



**REGULAR MONTHLY MEETING  
TUESDAY, SEPTEMBER 16, 2014**

- 1. LOCATION:** Maritime Labour Centre, 1880 Triumph Street, Vancouver, BC
- 2. CHAIRPERSON:** 2<sup>nd</sup> Vice President Stephen Von Sychowski
- 3. ADOPTION OF PREVIOUS MINUTES:**  
*MSC that the minutes of the July 17, 2014 meeting be adopted.*

*MSC the regular order of business be changed to have the Executive Recommendations immediately precede Good and Welfare on the agenda and that they begin no later than 8:30 pm.*

**4. CREDENTIALS:**

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

BCGEU Local 103

Jerry Basi (A)\*

Angelo Stradiotto \*

BCGEU Local 303

Mike Clarke \*

BCGEU Local 503

Keith Stone \*

Chris Younie \*

COPE Local 378

Annette Toth

CUPE Local 391

Gerard Batty

Jane Curry

Sarah Hall (A)

Gary Jarvis \*

Vania Tse (A)

Mark Whittam \*

Alex Youngberg \*

CUPE Local 1004

Kyla Epstein

Andrew Ledger

CUPE Local 2950

Maria Beck Buttedahl

Nancy Forhan \*

Susanne Lester \*

Shehnaz Motani \*

Karen Ranalletta \*

Kevin Shillitto \*

Harry Young

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

## **5. GUEST SPEAKER:**

### BCTF Representatives – Jack McDermott, Sylvia Metzner, and Heather Allison

Brother McDermott is a staff representative at the BCTF and was a teacher for 25 years in Vancouver. On behalf of the BCTF he thanked the labour council for the support through their bargaining and strike. A tentative deal was reached at 4:00 am, September 16 with some final details still being worked out. At the time of the meeting, members still had not voted on the proposed agreement so details were not yet public. The victory is that all concessions came off the table, especially Employer demand #80 which would have taken class size and composition off the table. An education fund is being set up which will mean hundreds of new teaching jobs. The agreement includes nominal wage increases but it is front end loaded which will help as well as monies for past grievances, most regarding class sizes. They have also secured prep time for elementary school teachers and improvements to extended health benefits. Despite the many diverse situations that picketers found themselves in, there were minimal to no confrontations. They cannot thank the VDLC, affiliates, and friends enough for the support. It will not be forgotten.

Membership will be voting to ratify on September 18, pickets will stay up through that process.

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

Joey Hartman reported on VDLC activities since the July 15, 2014 meeting.

### Political Action – Municipal Elections

The Multi-Union Vetting Committee met July 23, August 18, and September 10 to develop their recommendations around which candidates the VDLC should endorse for municipal election on November 15, to be voted on during an in camera session at this September 16 VDLC meeting.

Thanks to the appointees from CUPE, BCGEU, COPE 378, UFCW 1518, IUOE 115, CUPW, TSSU, UA Plumbers 170, and Unifor for their hard work on this effort.

### Labour Law Classes and other VDLC Education

Bullying and Harassment has been rescheduled to November 8 and 9, and Legal Research moved to February 5. A full Spring Program will be developed over the next while.

### Metro Vancouver Alliance

Delegates from MVA member organizations meet on September 17 to vote on the specific “asks” around the issues of poverty, social isolation, transit, and housing. Once ratified, they will be the focus for the October 9 municipal election assembly. About 1,000 delegates from 50 organizations are expected to attend and municipal candidates are being invited. VDLC delegates are invited to sign up and attend as part of the VDLC group.

### Protein for People

The September 25, 2014 Protein for People event has been postponed until further notice. The planned location is Queen Alexandra Elementary School. The uncertainty of the strike made planning and promotion difficult, so the decision was made to wait until the dispute is resolved and school staff able to participate. A new date will be chosen with the understanding that the school gymnasium is available.

### Bangladesh - Rana Plaza Disaster

Sister Hartman authorized the inclusion of the VDLC as a signatory to an open letter to the Canadian government regarding Bangladesh. It is consistent with a VDLC resolution after the Rana Plaza collapse, in which over 1,100 Bangladeshi garment workers were killed and approximately 2,500 injured. The letter urges the Canadian government to encourage Canadian companies sourcing apparel products from Bangladesh to contribute to the Rana Plaza Donors' Trust Fund, irrespective of whether they used a factory in Rana Plaza and also asks the government match Canadian contributions.

### Website

The new VDLC website is finally up and running. Affiliates are encouraged to send items to post on the website that would be of interest to others.

