



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

CHARTERED BY THE CANADIAN LABOUR CONGRESS

**MINUTES  
NORTH OKANAGAN LABOUR COUNCIL  
WEDNESDAY, JANUARY 8, 1997, 7:30 PM  
VILLAGE GREEN, VERNON**

**AFFILIATES PRESENT:**

Betty Reid	BCGEU #507	Maria Tokarchuk	HSA-Kelowna
Karen Abramsen	CEIU #20972	Tracie Connor	HEU
Dave Eastmead	CUPE #523	David Doran	UBCJ #1346
Gary Blanke	IAM #2710	David Mitchell	TWU #16
Liz Fletcher	TWU #16	Marie Mentze	TWU #16
Tony Heisterkamp	UBCJ #1346	Dale Winkowski	IAM #692
Loreen Lamberton	HEU	Louise Turner	HEU
Randy Lang	CUPE #523	Scott Koch	BCGEU

**GUESTS:**

Steven M. Pelak, HEU  
Fred Connor, IWA #1-432  
Art Larocque, CLC Representative

**CALL TO ORDER:**

The meeting was called to order by Dave Eastmead at 7:30 p.m.

**ADOPTION OF AGENDA:**

M/S/C to adopt the agenda of January 8, 1997.

**ADOPTION OF PREVIOUS MINUTES:**

M/S/C to adopt minutes of December 4, 1996 as sent out and circulated.

**UNFINISHED BUSINESS:**

- (a) Shaw Cable Ads (Kelowna & Vernon), January 13 - April 13, 1997. Tracie Connor reported that 13 weeks of ads have been planned. They will change every two weeks. A rough copy was available.

M/S/C - to proceed with the ads at a cost of \$1439.00. (We have applied for a \$2200.00 grant from the CLC.)

- (b) Karen Abramsen reported on the Labour School. The new brochure was presented and these will go out with the minutes. The dates are March 8 & 9 at Okanagan University College.

**CREDENTIAL REPORT:**

M/S/C - 18 present, with 16 delegates and 2 guests at 7:45 p.m.



**OBLIGATION OF NEW DELEGATES/AFFILIATES:**

M/S/C - to accept affiliation of CUPE 873.

**FINANCIAL REPORT:**

M/S/C - as circulated.

**CORRESPONDENCE:**

Action:

M/S/C - to receive, note and file.

(a) Rainbow Youth Excellence Society - tabled for further information from Pat Munro.

(b) Kamloops Labour Council re hospitality at BC Fed - dave to see what committal we made and pay if appropriate (\$70.00).

(c) LEAF donation - receive and file.

General Correspondence:

M/S/C - to receive and file general correspondence #'s 1 - 7.

**REPORTS OF LOCAL UNIONS:**

TWU #16 - David Mitchell:

TWU and BC Tel have reached a tentative agreement after just over a year of bargaining. Ratification meetings are taking place around the province, January 6th through January 16th, 1997. Vernon votes January 14th, Kelowna, January 15th. Highlights are attached.

HSA - Maria Tokarchuk:

HSA is currently embarked on a public awareness campaign to make people aware that any lab, x-ray, physio and other diagnostic service ordered by your doctor can and should be performed at your publicly funded, unionized hospital or satellite site. Even if the requisition given you by your M.D. has the name of a private facility on it, you can still take it to the publicly funded facility.

CLC - Art Larocque:

Report attached.

Board of Referees for Employment Insurance - Faye Saxon:

Report attached.

RAC - Scott Koch:

Gave a verbal report.

**NEW BUSINESS:**

(a) March 12 - Ken Georgetti will be the keynote speaker at the Chamber of Commerce luncheon.

**GOOD & WELFARE:**

(a) Executive Elections - next month (February 5, 1997) - Kelowna.

**ADJOURNMENT:**

The meeting was adjourned at 8:15 p.m.

Respectfully submitted by:

KAREN ABRAMSEN

KA:DMG  
opeiu 491  
Encls.

**THE NEXT MEETING WILL BE HELD ON WEDNESDAY, FEBRUARY 5, 1997  
AT 7:30 P.M. AT THE BCGEU OFFICE, 1591 SUTHERLAND AVENUE,  
KELOWNA**

FROM DAVID MITCHELL'S REPORT  
(TWU)

December 23, 1996  
To: TWU Counsellors  
From: TWU Bargaining Committee  
Re: Tentative Collective Agreement

BC TEL and the TWU have reached a tentative agreement on a new Collective Agreement. The three-year Agreement will run from January 1, 1996 through December 31, 1998. The union's executive council met today and unanimously endorsed the tentative settlement. Ratification meetings are being set up for early in the new year. Following are highlights of the tentative agreement. Details will follow by mail.

