



**REGULAR MONTHLY MEETING
TUESDAY, FEBRUARY 15, 2022**

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.

Truth and Reconciliation Commission – Calls to Action

Child Welfare

3. We call upon all levels of government to fully implement Jordan's Principle.

Jordan's Principle is a **child-first principle** that aims to eliminate service inequities and delays for First Nations children. Jordan's Principle states that any public service ordinarily available to all other children must be made available to First Nations children without delay or denial.

Jordan's Principle is named in the memory of Jordan River Anderson. He was a young boy from Norway House Cree Nation in Manitoba.

1. **LOCATION:** ZOOM Video Conference – 7:00PM
2. **CHAIRPERSON:** 1st Vice President Bal Sandhu
3. **NOTICE OF VDLC POLICY ON HARASSMENT:** Circulated prior to meeting
4. **ADOPTION OF MEETING AGENDA**
M/S/C that the agenda of the February 15, 2022 Regular meeting be adopted.
5. **ADOPTION OF PREVIOUS MINUTES:**
M/S/C that the minutes of the January 18, 2022 Regular meeting be adopted.
6. **NEW CREDENTIALS:**

<p><u>CUPE Local 389</u> Yvette Mercier Kolton Smith Dinesh Kapoor Jack Perrault Dawn Gabert</p>	<p><u>VESTA Local 39-1</u> Eric Proulx (Alt)</p>
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IATSE Local 938 – Canadian Animation Guild
Eduardo Pedreira
7. **OBLIGATION OF NEW DELEGATES**

8. GUEST SPEAKERS: Kennedy Stewart, Mayor of the City of Vancouver

Presentation available on request.

9. EDUCATIONAL: NIL

11. PRESIDENT'S REPORT:

President Stephen von Sychowski reported on activities since the January 2022 meeting.

“Freedom Convoy”

You are all no doubt aware of the so-called “Freedom Convoy” which has occupied Ottawa for several days now. The convoy claims, falsely, to represent truckers. In fact, it is organized by far-right, white supremacist groups who are utilizing the pandemic as an opportunity to build the ranks and fill their coffers. Earlier this month a similar convoy attempted to travel from Langley to Vancouver and was blocked by residents who took collective action and said “not in our city”. The next convoy will happen this Saturday and will travel from Langley to Burnaby. Organizing is underway in response, and I am involved on behalf of the council with the Executive’s blessing. We should encourage working together to do what they can to counter the hate that is being promoted by this movement, to support frontline workers, and keep everyone in our communities safe.

Political Action

Our candidate surveys have now been issued to incumbents across our District, as well as to Vancouver parties for completion by new candidates. Responses have come in from across the North Shore and have been reviewed and shortlisted by the Vetting Committee. Interviews are being scheduled. We still need to look at Richmond incumbents as well.

We are in the process of planning our campaign activities for this election. Your affiliates will be hearing from us shortly regarding plans for a member-to-member campaign, and how they can help. Separately from this we will also look at some public facing election advertising.

Labour Education

Our Labour Education program is live for registrations and doing well. Please share with your members and other networks.

Black History Month

On February 9 and 16 we are co-hosting two events for Black History Month with NWDLC and the National Congress of Black Women Foundation.

Through our presentations and resources, we hope to encourage you to look for the truths, find the facts and face the feelings. We have the opportunity to recognize history and work towards a more diverse and inclusive society.

Part 1 – February 9, 2022 – 7:00PM

Join moderator Alicia Fahrner and speakers Candace Knoll (Racism is a Virus), and Parker Johnson (Anti-Racism, Respect and Inclusion at Work).

Part 2 – February 16, 2022 – 7:00PM

Join moderator Alicia Fahrner and speakers Parker Johnson (Systemic Racism and Intersectionality) and Candace Knoll (Dismantling and Challenging Racism).

Labour Disputes

Unite Here Local 40 has been continuing their campaign to demand that hotels allow their workers to return to their jobs as business picks up again. You can sign up to volunteer on the Local 40 website.