### Per Capita Increase

The VDLC per capita will increase by one cent effective October 1, 2014 bringing it to \$0.47 cents per member per month.

### BCTF

News that the BCTF and government had reached a tentative agreement at 4:00 am September 16 was received with great relief. The agreement will be voted on by teachers on September 18. The VDLC had promoted and participated in ongoing support activities related to the BCTF strike.

### Labour Day

Thanks to Stephen Von Sychowski and Erin Searle for volunteering at the joint VDLC and NWDLC table for Labour Day. The September 1 event was held at Swangard Stadium with music by Trooper. There were over 40 booths and about 3,500 participants.

### CLC Conference Calls – Hassan Yussuff

One commitment made by CLC president Hassan Yussuff was to improve support and communications with labour councils. Accordingly, Brother Yussuff has begun quarterly regional telephone conferences. The leadership of each labour council is invited to participate.

### *MSC to adopt the report*

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

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

a) FPSE Local 15 – VCC Faculty Assoc. – Repoorted by Frank Cosco

Since late 1960's, ESL for adult immigrants and citizen students has been an integral part of the BC post-secondary system. Students were funded in similar ways to other programs; vocational, careers, university transfer, and adult basic education. All colleges and teaching universities had this publically funded programming. VCC's location led it to develop ESL as a specialty. It had one of the largest programs in Canada, at its highpoint with over 3000 students a semester and over 200 unionized faculty jobs. As of 2014, the federal government is pulling back its transfer payment that BC governments had secretly used for this programming. BC is currently saying it won't fund any programming itself, which to the union's understanding, makes it the only province to take this extreme position. FPSE Local 15 and sister locals are fighting this stance. It is the biggest cut ever in BC post-secondary; the union has lost over 40 teaching jobs and there are 70 under notice of lay-off in December.

Adult education is an obligation of the provincial government. It is unprecedented for the provincial government to stop supporting a fully-subscribed program. It would not happen to a mainstream program. It amounts to discrimination against this group of students (mostly new immigrants) who need comprehensive ESL education.

- b) CUPW – Reported by Fruma Sloan & Rebekah Mahar  
Canada Post has posted profits for this last quarter putting a lie to the argument that they need to gut door-to-door delivery. The Vancouver local of CUPW has supported the locked-out workers at Ikea by not allowing a memorandum of agreement to deliver Ikea catalogues. Canada Post has sent the catalogues through addressed packaging, CUPW asks recipients to put a slash through the address and write “refused” and throw it back in the any mailbox.

CUPW members are feeling the pressure of 10,000 workers being cut nationally, tech changes taking place with minimal notice to membership, hearing about cuts to door-to-door delivery two weeks before last Christmas via the CBC business report, talk of lock-outs, two-tiered wage systems – members are breaking down. Union morale is low, to remedy that, the union has organized a solidarity barbeque, Saturday, September 20 at Rocky Point Park.

- c) ETEA Local 1 – Reported by Charles Boylan  
Thursday, September 11 at their AGM, in support of the BCTF, ETEA Local 1 unanimously passed a resolution to force the government to increase investments in public education, K to 12. It also called on FPSE to make a contribution financially to the teachers which FPSE announced on September 10 and approved September 11 for a sum of \$100,000.

The set back at Local 1’s last round of collective bargaining where a number of concessions were accepted gave rise to a Section 12, now making its way through the Labour Relations Board.

The ETEA organizing committee is preparing to launch a new organizing drive. The committee looks to the BC Fed and affiliates to help organize the private education sector, ESL, trades and skills colleges, as well as private K-12 teachers, of whom only a small minority are unionized at this time.

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

- a) ILWU Local 500 – Reported by Rob Ashton
- b) CUPE Local 15 – Reported by Leanne Toderian
- c) CUPE Local 391 – Reported by Gerard Batty
- d) CUPE Local 1936 – Reported by Michael Lanier

*MSC to adopt the reports of unions.*

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

- a) Women’s – Reported by Fruma Sloan  
International Women’s Day Dinner, Friday, March 6, the guest speaker is Alexa Conradi, President of the Federation of Women of Québec, an organization which promotes and defends the interests and rights of women to fight against all forms of violence, discrimination, marginalization, and exclusion. Reserve your tickets early.
- b) Solidarity in Action – Reported by Stephan Von Sychowski

Teamsters Local 213 and Ikea are back at the bargaining table, which is hopeful. Despite mixed outcomes at the labour board – Ikea was found to be bargaining in bad faith, by essentially trying to bribe Teamsters members into crossing the picket line and returning to work. However, the LRB also found that Ikea wasn't bargaining in bad faith by refusing to dispel the scabs currently working in the store should an agreement be reached. Teamsters representative Anita Dawson will keep the labour council posted.

