



**REGULAR MONTHLY MEETING
TUESDAY, NOVEMBER 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

Health

22. We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.

23. We call upon all levels of government to:

- i. Increase the number of Aboriginal professionals working in the health-care field.
- ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
- iii. Provide cultural competency training for all health-care professionals.

24. We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

1. LOCATION: Hybrid | Maritime Labour Centre and 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 November 15, 2022 Regular meeting be adopted.

5. ELECTION AND INSTALLATION OF OFFICERS:

*Motion brought forward by Russ St Eloi to hold Election and Installation of Officers
M/S/C to bring forward election and installation of officers to the executive.*

Ron Stipp, CLC Representative

Nominations were held at previous month's Regular Meeting. Nominations will be re-opened, and the process will be followed for each position and then declared for election or if acclaimed.

President – Stephen von Sychowski
1st Vice President – Bal Sandhu
2nd Vice President – Seema Ahluwalia
Treasurer – Stefan Nielsen
Recording Secretary – Shane Polak
Member at Large – Chloe Martin-Cabanne
Member at Large – Frank Warwick
Member at Large – Jason Sullivan
Member at Large – Jason Woods
Member at Large – Karen McVeigh
Member at Large – Mike Logan
Member at Large – Chena Binns
Member at Large – Gary Jarvis
Member at Large – Vacant
Member at Large – Vacant
Member at Large – Vacant
Member at Large – Vacant

Officers elected and sworn in by Ron Stipp.

6. ADOPTION OF PREVIOUS MINUTES:

M/S/C that the minutes of the October 18, 2022 Regular meeting be adopted.

7. NEW CREDENTIALS:

HEU – PHSA Amalgamated Local

Jessica Lavergne

Marine Workers and Boilermakers Industrial Union Local 1

Jason Hanos

8. OBLIGATION OF NEW DELEGATES

9. GUEST SPEAKERS: Lorene Oikawa re: Canadian Labour International Film Festival
CLIFF (*Presentation available upon request*)

10. EDUCATIONAL: NIL

10. PRESIDENT'S REPORT:

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

Meetings

Our December regular meeting will be fully in-person. That meeting is intended to include minimal business but will feature the presentation of this year's Syd Thompson Community Service Award, followed by a social event. Please make every effort to attend.

Political Action

On November 7 I attended the inauguration of Vancouver's new Mayor & Council, at the invitation of Councillor Boyle.

Our Political Action Committee met yesterday to debrief the election cycle. A multitude of factors converged to produce the disappointing outcome we saw in Vancouver. The main feature across the board, however, is the total sweep by ABC.

What an ABC mayor and council will look like in office remains to be seen. During the campaign, ABC presented itself as the alternative to a divided council, and the solution to various societal problems which they pinned on outgoing politicians. They were boosted by what turned out to be a trend in many municipalities' province-wide of giving the boot to incumbents. After several difficult years due to COVID, economic turbulence, and more, this isn't necessarily surprising despite being very unfortunate in some cases.

It's also important to note this election cycle was exceptionally difficult for us, as a council, in terms of determining endorsements and encouraging cooperation between parties. Broadly speaking, the progressive elector organizations in Vancouver did not enter this cycle prepared to make the hard decisions that would have been necessary to avoid vote splitting. Prior to 2018, Vision Vancouver stood as the big center-left party, able to win government on its own. Our task was simpler than this round, though more complex than in previous years when there were only two parties, three at most. Following Vision's collapse in 2018, and the formation of Forward Together, we found ourselves attempting to work with five parties; none of which were clearly able to win a majority but all of which wanted to try to build their parties by running larger slates. The results speak for themselves.

Today we have nearly four years until the next election, but we have no time to lose in preparing. My encouragement to our council is that we focus our energies and work hard to build one primary electoral vehicle for labour in Vancouver. This does not preclude working with others as well, but we must ensure that as we approach 2026, we have a strong, untied voice realistically capable of winning majorities across all levels in coalition with other progressives.

I also want to note, and those on social media may have seen what I am referring to, there are those who want to blame labour for their own electoral failings. In my view, we support those who support us. Let's work to elect those who advance our values, and policies that help working people, families, and communities. Let's work to elect those who seek to build relationships of open dialogue and respect with us, and turn away from those who engage in divisive, toxic, and cynical politics.

While it is easy to get focused on Vancouver, it is important to note that outside of Vancouver we did very well across the rest of our District, with the unfortunate exception of Mayor Booth's defeat in West Vancouver. Across BC, 78% of labour endorsed candidates were elected.

