

Labour Council Delegate Report



February 2020



Bargaining

- **BC Hydro** – Parties are meeting again the week of February 10 to continue bargaining.
- **BCCNP** – Parties met on December 11 & 13, 2019, and February 4 & 7, 2020. Hoping to conclude.
- **BC Transit** – Parties met for bargaining in Victoria from January 22 to 24 and met at the MoveUP office on January 27 and 28. The parties have agreed to several non-monetary proposals. The union will table its monetary proposals during the next bargaining session on March 10 to 12 at the MoveUP office.
- **Berlitz** – The union representative performed a thorough review of branch's finances up to 2019, including employee earnings. The union has begun discussions with the employer for a lump sum amount for lack of wage increases over last 4 years and accounted for wage increases over the length of the collective agreement. Finances indicate that the employer has been operating the branch at cost for the last decade, and the employer has communicated the precarity of branch's continued operation if the branch fails to turn a profit in the next few years. We have tentatively scheduled a bargaining date on March 4 to discuss options directly with the employer's representatives.
- **Broadway Driving School** – The bargaining committee has developed its proposals for a first collective agreement. Reviewing proposals with the membership in the coming weeks.
- **Burnaby English Language School** – Received notice from BELC that they will not be renewing their contract with IRCC and will cease operations on March 31 and employees will be laid off. The employer and union representative have begun discussion on the adjustment plan. Rep has confirmed with Berlitz that they will accept resumés from any interested language facilitators from BELC.
- **Capilano University** – Tentative agreement on December 4. Agreement included a 3-year duration with 2% wage increases every year of the agreement, domestic and sexual violence leave, gender transition leave, monthly public transit subsidies, increased carpool parking, increases to severance pay, low wage redress for our lowest wage groups, and labour market adjustments for position compensated below market comparators. We were able to negotiate increases beyond the current public mandate, increasing the service improvement allocation from 0.75% of total compensation during the course of the contract to 1.88%. A ratification meeting was held on January 13 with ballots counted on January 30. Ratified with 149 accept, 33 reject, and 7 spoiled ballots.
- **CMAW Bargaining Council** – Parties will meet the week of February 10 to discuss an interim plan, as the bargaining committee member is going on medical leave for a couple of months.

Thank you Labour Councils for your ongoing support of Driving Public

MoveUP is very grateful for the ongoing support of the labour movement, specifically of many labour councils, for their support of our Driving Public campaign.

Many labour councils have passed a resolution in support of fixing our public car insurance system here in B.C.

If your local labour council would like assistance in wording for a resolution to support fixing public car insurance, please email:

communications@moveuptogether.ca



Bargaining cont.

- **Coast Mountain Bus Company** – The parties met for bargaining January 13 to 17 at the Coast Mountain Bus head office. The parties made a lot of progress, signing off on several non-monetary proposals. The union was set to meet on February 10 where the union was to table its monetary package. The union bargaining committee also booked site visits around the various Coast Mountain bus sites from February 11 to 14.
- **Coastal Community Credit Union** – The parties have met and exchanged proposals.
- **Coastal Community Insurance Services** – We met with the bargaining committee to review survey results and to discuss current issues.
- **CUPE 3338** – Employer absent for most of January, returned on February 4. Have emailed the president to restart discussions.
- **FortisBC Inc. (Electric) & FortisBC Energy (Gas)** – The union's amalgamation committee met on January 23 and made the decision to take the Amalgamated Collective Agreement that we have been working on for over a year out to the membership for voting. We are in the midst of formally editing the Amalgamated Collective Agreement and considering the options for voting and meetings throughout the province. We have agreed that the parties will continue traditional bargaining pending the result of the amalgamation vote.
- **Hertz** – Five sessions of bargaining have taken place towards renewing the Vancouver collective agreement. Three more dates are set for the end of February. A long-time member has taken it upon himself to attempt to undermine the bargaining committee and this has required some resources that should otherwise be put towards bargaining.
- **ICBC** – Bargaining is ongoing.
- **Kelowna Cabs** – The parties have met and exchanged proposals. Bargaining was halted to deal with several outstanding issues including extensive contracting out and failure to properly classify employees and payment of benefits. These matters are being resolved and the parties are expecting to resume bargaining in March. Earlier dates are not available due to scheduling issues.
- **Master Trade Union** – Bargaining dates have been set for April 7 to 9.
- **Seaspan** – There is a membership meeting to discuss the proposals. Once that's completed and the proposals are finalized, we will be issuing notice to bargain to the employer.
- **SEIU Local 2** – SEIU has merged as the successor employer with Brewery Workers (currently in MTUG). The president and I have a mutual understanding to meet soon to work out a successorship plan, which should include the MTUG CA applying to all members.
- **Teamsters Local 155** – The parties exchanged proposals on October 29, 2019. The parties continued to meet on November 5 and 6, 2019 and were able to agree on most non-monetary proposals. On November 25, 2019, the employer introduced a new proposal. A Letter of Understanding (LOU) related to an article that the parties had already agreed to minor housekeeping and signed off on. The employer told the union that they would not proceed with any monetary discussions until the union signed off on the newly-proposed LOU. On December 17, 2019, the union filed an application under Section 11 to the Labour Relations Board (LRB) stating unfair labour practice and bargaining in bad faith against the employer. The parties met at the LRB on January 23, 2020 where the employer presented the union with their monetary package including the LOU that included multiple concessions. The union advised the employer and the Board that we were not there to negotiate concessions but to get a declaration for bargaining in bad faith. On January 30, a phone call between the parties and the LRB resulted in direction to the employer by the Board to reply to the union's Section 11 submission no later than February 13. In turn, the union would have until February 20 to respond. Subsequently, on February 6, counsel for the employer filed a Section 78 Last Offer Vote. The union will be objecting to the application and requesting that the Board hold the vote in abeyance, pending a decision on the Section 11. If they will not hold the vote in abeyance, we will ask that the vote be sealed pending the result of the bad faith bargaining. As the members filed a petition with the union requesting that we accept and allow the members to ratify the concessional package from the employer, the union met with them on February 13 to reiterate the importance of supporting the bargaining committee in order to achieve a fair and equitable agreement without accepting concessions.
- **TransLink** – The bargaining committee will be hosting a membership meeting sometime in February. Notice to bargain has been sent to the employer. The parties will be canvassing for dates.
- **Unifor 1928** – The union met with the employer and the one member in this unit. We will commence collective bargaining. I will send bargaining proposals to the president and hopefully wrap up bargaining for this unit by March 31.
- **Vancouver Taxi** – Bargaining to renew this collective agreement continues. The General Manager reports to a board elected from the taxi owners and this considerably hampers the ability to make progress. The elected board changes yearly and it is difficult to make the new board understand their collective bargaining responsibilities. The implementation of ridehailing has also significantly hampered bargaining as there is a great deal of concern about how ridehailing will affect the taxi industry.
- **VantageOne Credit Union** – Bargaining dates have been secured with the employer and the bargaining committee from February 25 to 27, March 2 to 4, and again on March 11 to 13.