



BOX 789, KELOWNA, B.C. V1Y 7P4

CHARTERED BY THE CANADIAN LABOUR CONGRESS

MINUTES
REGULAR MONTHLY MEETING
NORTH OKANAGAN LABOUR COUNCIL
WEDNESDAY, JANUARY 10, 2001
VERNON

AFFILIATES PRESENT:

Dave Doran	CARPS #1346	Dave Mitchell	TWU #16
Tony Heisterkamp	CARPS #1346	Marie Mentz	TWU #16
Judi Filion	BCGEU #707	Pat Bulmer	CEP #2000
Justine Mentze	Youth Delegate		

GUESTS:

Steve Orcherton	MLA-Victoria	Gord Larkin	CLC
Pavin Aujla		Cindy Gill	
Don Main	CARPS	Doug Kantymur	UFCW

CALL TO ORDER:

The meeting was called to order by President Marie Mentze at 7:34 p.m.

ADOPTION OF THE AGENDA:

M/S/C to adopt the agenda of January 10, 2001.

GUEST SPEAKERS:

Pat Aujla - seeking NDP nomination
Steve Orcherton - MLA, Victoria-Hillside

ADOPTION OF PREVIOUS MINUTES:

Add:

"There was a moment of silence for December 6th - Day of Action for Violence Against Women"
- One report to be added to the minutes.

M/S/C to adopt minutes of December 6, 2000 as amended.

CREDENTIALS REPORT:

M/S/C: 13 present, with 1 youth delegate and 6 guests

OBLIGATION OF NEW DELEGATES:

None

REPORTS OF LOCAL UNIONS:

Employment Insurance Report - Don Main Happy New Year to all. If you want to collect E.I. Benefits make sure if you quit your job you have just cause and not just personal reasons! If in doubt call your local commission office for information. Just cause is listed under Sections 30-33. Reasons must still be documented. ie. What did you do to correct the problem - meetings with personnel, etc. Health reasons need a doctor's letter stating you must leave your job. Lastly, if you are denied benefits appeal it, over 25% win their appeal. ie. Western Star employees. the following is an excerpt from the Act:

Section 29 of the Act:

For the purposes of sections 30 to 33,

- (a) "employment" refers to any employment of the claimant within their qualifying period or their benefit period;
- (c) just cause for voluntarily leaving an employment or taking leave from an employment exists if the claimant had no reasonable alternative to leaving or taking leave, having regard to all the circumstances, including any of the following:
 - (i) sexual or other harassment,
 - (ii) obligation to accompany a spouse or dependent child to another residence,
 - (iii) discrimination on a prohibited ground of discrimination within the meaning of the *Canadian Human Rights Act*,
 - (iv) working conditions that constitute a danger to health or safety,
 - (v) obligation to care for a child or a member of the immediate family,
 - (vi) reasonable assurance of another employment in the immediate future,
 - (vii) significant modification of terms and conditions respecting wages or salary,
 - (viii) excessive overtime work or refusal to pay for overtime work,
 - (ix) significant changes in work duties,
 - (x) antagonism with a supervisor if the claimant is not primarily responsible for the antagonism,
 - (xi) practices of an employer that are contrary to law,
 - (xii) discrimination with regard to employment because of membership in an association, organization or union of workers,
 - (xiii) undue pressure by an employer on the claimant to leave their employment, and
 - (xiv) any other reasonable circumstances that are prescribed.

FINANCIAL REPORT:

M / S / C Financial Report as circulated. (copy attached)

CORRESPONDENCE:

- (a) Letter from John Hegler, President, CUPE 5523, to NOLC President Marie Mentz. M/S/C President Mentz writes a letter of response.
- (b) Letter from CLC re: conference - Going Public in Our Communities, April 1-4 in Ottawa. M.S.C receive and file.
- (c) Letter of thanks from Red Cross and request for donation. M/S/C receive and file.
- (d) Amnesty International donation request. M/S/C receive and file.
- (e) Notice from Human Resources Development Canada re: EI Amendments. M/S/C receive and file.
- (f) Letter from Lawrence Hiebert re: BC Fed Executive Council Meeting February 2 - contact him or President Mentz if you like anything brought forward.

UNFINISHED BUSINESS:

EDUCATION REPORT - Marie Mentz

Weekend Labour School - March 3 and 4, 2001

Course and registration information are attached and form a part of these minutes. **Each course has to have a minimum of 12 students in order to run.**

FAMILY SOFTBALL TOURNAMENT

The 2nd Annual Family Softball Tournament will be August 18th & 19th at Mission Sports Fields - all day Saturday and half of a day Sunday. Registration fee is \$100 per team. Deadline for registration is May 31st. There are a maximum of 10 teams and it is first come, first serve, so register EARLY! Contact Bob Barten at 769-3729 or Justine Mentze at 763-5050.

