in-depth training on leadership or any topic I have taken to date.

We covered a wide array of subject matter, starting with examining and developing our vision and values, delving deeply into effective and adaptive leadership, questions of social identity, empathy, and intersectionality, and peer coaching.

The program includes roughly thirty participants from BC, Washington, and Oregon. I am looking forward to week two this October in Tacoma.

I am very appreciative of the VDLC and MoveUP for contributing to cover the costs of my participation, and to the VDLC for allowing me to be away to attend.

#### Events Attended

May 22 – United Way of the Lower Mainland, Community Investment Research Committee

May 22 – Interview for Co-Op Radio, Union Made

May 23 and 24 – Labour Education, Investigations and Interrogations  
May 24 – Labour Day Planning Committee  
May 27 to 29 – Labour Education, Duty to Accommodate Boot Camp  
May 27 – Municipal Engagement Committee  
May 28 – CUPE presentation  
May 30 – Labour Education, Employer Policies  
June 1 – Labour Education, Effective Grievances  
June 3 to 7 – Cascade Region Labour Leadership Initiative, week 1 of 3  
June 11 – United Way/IAFF Local 18 charitable fund  
June 11 – Metro Vancouver Alliance Strategy Team  
June 13 – United Way of the Lower Mainland, Campaign Cabinet  
June 13 – VDLC Executive Board  
June 17 – BC Poverty Reduction Coalition  
June 18 – Battle of Ballantyne Memorial  
June 18 – VDLC Regular Meeting

- 8. CORRESPONDENCE:**       Circulated at the meeting  
*MSC that the correspondence be received and filed for the information of the delegates.*

**9. EXECUTIVE RECOMMENDATIONS:**

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

Subject: Spending Authorizations

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL authorize the following expenditure:

- March On Vancouver, toward costs of “My Body My Choice” march – Donation of \$100.00

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

Subject: Adoption of “A Survival Manual for Workers on Strike or Locked Out”

BECAUSE the document “A Survival Manual for Workers on Strike or Locked Out” has been created as a resource to workers experiencing a labour dispute, based upon and borrowing from a document created by the Labour Resource Centre of Metropolitan Toronto by the same name; and

BECAUSE this document will be a useful resource for workers seeking information and resources during trying times, and will be a good addition to the solidarity work we presently do in support of such workers,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL adopt the document “A Survival Manual for Workers on Strike or Locked Out” and make it available on its website, as well as in print where useful and practicable; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL FURTHER endeavour to continue to update the document so as to maintain its currency and add new services when possible.

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

Subject: Syd Thompson Community Service Award

BECAUSE each year the Vancouver and District Labour Council designates a recipient for the Syd Thompson Community Service Award, which is presented at the United Way Labour Appreciation Dinner; and

BECAUSE brother Victor Elkins, past president of the Hospital Employees' Union, has an exemplary record of service to labour and community going back decades,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL designate Victor Elkins as the 2019 recipient of the Syd Thompson Community Service Award.

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

Subject: BC Human Rights Commission

BECAUSE the BC NDP government has re-established the BC Human Rights Commission, which was disbanded by the former Liberal government; and

BECAUSE the reestablishment of the commission is excellent news for workers, and all those who desire a world wherein the human rights of all are ensured both in law and in practice; and

BECAUSE the BC government has appointed Kasari Govender, executive director of West Coast LEAF, who has extensive background in defending human rights, as the new BC Human Rights Commissioner, the first in seventeen years,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL write to Premier John Horgan thanking and congratulating the BC NDP government for re-establishing the commission and appointing the commissioner; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL FURTHER write to Commissioner Govender congratulating her and expressing the commitment of our labour council to the promotion and expansion of human rights.

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

Subject: The Rights to Fairness – IAMAW Local Lodge 16 Petition

BECAUSE screening officers are subject to an unfair dispute resolution process that is arbitrary and infringes the most basic of principles in labour relations- the right to appeal and the right of unionized workers to union representation; and

BECAUSE International Association of Machinists and Aerospace Workers Local Lodge 16 members have been wrongly and unjustly found in breach of their duties and as a result of the current dispute mechanism, many go without pay for months, putting screeners and their families in a difficult situation; and

BECAUSE Local Lodge 16 has launched a petition to the Canadian Air Transport Security Authority calling for a fair and transparent dispute process located at the airport where the worker is employed,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL support IAMAW Local Lodge 16 in their demands by circulating their petition to affiliates, delegates, and contacts,

posting to social media and the VDLC website, and inviting IAMAW Local Lodge 16 to speak at a future VDLC meeting about their campaign.

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

Subject: Support BC Teachers

BECAUSE the BC Teachers' Federation is currently engaged in collective bargaining with the BC Public School Employers' Association; and

BECAUSE the Employers' Association has brought forward concessionary proposals which could lead to larger classes, less attention to students, fewer resources, and teacher layoffs; and

BECAUSE these proposals also ignore the Supreme Court of Canada ruling which restored collective agreement clauses on class size and composition illegally removed by the former Liberal government in 2002; and

BECAUSE BC teachers are among the lowest paid in Canada and BC students are funded \$1,800 less than the national average; and

BECAUSE the BC government achieved a budget surplus of \$274 million in 2019, despite increased funding to services and social programs; and

BECAUSE education is the best investment we can make as a province, one which serves teachers, students, families, and our economy today and into the future,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL write to Premier John Horgan reminding him of the historic injustices perpetrated against teachers in British Columbia, and the NDP's support for righting these wrongs, which has been a major reason for labour and community support for their government, as well as urging him to direct the BC Public School Employers' Association to come back to the bargaining table with new, non-concessionary proposals which will include more support for students and teachers; and

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL support the BC Teachers' Federation in their ongoing fight for appropriately funded public education and fair compensation and working conditions for teachers.