Finally, I want to say that I truly believe that this election we piloted the labour municipal campaign of the future. Jointly with NWDLC, the CLC, and affiliates, we reached thousands of union members across our region, and we moved votes. This effort can be scaled-up many times beyond what we were able to do this round and could be immensely impactful.

Labour Education

Between our October and November regular meetings we will have held almost all of the remaining classes and workshops for this calendar year, including Drug and Alcohol Policies and Testing (Tamara Ramusovic, Daniel McBain), Arbitration and Labour Board Advocacy

(Leo McGrady), Basic Human Rights for Union Activists (Adrienne Smith), BC Labour Code (Jonathan Hanvelt, Jennifer Glougie), Employer Policies and Labour Law (Melissa VanderHouwen), WCB Pension Update (Sarah O'Leary).

We have one remaining workshop, tomorrow, on WCB Issues with Vocational Rehabilitation, with Sarah O'Leary.

The 2023 program is currently being finalized and will be ready for launch in December. I am anticipating another small increase in the total number of courses. I am also proposing a boost in course registration fees. The fees have seen only a couple of very minor increases since we started in 2012, but costs have skyrocketed for in-person courses. Also, we now have a discrepancy between in-person and virtual courses, which cost the same despite one having significantly greater costs associated with hosting. The changes will ensure the program remains viable well into the future, regardless of the ongoing return to more in-person activities. It will also allow for further growth in the program over time.

The Worker Education & Labour Learning society will host its third AGM on November 29th. Regrettably, in the assessment of its current directors, the society has not been able to build the capacity to go on as a stand-alone entity. While it has a strong base of members, they are all exceptionally busy individuals who have not been able to commit the time needed to take the society to the next level. However, the work of WELLS to-date has been very worthwhile. It trained labour educators in online facilitation, which was of crucial importance to our program at the VDLC early in the pandemic. It also created a website with a library of labour education materials organized by topic, and a blog. Therefore, the proposal coming forward will be to hire one final WELLS contract to transfer those resources to the VDLC's website, where they can continue to be hosted and added to. Following this, WELLS would disband.

Committees

Some committees have remained active throughout this year; others have taken a hiatus for a period of time due to the election or other focuses. Now is a good time for committees to review their plans for the coming year and prepare to get to work in the new year. If you are interested in getting involved in one of our committees, please let me know.

Anti-Racism

Works to oppose systemic racism and build an anti-racist labour movement.

Education

Coordinates the labour council's educational programs. Courses include labour law, collective bargaining, public speaking, economics and more. Programs are low cost and accessible.

We also include educational components in many of our regular monthly meetings and organize occasional evening educational sessions.

Housing Action Team

Working group of the Municipal Engagement Committee dedicated to advocating around issues of affordable housing and tenant rights.

Municipal Engagement Committee

Identifies and mobilizes around issues affecting working people at the municipal level.

Political Action

Coordinates the vetting and endorsement process and campaign strategy for municipal elections, and participates in lobbying.

Solidarity in Action

Provides support for workers and unions engaged in labour disputes.

Women's Committee

This women-only committee organizes an annual International Women's Day Dinner and offers educational programs for women.

Young Workers'

Brings together young workers (30 years and under) for education, discussion and support to develop skills, and gain experience in labour activism.

BCFED Convention

A reminder that the BC Federation of Labour will host its convention here in Vancouver from November 21-25. Stefan Nielsen and I are delegates from the VDLC. Many of our other Executive Board members, and delegates, are also attending with their own locals.

Labour Disputes

Disputes continue between IBEW 213 and Leducor Telecommunication Services, as well as UNITE HERE Local 40 and Pacific Gateway Hotel. There have been developments re: Leducor, where the union has won a CIRB complaint, and the employer is now required to return to the bargaining table and negotiate an agreement, or face one being imposed. This is a massive step forward in this longstanding dispute – congratulations to IBEW 213 for keeping up the fight and being one step closer to victory.

The previously reported dispute between ILWU Local 400 and Vancouver Fraser Port Authority. As was reported at last month's meeting, this does involve another CLC-affiliated union. I am advised that a resolution is coming to the BCFED convention, and we are asked to support ILWU when that comes forth.