Labour disputes between IBEW 213 and Ledcor (LTS), as well as Unite Here Local 40 and Metrotown Hilton/Pacific Gateway are still ongoing.

Just Transition

I have continued to attend meetings to discuss the possibility of establishing a Just Transition Council in the Metro Vancouver region, hosted by the Vancouver Economic Commission. The meetings have been very productive, and this work appears to be moving forward with an anticipated launch near the end of the year.

Downtown Eastside Joint Union Committee

Our DTES Joint Union Committee held its first meeting of 2022, and also met with Attorney General/Minister David Eby to discuss a range of concerns shared by workers in that part of the city. One of the priority issues raised was the fact that many workers in health care and related services are exiting, or considering exiting, their professions as a result of the strains of the COVID-19 pandemic. We noted that government can do a lot to help reduce these strains.

International Women's Day

The Women's Committee is going virtual again this year for their IWD event. I think this is the right decision given how soon March is, and the current COVID situation. The event will take place on Tuesday March 8, at 7:00pm. The topic will be Truth and Reconciliation. More information coming soon.

May Day

The Anti-Racism Committee will be organizing an event on May 1st, stay tuned for details.

Labour Day

We will try for an in-person event this year, COVID allowing, at Trout Lake Park. If we are not able to proceed then we will move online. The hope is that we can have sizeable outdoor event with distancing and precautions in place and can offer some entertainment, and a space for people to reconnect after a couple of years of pandemic.

Events Attended / Dates of Note

January 19 – BC Federation of Labour Precarious Work Working Group

January 20 – CLC Municipal Working Group

January 20 – Volunteering with Unite Here Local 40

January 20 – Anti-Racism/Solidarity with China's Workers meeting

January 24 – Meeting re: Anti-Vax movement & far right

January 25 – Downtown Eastside Joint Union Committee

January 25 – CLC Labour Council check-in
January 26 – Community Coordinated Response Network
January 26 – Vancouver Economic Commission – Just Transition Council follow up
January 26 – Speaking at Vancouver City Council re: Making Home
January 27 – Master Trade Union Group Employer’s Council meeting re: collective bargaining
January 27 – Volunteering with Unite Here Local 40
January 27 – Trade Unions for Energy Democracy
January 31-February 4 - Vacation
February 7 – Just Transition Council Working Group
February 7 – Meeting re: municipal election
February 7 – Black History Month event planning meeting
February 8 – Counter protest organizing meeting
February 9 – Community Coordinated Response Network
February 9 – Vetting Committee
February 9 – Black History Month - Facing Facts and Finding Feelings (Pt. 1)
February 10 – Executive Board
February 10 – Meeting with Coalition of Progressive Electors
February 10 – Meeting with Green Party of Vancouver
February 10 – Counter protest organizing meeting
February 11 – BCFED Political Action Committee
February 14 – Downtown Eastside Joint Union Committee meeting with Minister/Attorney General David Eby
February 14 – Political Action Committee
February 15 – Peninsula Working Group
February 15 – Regular meeting

M/S/C to adopt President’s report.

12. TREASURER’S REPORT:

Treasurer Stefan Nielsen reported on financials since the January 2022 meeting.

M/S/C to adopt the Treasurer’s Report.

13. CANADIAN LABOUR CONGRESS REPORT:

Ron Stipp reported on the Canadian Labour Congress since the January 2022 meeting.

On the CLC website we have done a couple of releases on the Freedom Convoy. There was a counter protest on the weekend in Ottawa and there were a number of union leaders and CLC folks who stopped the big semi’s from moving into the downtown area. It’s been tough as our national office is in Ottawa. I was pleased to hear that at the Pacific Hwy. here that things have cleared up.

Our number one priority will be local government or municipal and school board elections in October. We’ll be doing candidate training, the endorsement process has started and we’re working all of the labour councils around the province to start this process.

