

NORTH OKANAGAN LABOUR COUNCIL

CHARTERED BY CANADIAN LABOUR CONGRESS
BOX 789, KELOWNA, B.C. V1Y 7P4

MINUTES OF THE REGULAR MONTHLY MEETING
OF THE
NORTH OKANAGAN LABOUR COUNCIL
HELD

WEDNESDAY, MARCH 4, 1992 AT 7:30 P.M.
AT THE VILLAGE GREEN INN, VERNON

AFFILIATES PRESENT:

Roy Hartwig	CARPENTERS 1346	Les Phillips	IAM 2710
Don Main	CARPENTERS 1346	Chuck Truelove	IAM 2710
Pauline McMillan	CUPE 523	Forrest Holton	IWA 1-423
Ken Cebuliak	CUPE 626	Carol Douglas	TWU # 6
Angelee Keeley	CUPW 760	Mark Ryall	TWU # 6
Vince Skywork	CUPW 760	David Mitchell	TWU #16
Margaret Crosby	HEU-KELOWNA	Val Beckett	TWU #16
Agnes Kloster	HEU-KELOWNA	Carol Walker	TWU #16
Annette Timm	HEU-VERNON	Brian Elliott	UFCW #1518

VISITORS:

Brian Hayward - Lyle McWilliams, M.P.
Kevin Rothwell - CJIB Radio News

CALL TO ORDER:

The meeting was called to order by President Val Beckett at 7:30 p.m.

ADOPTION OF PREVIOUS MINUTES:

M/S/C to adopt minutes of February 5, 1992.

OBLIGATION OF NEW DELEGATES/AFFILIATES:

TWU #16 - Carol Walker
CUPE #626 - Ken Cebuliak

FINANCIAL REPORT:

M/S/C to adopt report.

CORRESPONDENCE:

1. Current Disputes - February 13, 1992
2. Village Green Meeting Dates Confirmation
3. Boilermakers Local D385 Strike Update
4. BC Fed - Letter from AGN (BC) Invitation to AGM, March 13, Sheraton Landmark Hotel
5. BC Fed - March 13 Coalition Building Meeting
6. Conference Info - Repetitive Strain Injuries: Politics of Prevention, April 10 & 11, 1992 - Maritime Labour Centre
7. CLC - Expected Tory Cuts to UI and Canadian Jobs Strategy
8. BC Fed - Constitution Conference, March 14, Sheraton Landmark Hotel
9. BC Fed - Brief - Towards a New Labour Code
10. BC Fed - End of Bill 19 Boycott
11. CLC Labour Council Information Publication
12. BC Fed - Executive Board Meeting, March 13, 1992, Sheraton Landmark Hotel
13. CLC - Convention Call - June 8-12, 1992, Vancouver Trade & Convention Centre
14. CLC - Union Counselling Conference, May 8 & 9 - Richmond Inn
15. CACE - Letters of support
16. PSAC - WAM - Deficit Comic Book
17. Labour Canada - Seminar Balancing Work and Families, April 3, 1992, Westin Bayshore

CORRESPONDENCE -cont'd.

Money Requests

1. Greenpeace - Survey and Contribution
2. Amnesty International

Miscellaneous Reading Items

1. CLC - Special Presentation to the Special Joint Committee on a Renewed Canada
2. Womens's Bureau - Unions Work for Women - Consider the Facts
3. Bulletin Board - February 20, 1992
4. Bulletin Board - February 6, 1992
5. Workweek - TV Program
6. CLC Information - February 17, 1992
7. Campbell River, Courtenay & District Labour Council Minutes
8. Victoria Labour Council Minutes

- Meeting date of November 4, 1992 at the Village Green changed to October 28, 1992 due to convention at Hotel.
- BC Fed Coalition Building Meeting - March 13, 1992- Executive recommended Val attend. Val has been appointed to provincial committee for B. C. Fed.
- Repetitive Strain Injuries Conference - Politics of Prevention, April 10 & 11, 1992, Maritime Labour Centre- Angelee Keeley to attend on our behalf.
- CLC Convention, June 8 - 12, 1992 - Vancouver Trade & Convention Centre

M/S/C Val to attend on behalf of NOLC. Also, Val attend the Union Label Trades in conjunction with the CLC. Second credential to be given to whoever wants it. Whoever uses it is responsible for total costs incurred.

- Letter read from CLC regarding "Expected Cuts to UI & Canadian Jobs Strategy.
- Seminar - Balancing Work & Families, April 3, 1992 - Westin Bayshore

M/S/C Val attend on behalf of the NOLC.