**10. REPORT OF UNIONS:**

a) CUPE Local 389 – Reported by Cindy McQueen

Local 389 ratified their bargaining proposals for their seven municipal contracts and hope to serve notice in early fall.

North Shore Neighbourhood House's collective agreement expires July 1, 2019. The union is preparing surveys with a view to commence bargaining in the fall.

In K-12 bargaining, they are attempting to negotiate a memorandum of agreement with no concessions. The union walked away from the table a week ago. They are looking at a counter proposal from the employer June 19.

b) ILWU Local 500 – Reported by Joulene Parent

ILWU Canada is working with the employer, the BC Maritime Employers' Association

(BCMEA), on funding for anti-harassment and bullying workshops. The cost is covered completely by the federal government. Jessica Isbister from ILWU Local 502 and Angela Talic from ILWU Local 500 are the administrators on the union's side. ILWU has an equal say in the material that is created.

ILWU was locked out by the BCMEA and shortly after received news of a tentative agreement; members will be voting this week. Hopefully, the ILWU will come to the VDLC at the July meeting with good news.

Today, June 18, marks the 89<sup>th</sup> Anniversary of the Battle of Ballentyne. Pensioner Dave Lomas shared his extensive research and history.

- c) CUPW Local 846 – Reported by Nicholas Aubichon  
Arbitration continues. CUPW testified about negative, non-medical information that Canada Post was providing the insurance provider to enter into members' short-term disability files. The next hearing dates are June 26 and 27, and July 4 and 5. CUPW will present evidence on proposed changes to IoD pay (injury on duty pay because postal workers are federal workers their WCB pay is less than what provincial workers receive), WCB, job security, and contracting out.
- d) UFCW Local 1518 – Reported by Abby Leung  
Attended *Organizing to Win*, a one day boot camp; there were 15 participants from diverse industries. It was a short but powerful training for internal organizing. Some participants have already gone out to employ their new skills organizing.

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

- a) MoveUP – Reported by Annette Toth

*MSC to adopt the reports of committees.*

## **11. COMMITTEE REPORTS: Nil**

### **OTHER REPORTS:**

- a) CLC – Reported by Ron Stipp  
Once the federal house rises, we are basically in campaign mode. The election issues are: universal pharmacare (the Hoskins report calls for a universal pharmacare program, while it doesn't go quite as far in some regards as labour called for and has a longer implementation time, it is good report - the NDP has endorsed it and the Liberals have said "it's interesting"), pension protection, climate action and good jobs, and an inclusive Canada (affordable childcare, immigration, etc.). The CLC is working with affiliates on member-to-member campaigns, outreach, and building the database – it is growing steadily. The writ date keeps moving, but it will be right around Labour Day.

The Labour Day theme is, *A Fair Canada for Everyone*. There won't be new materials produced as it could get caught up in the election legislation.

- b) BC FORUM – Reported by Agnes Jackman  
AGM is June 19 from 9:30 am to 1:00 pm at the UFCW Local 1518 auditorium in New Westminster. BC FORUM's next board meeting is July 16.

BC FORUM has increased its focus on health issues, including de-prescribing, pharmacare, dental care, and home support.

*MSC to receive the other reports.*

**12. UNFINISHED BUSINESS:** Nil

**13. NEW BUSINESS:** Nil

**14. NOTICE OF MOTION:** Nil

**15. GOOD AND WELFARE:**

- A moment of silence held for CUPE Local 391 member Connie Sturgis. Sister Sturgis recently lost her battle with cancer. She was a powerful person that could electrify a room when she spoke.
- Indigenous Peoples Day, June 21, 2019
- Miners' Memorial weekend in Cumberland celebrates workers and their families and calls for a renewed commitment for safe and healthy workplaces. The event also honours Ginger Goodwin, a union organizer who fought for safer working conditions and anti-war advocate. Ginger was assassinated by Dominion police.
- Ginger Goodwin's grave marker was vandalized this past weekend, when the Labour Council has any information on efforts on its repair or replacement it will be passed on to affiliates and delegates. The vandalism does appear to be targeted, based on the nature of the defacing and it was the only marker affected.
- CUPE Local 389 has approved the donation of \$2000.00 to Labour Day to the children's section
- UNITE HERE rally, June 20, 5:00 pm at Rosewood Hotel Georgia everyone is encouraged to support them in their fight for a collective agreement and job security.
- 50/50 Draw to benefit the Solidarity in Action Committee

**16. MEETING ADJOURNED:** *MSC to adjourn at 9:20 pm.*

**17. NEXT MEETING:** [TUESDAY, JULY 16, 2019](#), 7:00 pm,  
Maritime Labour Centre.

Please visit website for event listings and more – [www.vdlic.ca](http://www.vdlic.ca)