**WAGES:** The agreement calls for wage increases at the start of each of the three years. Wages will increase by 2.25% retroactive to January 1, 1996, a further 2.75% effective January 1, 1997, and a further 3.25% effective January 1, 1998.

**PENSIONS:** The company will increase its contribution to the Pension Plan by 1.5% over the life of the agreement, 1% effective July 1, 1996 and a further 0.5% effective January 1, 1998, bringing their total contribution to 10% from the current 8.5%

**BENEFITS:** Improvements in the area of benefits include: Dental Plan - Part C, lifetime limit raised to \$2500 from \$1750, and Vision Care maximum raised to \$200 from \$150 over a two-year period.

**PAY EQUITY AND EMPLOYMENT EQUITY:** The company agreed to establishment of a joint pay equity committee to investigate the TWU Pay Equity complaint of December 16, 1994, with the aid of an independent facilitator, to be completed by the end of 1997. The parties also agree to establish a joint Employment Equity Committee to further the aims of employment equity in the workplace.

**DIFFERENTIALS:** The union has achieved improvements in shift differentials in all appendices. In exchange, the union agreed to minor changes in Hours of Work.

**SCOPE:** The scope clause is broadened, with the company agreeing that five divisions of Systems Support are covered by the Collective Agreement. The company also agrees to give the union notice of any acquisition, merger or new business venture when the announcement is made public.

**NON-CRAFT-TO-CRAFT:** Transfer expenses will now be provided for regular employees going from non-craft to craft.

*Following are highlights of changes to the three Appendices:*

**PLANT**

**DIFFERENTIALS:** Improvements in differentials in exchange for hours of work changes.

**HOME DISPATCH:** Installation and Repair vehicles may go home on a voluntary basis. Letters of agreement on use of company vehicles are consolidated.

**INSIDE WIRE:** A joint forum comprising four company and four union representatives will be set up to look at outstanding issues relating to Inside Wire.

**CONSTRUCTION:** Out of town assignments in construction will be limited to five weeks for cable splicers and four weeks for linepersons. Also, a joint committee will be struck to try to resolve issues relating to splicers job rotation.

### ***OPERATOR SERVICES***

**DIFFERENTIALS:** Improvements in differentials.

**TELEFORUM CO-ORDINATOR:** A new teleforum co-ordinator position established, complete with differentials.

**STAFFING:** The company agrees to meet with the union in the fourth quarter of each year to discuss future staffing requirements in Operator Services province-wide. Discussions to include issues such as future services, new technologies, upcoming vacancies, yearly call volumes and temps.

**BREAKS:** Extra coffee break on graveyard shift.

### ***CLERICAL***

**DIFFERENTIALS:** Improvements in differentials in exchange for changes in Customer Service Hours of Work.

**CLERICAL JOB CLASSIFICATION AND JOB EVALUATION:** A four-person joint committee will be established for new classifications and evaluations. The existing committee will carry out the reviews already underway.

**TEMP COMMITTEE:** A Corporate Committee on Clerical Temporary Employees will be set up to review clerical temporary issues.

**CLERICAL JOB POSTINGS:** Increase to 18 months the time clerical employees in Groups D,E, and F have to remain in the job prior to posting.

*These are the highlights of the new tentative agreement between the TWU and BC TEL. Further details on the agreement and on ratification meetings will be mailed to members' homes.*



Building on our Past - Confident in our Future \* Forts de notre passé - Confiants en l'avenir

(TLC-CCL)  
(CMT-CCT)

40<sup>th</sup>  
anniversary  
anniversaire

(1956-1996)

## CLC REPORT JANUARY 97. Art Larocque, Representative

### **The CLC Action Plan - for jobs, Equality and Workers' Rights** *(this document has a number of elements, including the following:*

- Alternative Federal Budget (AFB), including the attached final version of the introduction to The social policy section of the AFB.
- Defending Health Care
- Political Action - focussed on Job Creation
- Opening the Labour Movement, Coalition Building in Communities, removing some of the restrictions to allow easier access.
- International Solidarity

All efforts are leading up to "National Days of Action" May 97. A day in May will be selected as a day of action and all Labour Councils and other community Social groups will work together all across Canada, to send a collective message to Ottawa for Social Justice.

Corporate Tax Freedom Day - Jan 30/97, The BC Fed along with several others will be promoting several events all across Canada (National), in opposition to the fact that on this day Corporations have fulfilled their tax liability, while the rest of us have to pick up the short fall for the rest of the year. Many large Corporations will be made public on the limited amount of taxes they pay.

#### BC Government Cabinet shuffle

- John Cashore - Minister of Labour/Aboriginal Affairs
- Cathy McGregor (Kamloops) - Minister of Environment

-The Federal Government now officially recognizes Dec. 6, and the National Day of Mourning April 28 and now they fly the flag at half mast on those dates.

-Weekend Schools - North and South Okanagan, Mar 9/10 in Kelowna.

(Over)