*MSC to adopt the reports of committees.*

**OTHER REPORTS:**

a) CLC – Provided by Ron Stipp

Labour Day was very successful, with approximately 3,500 people attending and a variety of booths, labour, political parties, community organizations, and more.

Municipal elections are gearing up across the country. In Winnipeg, it looks very good for the election of a progressive mayor, the first in a long time. There are a number of progressive mayors and councils across the country.

The federal election is coming, approximately this time next year. The CLC is starting their federal election work in October 2014, and focussing on 4 issues: jobs (includes the temporary foreign worker program), childcare, healthcare, and retirement security. Policies developed around these issues will go out to affiliates and labour councils. This will likely culminate in a political action conference in the spring.

Harrison Winter School draft schedule is available. Courses filled up quickly last year and they had to turn people away, so please register early.

**10. UNFINISHED BUSINESS:** NIL

**11. NEW BUSINESS:** NIL

**12. NOTICE OF MOTION:** NIL

**13. EXECUTIVE RECOMMENDATIONS:**

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

Subject: Spending Approvals

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL approve the following expenditures:

- United Way of the Lower Mainland – Labour Appeal – donation of \$200.00
- Street2Peak Britannia Alternative Program to climb Kilimanjaro – donation of \$100.00
- Our Times Magazine – 2 year subscription renewal at a cost of \$70.00
- Rabble.ca – donation of \$100.00
- CCPA National – donation of \$100.00
- COPE Evening Kshama Sawant – purchase 2 tickets at a cost of \$150.00

b) *MSC that the Vancouver and District Labour Council endorse COPE event, An Evening with Kshama Sawant, Saturday, September 27 at 7:00 pm at the Maritime Labour Centre.*

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

Subject: Continued Support for BC Teachers' Federation (BCTF)

BECAUSE the BCTF needs the full support of the labour movement in its efforts to conclude bargaining with a fair settlement that addresses outstanding issues, including class size and composition; and

BECAUSE BCTF has offered mediation and then binding arbitration as a means to resolve this dispute, only to have the government refuse to cooperate,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL continue to provide solidarity and participate in support actions for the BCTF designed to assist in reaching a resolution to this dispute that began in June.

d) *Moved and seconded that the following recommendation be adopted:*

Subject: BC Federation of Labour Convention Resolutions

BECAUSE certain resolutions adopted by the VDLC since the November 2012 BC Federation of Labour convention have province-wide significance; and

BECAUSE the VDLC is entitled to submit resolutions to the 2014 BC Fed convention, which has a resolution submission deadline of September 26,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL submit its resolutions adopted between November 2012 and July 2014 on the following subjects for the 2014 BC Federation of Labour convention, as modified to retain the intent but be applicable for the BC Fed (see attached):

- Poverty Reduction
- Bangladesh Rana Plaza disaster and the Accord on Fire and Building Safety
- Defense of Medicare – Brian Day British Columbia court challenge

*MSC to amend the list of resolutions to send to the BC Federation of Labour Convention to include a motion in support of CUPW and the opposition to the cuts to the postal service.*

*MSC that the main motion as amended be adopted. The adopted resolution reads:*

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL submit its resolutions adopted between November 2012 and July 2014 on the following subjects for the 2014 BC Federation of Labour convention, as modified to retain the intent but be applicable for the BC Fed (see attached):

- Poverty Reduction
- Bangladesh Rana Plaza disaster and the Accord on Fire and Building Safety
- Defense of Medicare – Brian Day British Columbia court challenge
- Save Canada Post - Stop the Cuts

- e) *MSC that the following recommendation be adopted for submission by the VDLC to the 2014 BC Federation of Labour Convention:*

Subject: Additional BC Federation of Labour Convention Resolution Re: \$50.00 Loan

BECAUSE the Vancouver and District Labour Council, which celebrated its 125<sup>th</sup> Anniversary on November 21, 2014, loaned the founding BC Federation the sum of \$50.00 in 1909 in order to assist with start-up costs of the new province-wide labour central; and

BECAUSE this \$50.00 loan assisted in creating a strong provincial federation of labour, bringing together unions throughout British Columbia to advance workers' rights, compensation, health and safety, equity, and numerous other issues for our common good; and

BECAUSE there is no record of this loan ever being repaid, which in 2014 is calculated as an outstanding debt of \$9,190.19, including compounded interest,

THE BC FEDERATION OF LABOUR WILL graciously accept the Vancouver and District Labour Council's forgiveness of this \$9,190.19 debt in the spirit that the original \$50.00 loan was issued in 1909; that is, the spirit of solidarity, collaboration, and a desire for a strong and effective labour movement in British Columbia.