NEW BUSINESS:

International Women's Day March 8 - More information at next month's meeting.

FINAL CREDENTIALS REPORT:

6 delegates - 6 guests and 1 youth delegate

ADJOURNMENT:

The meeting adjourned at 8:45 p.m.

Respectfully submitted by

PAT BULMER
VICE-PRESIDENT

**THE NEXT MEETING WILL BE HELD ON WEDNESDAY, FEBRUARY 7, 2001
AT THE BCGEU OFFICE IN KELOWNA AT 7:30 P.M.**

Web site: <http://sites.netscape.net/okanagan/labour>

**NORTH OKANAGAN, SOUTH OKANAGAN BOUNDARY,
SHUSWAP/COLUMBIA DISTRICT
LABOUR COUNCILS
AND
CANADIAN LABOUR CONGRESS**

**WEEK-END LABOUR SCHOOL
MARCH 3RD AND 4TH, 2001**

*OKANAGAN UNIVERSITY COLLEGE
333 COLLEGE WAY(just south of the airport)
Kelowna, B.C.*

- Steward Training I (Basic)
- Steward Training II (Grievance Handling)
- Facing Management
- Assertiveness Training
- WCB Representative Training
- Introduction to Occupational Health & Safety
- Parliamentary Procedures
- Job Smart (For Youth)



REGISTRATION DETAILS INCLUDED

North Okanagan / South Okanagan Boundary / Shuswap / Columbia Labour Councils Week-End School

DATE: March 3rd & 4th, 2001

TIME: Saturday March 3

Sunday March 4

8:00am – 8:30am Registration

9:00am – 12 noon Individual Classes

8:30am – 9:00am Plenary (Sunroom)

9:00am – 12 noon Individual Classes

12 noon – 1pm Lunch (Cafeteria on Site, or Airport Lounge {both are union} lunch not provided)

1:00pm – 4:00pm Individual Classes

PLACE: Okanagan University College – 333 College Way Kelowna B.C. (just south of the airport)

FEE: \$35.00 Registration Fee, Qualified Instructors, Course Material, Coffee, Tea, Donuts, and Fruit.

(Please Note: All fees must be paid in full prior to February 23, 2001)

There will be no refund unless cancelled before February 25, 2001

Courses:

1. **Steward Training I** – This is an introductory course dealing with the day to day responsibilities of a steward as an organizer, educator, leader and communicator, as well as the basic preparation & handling of a grievance.
2. **Steward Training II** – This course is designed for stewards with limited experience, or for those wishing to upgrade their skills at processing grievances. Course content deals with identifying, investigating and processing grievances, up to but not including the arbitration stage.
3. **Facing Management** – This course examines the psychology of management and how to deal with different types of management behaviour. Specific topics covered include: Quality of work life schemes, union weakening and management culture and values. Emphasis is on dealing with management in the workplace rather than across the bargaining table.
4. **Assertiveness** – This course examines the differences between passive, aggressive, and assertive behaviour, stereotyping and what to do about it, how to deal with criticism, put-downs, manipulation, and compliments.
5. **WCB Representative Training** – This course is designed as an overview. It will cover comprehensive injuries and diseases, claim adjudication benefit entitlement, appeals and temporary benefits. This course will be instructed by a representative of the WCB – Workers Advisors Office. Students are responsible for bringing the manual Green Monster.
6. **Introduction to Occupational Health & Safety** – A course designed for trade unionists who are newly active in the health and safety field, it will cover appropriate regulations; duties and responsibilities of union committee members; inspections and accident investigations. Specific reference made to B.C. law.
7. **Parliamentary Procedure** – This course deals with the rules and procedures governing the preparation and conduct of various types of meetings. It covers the duties of the chairperson, secretary, sergeant-at-arms and committees, as well as with the agenda, the quorum, the motion and the amendment.
8. **Job Smart (For Youth)** – This course is designed for young adults on rights and responsibilities in the workplace. This course will assist participants in understanding the different types of legislation which govern their rights in the workplace and give them skills to interpret and respond appropriately to situations which arise in their own workplaces. This covers a number of different workplace issues including: minimum standards, health and safety, human rights, sexual harassment, unions, organizing young workers collective agreements, child labour, and building solidarity.