Events Attended / Dates of Note

October 19 – Labour Education: Drug and Alcohol Policies and Testing

October 20 – United Way of BC, Campaign Cabinet Labour Committee

October 24 – Municipal election campaign debrief with campaign manager & team

October 25 – Worker Education & Labour Learning Society, Directors meeting

October 27 – YVR Board of Trade presentation – cancelled due to illness

October 31 – Eviction study meeting with First United, Housing Action Team chairperson

November 1-2 – Labour Education: Arbitration and Labour Board Advocacy

November 2 – Labour Education: Basic Human Rights for Union Activists

November 4 – Vancouver Economic Commission re: union representation at Just Transition Coalition Executive

November 7 – Labour Education: BC Labour Code

November 7 – City of Vancouver Mayor & Council inauguration

November 8 – Labour Education: Employer Policies and Labour Law
November 8 – CLC Labour Council check-in
November 8 – Anti-Racism Committee
November 9 – BCFED Political Action Committee
November 9 – BC Employment Standards Coalition
November 9 – Labour Education: WCB Pension Update
November 10 – Municipal election debrief meeting with campaign manager & team
November 10 – Executive Board
November 10 – Visit to Mackenzie-Papineau Battalion veteran’s grave, honouring fight against fascism
November 11 – Remembrance Day
November 12 – Labour solidarity with Iran rally
November 12 – Electrical Joint Training Committee banquet
November 14 – Political Action Committee
November 15 – Regular meeting

M/S/C to adopt President’s report.

11. TREASURER’S REPORT:

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

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

12. CANADIAN LABOUR CONGRESS REPORT:

Ron Stipp, CLC Representative, presented the CLC report for October 2022.

Zoom crashed at the beginning of the CLC Report

....we’re looking at being able to talk to between 250 and 270 elected candidates across the province. This is the highest number we’ve ever had. We had a bit of an incumbency thing that happened but not so much in areas where our incumbents were located. Take Surrey and Vancouver out, we had really good participation by affiliates in our labour councils. Across the province, in Burnaby we had good results. Coquitlam and Maple Ridge. Langley City and Langley Township are now a majority of progressive elected candidates. One of my highlights is Chilliwack, specifically the Chilliwack School Board. Kelowna, where we used to only have 1 person, we now have 3 people elected. Kamloops, Castlegar, Nelson, Prince George and Penticton, where we haven’t elected a progressive person in decades, we now have a progressive mayor and a city councillor. Victoria, we did very well. We did better this time than ever before. The City of Langford; Langford had the same mayor, Stu Young, for the entire existence of that municipality, 20+ years and he was defeated by an entire team called Langford Now.

Thanks to all of you for your involvement in the campaign. I know the results in Vancouver have been disappointing, but you know we’ve seen waves in Vancouver. We were the recipients of good news in 2008 when we took almost every seat but now it’s their turn. I know some of the folks from ABC have begun to reach out to folks, to my community and the labour community and hopefully, they’ll be open to real discussions in the next while.

Federally, it’s kind of interesting. We’ve had some good successes. The Dental plan that is to be implemented according to agreement between the NDP and Liberals has started to be

implemented. We're not quite there yet; cheques have begun to be delivered but I think it will take a full year to do.

The GST tax credit was increased. Pension protection is going to the senate or could be there already.

There is a really interesting report on the CLC website. It's called 'A Cure Worse than the Disease', by Jim Stanford on inflation. I encourage you to take a look. It's an alternative view, a more positive view, on what's taking place with inflation and the economy right now. Everything you read currently is doom and gloom and this gives a different perspective.

Another exciting thing that is happening is that a committee has been established to look at the implementation of anti-scab legislation at the federal level. We expect that to be implemented next year and it was part of the agreement between the NDP and the Liberals but there is now a committee starting to draft legislation and there's consultation with affiliates to put their solutions towards this.

I'd be remiss if I didn't mention the province of Ontario and what happened there. This was a phenomenal moment. We saw Doug Ford and his friends try to strip our constitutional rights and they didn't succeed. Which is really, really good. What else did it do? It put us all together. Which was really good too. We had every union there; we had unions outside the congress. I think this could be the start of something with everyone coming back together again. It might take some time. But what they did in Ontario was really great. This was a real warning to any government that tries the same. Congratulations to all the affiliates that were there as well.

Harrison is coming up and filling up. We are already more than halfway full so if you're planning on coming hurry up. We have some really interesting courses coming up and by the end of the month they'll be full.