- f) *MSC that the Vancouver and District Labour Council support the following resolution submitted by CUPE Local 391 and forward it to the BC Federation of Labour Convention:*

Subject: Pay Equity Legislation

BECAUSE pay equity legislation recognizes wage discrimination is systemic and not an individual problem.

Pay equity legislation combines human rights with labour and employing organizations to seek comprehensive solutions proactively rather than by individual complaint. Without legislation, there are no incentives for employers to provide comprehensive pay equity.

THE BC FEDERATION OF LABOUR WILL lobby the provincial government to enact pay equity legislation, including compensation based on skills, effort, responsibility, and working conditions.

- g) *MSC that the Vancouver and District Labour Council support the following resolution submitted by CUPE Local 391 and forward it to the BC Federation of Labour Convention:*

Subject: Library Funding

BECAUSE cuts to the Ministry of Advanced Education, Innovation and Technology have added further pressure on libraries, which now have to try and provide greater technology training, career and job search skills to 360 communities across the province.

Libraries provide outreach and educational services in urban, rural and remote communities regardless of individual socio-economic status.

Supporting libraries means supporting communities. Funding must not come solely from municipal governments but must also come from annual per capita operating grants from the provincial government.

THE BC FEDERATION OF LABOUR WILL lobby the provincial government to restore library funding back to at least 17.8 million annually from the current stagnant level of 14 million annually it has been since budget cuts in 2009; and further

THE BC FEDERATION OF LABOUR WILL lobby to restore the provincial budget line for public libraries as separate from the general education line of the Ministry of Education.

- h) *Moved that the Vancouver and District Labour Council support the following resolution submitted by CUPE Local 391 and forward it to the BC Federation of Labour Convention:*

Subject: Outsourcing, Volunteerism, and P3s

BECAUSE outsourcing does not guarantee work will remain local and often leads to unemployment, underemployment, precarious work, and/or underpaid employment in the provincial economy.

Volunteerism often means work experience gained at the cost of doing union work.

Public Private Partnerships (P3s) cut union jobs and contribute to the degradation of quality and safety of work performed.

THE BC FEDERATION OF LABOUR WILL lobby the provincial government to protect union work from outsourcing and volunteerism, and public private partnerships.

*Moved and seconded to amend the motion to remove public private partnerships from the resolution. Motion defeated.*

*MSC that the motion be withdrawn*

- i) *MSC that the Vancouver and District Labour Council support the following resolution submitted by CUPE Local 391 and forward it to the BC Federation of Labour Convention:*

Subject: Precarious Workers

BECAUSE precarious workers (on call, auxiliary, and casual) are an ever-increasing portion of unionized labour, often not by choice.

Availability of work and opportunities for advancement are often dependent on shrinking government and employer budgets.

Precarious workers often do not receive the same benefits or access to advancement as their full time counterparts in the same or similar positions.

THE BC FEDERATION OF LABOUR WILL lobby provincial and municipal governments to advocate for greater job security, working hours and benefits, and working conditions for precarious workers

- j) *MSC that the following resolution submitted by ILWU Local 400 be adopted and forward it to the BC Federation of Labour Convention:*

Subject: CETA

BECAUSE the European Union and Canada have completed negotiations on a free trade agreement known as CETA and have done so behind closed doors and have not consulted any trade unions or the Canadian Labour Congress.



BECAUSE the CETA agreement will have an immediate and profound effect on workers in the transportation sectors across Canada, and at page 282 International Maritime Transport Services EU Canada, these articles spell out the end of Canadian cabotage for European flagged or owned vessels operating in Canadian domestic trade.

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL go on record opposing the maritime provisions of CETA and work with Canadian transportation unions to mitigate the worst effects of CETA on Canadian maritime and transportation workers.