Just a bit of a report on the federal side of things. Not much is happening in the House of Commons or the Senate at the moment. What they are talking is Bill C-11, which is the online streaming act. We have done submissions about this and it should be done in the not

so distant future. We are really pushing the government and others on anti-hate legislation and we're hoping that we see something concrete in the next few weeks. Another very important one is Bill C-225 which is a private members bill around pension protection. It is to strengthen pension protection for workers.

We have three priorities that we are looking at. We'll be launching on International Women's Day, or around IWD, a Care Campaign. It will be focused on health issues, Pharmacare, Disability's and Pensions. Expect the launch around this day and we'll be asking folks to participate at the local level. Strengthening EI is coming up with this parliament. Consultations are under way. We hope to see progress here as well as on climate change and Just Transition. One little surprise that we've heard through the grapevine is that there is anti-scab legislation at the federal level. There was legislation proposed a long time ago and was killed by the then Liberal government and never came forward. This time the government is asking us for help this time around.

We've delayed the member of parliament lobby until sometime mid to late March just because some of the things around anti-scab legislation but also due to our Care Campaign once we launch that. IWD, Day of Mourning and Labour Day are coming up.

M/S/C to adopt the Canadian Labour Congress Report.

14. CORRESPONDENCE: Circulated prior to the meeting.

M/S/C that the correspondence be received and filed for the information of the delegates.

15. EXECUTIVE RECOMMENDATIONS:

a) *M/S/C that the following recommendation be adopted:*

Subject: Incumbent Endorsement Recommendations – City of Vancouver

BECAUSE the Vancouver and District Labour Council is united in its objective to elect progressive, worker-friendly candidates to all positions in the 2022 municipal election; and

BECAUSE the Council is now in the process of carrying out its endorsement process, beginning with consideration of previously endorsed candidates, followed by other incumbents and finally new candidates; and

BECAUSE this Fall, the Vetting Committee has interviewed and reviewed all previously endorsed incumbents, and formulated recommendations which have since been approved by the Political Action Committee and Executive Board,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL adopt the recommendation of the Vetting Committee to re-endorse the following candidate in the City of Vancouver:

Vancouver School Board
Jennifer Reddy

16. REPORT OF UNIONS:

Donald Grant, President – CUPE Local 8911

CUPE Local 8911 continues an extensive and significant government relations and public relations campaign. Our **Seconds Count Campaign** has over 9000 signatures calling on local governments to make a concentrated effort to execute some key findings of a report commissioned by E-Comm from the firm Price Waterhouse Coopers:

- The report calls for the immediate addition of 125 full-time equivalents (FTE) staff, even maximizing the efficiencies outlined in the report as alternate options to adding staff, and the authors concede that no less than 45 additional FTE's are needed in a best-case scenario.

We called on local governments to urgently take three actions:

- That E-Comm receive an immediate financial infusion from all its municipal partners to right-size operations, consistent with the staffing recommendations laid out in the Price Waterhouse Coopers report commissioned by E-Comm;
- That the funding formula for E-Comm be reimagined so that it better reflects inflationary realities of operations and creates room to pre-empt a crisis; and
- That E-Comm receives the appropriate oversight and leadership to ensure that it is adequately funded and able to deliver 9-1-1, police, and fire call-taking and dispatch services.

Culminating recently in January 2022, a motion was presented to Vancouver City Council titled **“Ensuring the Health of E-Comm and the Stable Delivery of Emergency Services for the Public and Residents,”** submitted by Councillor Sarah Kirby-Yung. This motion was passed unanimously as an important step to fixing E-Comm and preparing for Next Generation 9-1-1.

We continue to undertake efforts to gather community support for our **Seconds Count Campaign**. The **BC Federation of Students** recently endorsed our campaign, and we have plans to build and develop relationships with more community organizations.