- CLC Union Counselling Conference, May 8 & 9, 1992, Richmond. Executive recommended that Val Beckett from NOLC should attend.

M/S/C Val attend on behalf of NOLC.

M/S/C Correspondence be received and filed.

EXECUTIVE REPORTS:

President Val Beckett reported on events for the past year. See attached report.

\$2200 grant from CLC - NOLC will apply for the grant again. If anyone has any other ideas or suggestions, please contact Val.

Val suggested the following:

- Harrison Winter School - Labour Councils currently receive two scholarships. If Labour Council delegates cannot receive scholarships from their own union, the NOLC establish a scholarship to help pay for the costs of education.

REPORTS OF LOCAL UNIONS:

CUPE #626 - Ken Cebuliak:

Thanked us for the support during their strike. Highlights of the settlement are as follows:

Arbitrator Vince Ready issued his award to the parties on February 27, 1992. The arbitrator awarded the following significant matters:

1. Wages: Jan. 1/92 - 4% of total compensation
Jan. 1/93 - 4% of total compensation
Jan. 1/94 - 3.4% of total compensation

The actual settlement provides for 5.4% on Jan. 1/92; 5.5% on Jan. 1/93, and 4.6% on Jan. 1/94, after the calculations are made.

2. Probationary employees will now have the right to grieve dismissal.
3. Seniority rights for part-timers within their own grouping.
4. One extra week's vacation after 25 years (total, 6 weeks).
5. In lieu pay for part-timers increased to 14% from 12%.

Significant matters which the parties agreed to prior to situation were:

1. Changes to no discrimination clause to include "harassment".
2. Change to promotion clause which provides for recognition of any time spent on a temporary capacity, in a classification, when promoted to that classification for purposes of diminishing the probation period.
3. Provision for 10 hour shifts in Arenas.
4. A requirement for five (5) days written notice prior to change of shift.
5. Improved maternity clause.
6. Adjustment to Trades pay bonus of the percentage increase on wages year over year.

HEU - Vernon - Annette Timm:

Bargaining began February 14, 1991. There was no progress made as HLRA would not talk about Pay Equity and said that workload was not a problem. Talks broke off.

Nov. 4/91, they were back at the table. Again, HLRA refused to discuss Pay Equity. HEU proposed an arbitrator to get HLRA to talk. (Stephen Kelleher)

Nov.-Dec. 19/91, there was no progress; Kelleher suspended talks.

Jan./92. Provincial Executive met and decided that a strike vote would have to be issued to put pressure on HLRA. HLRA back to the table immediately, but their Pay Equity offer was inadequate. It would have given us less than 1/4 of BCGEU's settlement.

Results of January strike votes (79% Provincially) forced HLRA to take most of concessions off the table. Feb. 15/92 - back talking again and between the 15-19 HLRA came up with an offer of 4.5% over 2 years and a wage re-opener in the third year.

Feb. 21/92 - IRC appointed Vince Ready to mediate talks. Could not take action for 20 days. Feb. 25/92 - was the last meeting and HLRA was not prepared to move from their last position.

On March 2nd we were informed by the media that we would be given our final offer Wednesday, March 4, 1992. At this point we have not heard anything. Depending on what happens with talks tonight we are planning a rally (no date set) with Noric House and we are asking for support from NOLC. We will let you know when.

UFCW #1518 - Brian Elliott:

Attended a workshop on Environment. Discussion ensued re radon gas in the homes. Don Main to call Len to obtain information he has for Kelowna and Vernon.

NEW BUSINESS

1. Letter from CACE discussed. Val encouraged members to attend the meetings to be held March 26 at 7 p.m. at the Kelowna Community Theatre. Purpose of the meeting is to demonstrate that ordinary citizens CARE about protecting children.
2. WAM - The Deficit Comic Book - was distributed around the room.
3. One-day Workers' Advisor Seminar, April 15, 1992 - WCB Pensions.

M/S/C that the session be during the day.

Forms available. Please contact Val.

4. International Women's Day - March 8. Val encouraged everyone to participate in the celebration within your area.
5. Donations:

M/S/C - \$50 each to Amnesty International and Greenpeace.

M/S/C - that we add to the questionnaire, the following comment:
"Trapping be allowed by the Native Peoples."

ADJOURNMENT:

The meeting adjourned at 9:00 p.m.

Respectfully submitted by:

PAULINE MCMILLAN
Secretary-Treasurer

PMcM:DMG
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THE NEXT MEETING WILL BE HELD ON WEDNESDAY, APRIL 8, 1992, AT THE
BCGEU OFFICE, 1587 SUTHERLAND AVENUE, KELOWNA, AT 7:30 P.M.

Attach.