*MSC that the VDLC Regular Meeting go in-camera.*

k) *Moved and seconded that the following recommendation be adopted at an in-camera session of the regular meeting:*

Subject: Municipal Candidate Endorsements for the November 15, 2014 Elections

BECAUSE the VDLC participates in the political action program of the Canadian Labour Congress, including a process to vet and endorse candidates seeking municipal election in the VDLC jurisdiction (Vancouver, City of North Vancouver, District of North Vancouver, Richmond, and Electoral Area A); and

BECAUSE the VDLC process for candidate recommendations has been carried out in accordance with a resolution adopted by the VDLC in November 2013 which included the following:

- Regardless of whether candidates are running as independents or as part of a political party, the VDLC will vet candidates individually vs. approval of a slate.
- The VDLC will not endorse more candidates than there are positions.
- The VDLC will only consider endorsing candidates who request it.

BECAUSE the recommendation process was conducted by a Multi-Union Vetting Committee made up of representatives appointed by ten (10) VDLC affiliated unions, who reviewed candidate survey responses, sought clarification, conducted research, and consulted with their union leadership for direction before determining recommendations,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL approve the following candidates (incumbents in bold font) for VDLC endorsement in the November 15, 2014 municipal elections as recommended by the Multi-Union Vetting Committee:

**VANCOUVER**

- 1 mayor and 10 council
- 9 school board trustees
- 7 park board commissioners

VANCOUVER Mayor (1)

<b>Gregor Robertson</b>	Vision
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VANCOUVER Council (10)

<b>Geoff Meggs</b>	Vision
<b>Andrea Reimer</b>	Vision

<b>Tony Tang</b>	Vision
<b>Heather Deal</b>	Vision
Niki Sharma	Vision
<b>Tim Stevenson</b>	Vision
<b>Raymond Louie</b>	Vision
<b>Kerry Jang</b>	Vision
RJ Aquino	OneCity
Gayle Gavin	COPE
ALTERNATE – Audrey Siegl	COPE

**VANCOUVER SCHOOL BOARD (VSB) (9 trustees)**

<b>Patti Bacchus</b>	Vision
<b>Ken Clement</b>	Vision
Joy Alexander	Vision
<b>Mike Lombardi</b>	Vision
<b>Allan Wong</b>	Vision
<b>Rob Wynen</b>	Vision
<b>Cherie Payne</b>	Vision
Jane Bouey	Public Education Project
Gwen Geisbrecht	Public Education Project
ALTERNATE – Kombii Nanjalah	COPE

**VANCOUVER Park Board (7 Commissioners)**

Naveen Girn	Vision
<b>Trevor Loke</b>	Vision
Sammie Jo Rumbaua	Vision
Coree Tull	Vision
Catherine Evans	Vision
Brent Granby	Vision
Anita Romaniuk	COPE
ALTERNATE – Urooba Jamal	COPE

**SCHOOL DISTRICT FRANCOPHONE (BC WIDE but Vancouver seat)**

Roger Leroux	Independent
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**CITY & DISTRICT OF NORTH VANCOUVER**

- 1 mayor and 6 council EACH
- Combined school board – 7 trustees (4 from District, 3 from City)

**CITY OF NORTH VANCOUVER MAYOR**

<b>Darrell Mussatto</b>	Independent
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**CITY OF NORTH VANCOUVER COUNCIL**

Holly Back	Independent
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<b>Craig Keating</b>	Independent
Kathy McGrenera	Independent

**DISTRICT OF NORTH VANCOUVER COUNCIL**

Jim Hanson	Independent
John Sharpe	Independent

**NORTH VANCOUVER SCHOOL BOARD - 7 trustees**

<b>Cindi Gerlach</b>	Independent (District of North Vancouver)
Pam Costanzo	Independent (District of North Vancouver)
Tanya Lahulak	Independent (City of North Vancouver)
Heather Skuse	Independent (District of North Vancouver)

**RICHMOND**

**RICHMOND SCHOOL BOARD**

Jack Trovato	Richmond Citizens Association
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*Moved and seconded to amend the resolution to replace RJ Aquino with Audrey Siegl for Vancouver City Council and to make Aquino the Alternate.  
Motion Defeated*

*MSC main motion (37 in favour, 17 opposed)*

*MSC that the VDLC regular meeting move out of camera.*

**14. GOOD AND WELFARE:**

- 50/50 Draw to benefit the Solidarity in Action Committee and their work to support Teamsters Local 213 members locked-out at Ikea Richmond

**15. MEETING ADJOURNED:** *MSC to adjourn at 9:30 pm.*

**16. NEXT MEETING:** **TUESDAY, OCTOBER 21, 2014**, 7:30 pm,  
Maritime Labour Centre, 1880 Triumph Street.

**Pizza Educational**  
**Bread & Roses: a visual & musical history of women in labour**  
**with Joey Hartman & the Re:Sisters**  
**Tuesday, October 21**  
**6:00 pm**