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

13. CORRESPONDENCE: Circulated prior to the meeting.

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

14. EXECUTIVE RECOMMENDATIONS:

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

Subject: Spending Authorization

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

- Annual Membership to Canadian Centre for Policy Alternatives at a cost of \$100

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

Subject: 2023 Meeting Dates

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL hold its meeting for the 2023 calendar year as follows:

Executive Board (each at 12:30pm)

January 12
February 16
March 16
April 13
May 11
June 15
July 13
September 14
October 12
November 16
December 7

Regular Meeting (each at 7:00pm)

January 17
February 21
March 21
April 18
May 16
June 20
July 18
September 19
October 17
November 21
December 12

15. REPORT OF UNIONS:

Eddy Pedreira – IATSE Local 938

The Canadian Animation Guild, IATSE Local 938, is happy to report that we have organized another bargaining unit. When we initially organized the animation studio Titmouse, the BC Labour Board excluded production workers from the unit. Local 938 has no interest in leaving workers behind, so this past month our organizers came back to Titmouse and brought this department of workers into the union fold. Like our previous certification of Anemone Hug Interactive, this certification made good use of the restored Card Check legislation.

Local 938 remains committed to expanding union-density in our industry and will fully support other local unions in doing the same.

Warren Wulff – PSAC UCTE Local 20088

Bargaining for the largest block of federal public servants remains at impasse. We have just gone through mandated mediation and the employer increased their wage offer from 1.75% to 2.06%, a woeful improvement. They have not moved on any of our workplace or leave issues. And the federal government wonders why it has trouble finding top talent!

It is noteworthy that Justin Trudeau stepped forward to speak against Doug Ford's shameful treatment of CUPE education workers; so given his talk, why can't Trudeau walk to the bargaining table and negotiate with federal workers in good faith. Since he can't seem to take any action, the Public Service Alliance of Canada is busy at work with strike training and mobilization. We expect to take strike votes early next year. When the federal government sees 165,000 workers walk the line, we hope to see Trudeau walk to a microphone and sing a different tune, and maybe, just once move his feet just a bit and make his way to our bargaining table.

Chloe Martin-Cabanne, CUPE Local 2950

We started bargaining with our Employer on November 14th. We went over protocols and exchanged proposals. Bargaining within Public Sector mandates will be challenging as our members need higher wages in this economy. We are working to negotiate better language for Indigenous members and other equity seeking groups. Our local sought to organize a group of student workers at the Centre for Accessibility. Our employer challenged the application on the basis that this group of employees was better suited to our sibling local, CUPE Local 2278. During the hearing, the Vice-Chair call our parted into meditation, and when our Employer agreed to voluntarily recognize the workers as members of CUPE Local 2278, we unionized them! Solidarity and labour relations won out in the end.

Gary Jarvis, CUPE Local 391

A short report. Two of our members realized that their percentage-in-lieu of benefits had not been paid on overtime earnings. Grievances were filed and one has been successfully resolved. We might be looking at filing a grievance on behalf of everyone who has ever worked as an auxiliary, so who knows where this grievance is going, and it came about all because two of our members read their collective agreement.

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

16. REPORTS OF COMMITTEES:

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

OTHER REPORTS: Nil

M/S/ to adopt reports of committees.

17. REPORTS OF LABOUR COUNCIL APPOINTED REPRESENTATIVES:

Agnes Jackman – BC Forum

The BC Federation of Retired Union Members Board meeting of November 8, 2022 was cancelled due to computer issues.

I would like to draw attention to a significant victory. The BC Provincial Government has approved new regulations in regard to resident and family councils in long term care facilities. If these regulations are properly adhered to, this should result in improving the lives of the residents of BC's LTCs. These regulations were a very long time in the making. The patience required of the people that were instrumental in advocating for them was huge. These people are to be commended and congratulated.

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

18. UNFINISHED BUSINESS: Nil

19. NEW BUSINESS: Nil

20. NOTICE OF MOTION: Nil

21. GOOD AND WELFARE:

Stephen von Sychowski – President, VDLC

I just want to say a huge thank you to all the delegates who stepped up front to the executive and outgoing members who didn't reoffer. I won't give a full accounting of that as some were not able to attend this evening. I'll do a full round of thanks at our next meeting. I do want to mention our outgoing 2nd Vice President Nick Aubichon and Recording Secretary Karen McVeigh, who is now a member at large, we thank them very much for all of their hard work this past term.

22. MEETING ADJOURNED: *M/S/C to adjourn at 8:43pm*

23. NEXT MEETING: **THURSDAY DECEMBER 8, 2022** at 7:00 pm
December's meeting will be in person only at the Maritime Labour Centre, 111 Victoria Drive, Vancouver.



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