At the end of 2021, we received good news that the E-Comm Board of Directors had approved a historic lift in E-Comm's budget to the tune of \$10M. The increase in budget is an essential first step, but we continue to wait for this new money to come online. Steps need to be taken urgently to increase staffing levels in advance of the peak summer months. In 2022, we surveyed our members to identify the improvements to existing workplace conditions that would have the largest impact on them. Based on their responses, we are calling for:

- Immediate and concrete steps to increase staffing levels, to reduce wait times and create more frontline operational leadership positions to support new and existing staff in delivering high-quality and professional emergency services.
 - 49% of members say their workload has worsened since 2021's heat dome, and 44% say it has remained the same.
- Immediate increases in pay, incentives, and benefits for all staff, to ensure that E-Comm is a competitive employer that recruits and retains the best emergency communications professionals in Canada.
 - E-Comm wages are not competitive with similar organizations. Pay is 7% higher for Metro Vancouver Transit Police Call Takers (1), 39% higher for Burnaby Fire Dispatchers (2), and 29% higher for City of Vancouver IT Desktop/Field Support Specialists (3).

- Immediate provision of more mental health coverage and psychological support for all employees, to help them cope with the increasingly stressful work environment and prevent the alarming increase in occupational stress injuries at E-Comm.
 - 86% of members are either unsure or do not believe that E-Comm has a strategy to address and improve workplace mental health.
 - 138 members reported that understaffing had worsened their mental health, and 176 said they now work in a more stressful work environment.
- Urgent provision of trauma-informed resiliency, psychological safety, intercultural competency, cultural safety, conflict resolution, human rights, and anti-racism training to all E-Comm employees, including management, for 2022 and beyond.
 - 47% of members, when taking into account their physical, emotional, and mental health, feel safe on the job less than half the time, rarely, or never.

We thank everyone that has supported our campaign <https://www.ecpbc.ca/secondscount/> and given us support as we battle through these seemingly insurmountable challenges. It is through solidarity and our collective strength that we continue to move forward towards better days. We hope that this new funding will be immediately invested in the people of E-Comm and positions the emergency communications professionals of E-Comm at the centre of the organization's recovery.

- (1) Metro Vancouver Transit Police Call Taker Job Posting \$30.46-36.57 (2021 rates) compared to E-Comm and CUPE 8911 Collective Agreement Call Taker \$29.10-34.23 (2021 rates)
- (2) IAFF 323 and City of Burnaby Collective Agreement \$51.71 4th year (2021 rate) compared to E-Comm and CUPE 8911 Collective Agreement Dispatcher \$37.12 Step 4 (2021 rate)
- (3) CUPE 15 and City of Vancouver Collective Agreement \$37.97-44.83 (2019 rates) compared to E-Comm and CUPE 8911 Collective Agreement Service Desk Technician 2 \$29.60-34.82 (2019 rates)

Submitted in writing in order to be included on meeting minutes.

M/S/C to adopt the report of unions.

17. REPORTS OF COMMITTEES: None submitted.

Submitted in writing in order to be included on meeting minutes.

OTHER REPORTS: Nil

M/S/ to adopt reports of committees.

18. REPORTS OF LABOUR COUNCIL APPOINTED REPRESENTATIVES: Nil

Submitted in writing in order to be included on meeting minutes.

M/S/ to adopt reports of labour council appointed representatives.

19. UNFINISHED BUSINESS: Nil

20. ELECTION AND INSTALLATION OF OFFICERS: Nil

21. NEW BUSINESS: Nil

22. NOTICE OF MOTION: Nil

23. GOOD AND WELFARE: Nil

Allison Jambor – VESTA

Our executive has purchased tickets for an event on CUBA put on by CODEV. They are an NGO which works with Latin American unions and others. The zoom will include various speakers from unions in Cuba and Latin America. If you're interested in attending, we have 5 tickets for VDLC members. You can email me and the first 5 members who email me are welcome to the tickets.

24. MEETING ADJOURNED: *M/S/C to adjourn at 8:39pm*

25. NEXT MEETING: **TUESDAY, MARCH 15, 2022** at 7:00 pm

Zoom Video Conference.

Please visit website for event listings and more – www.vdvc.ca

