



# VANCOUVER and DISTRICT LABOUR COUNCIL



March 8, 2021

The Honourable Filomena Tassi, MLA  
Minister of Labour  
House of Commons  
Ottawa, Ontario K1A 0A6

VIA Email: [filomena.tassi@parl.gc.ca](mailto:filomena.tassi@parl.gc.ca)

Dear Honourable Minister Tassi,

We write today in regard to the ongoing strike of technician workers at Ledcor (LTS Solutions Ltd.), or “LTS”, in British Columbia. Two hundred and thirty eight workers at LTS were granted automatic certification with the International Brotherhood of Electrical Workers Local 213 (IBEW Local 213), in August of 2017.

These workers are predominately engaged in installation, servicing and maintenance work for Telus. Following the refusal of LTS to bargain a first collective agreement in good faith, the workers voted to strike. The strike began on September 30, 2019 and has continued to the present day.

Unfortunately, during this period, LTS has attacked the working conditions of their newly unionized workers and engaged in a campaign targeting IBEW Local 213 members for termination. Today, out of 238 workers who originally comprised the bargaining unit, only about 70 remain employed. While the union has referred these matters to the CIRB and arbitration accordingly, this has had little effect on the anti-union tactics of this deep-pocketed employer.

The bargaining position of LTS leaves monetary items to management discretion and provides for no bargaining unit protections. If accepted, such an agreement would give the employer a free hand to replace union members with sub-contractors in order to circumvent the workers’ choice to unionize. The union’s counteroffer was rejected outright by LTS.

Workers have the Constitutional right to join a union of their choice. These workers exercised that right and have faced firings, a company-led decertification campaign, replacement by scab labour, and a refusal to bargain in good faith. They have now waited more than three years for their first collective agreement. That this can occur points to serious weaknesses in the Canada Labour Code which must be addressed in order to ensure effective access to the right to join a union.

Pg. 2/...



There is presently little to motivate a stubbornly anti-union employer to respect the Constitutional right of workers to form a union, or to collectively bargain in good faith, under the Code as it currently stands. With no threat of binding arbitration, and no anti-scab legislation the effectiveness of job action is weakened. This, combined with the vast resources at the disposal of LTS and similar telecommunication companies, threatens to reduce these fundamental rights to mere words on paper for workers in this industry.

We are therefore calling on you to respond to the urgent request of IBEW Local 213 to direct the CIRB to set terms and conditions for a first collective agreement between IBEW Local 213 and LTS as per section 80 (1)-(4) of the Canada Labour Code. We further call on the Federal Liberal government to take immediate steps to strengthen the Canada Labour Code to ensure that the Constitutional rights of workers, which have also been confirmed in decisions by the Supreme Court, cannot be trampled by unscrupulous anti-union employers. Among such reforms must be long overdue federal anti-scab legislation ensuring a fair playing field in future labour disputes.

Thank you for your time and attention to this important issue.

Yours Sincerely,



Stephen von Sychowski  
President, Vancouver & District Labour Council



Janet Andrews  
Secretary-Treasurer, New Westminster & District Labour Council

cc: VDLC Executive

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