



General Meeting
Saturday, December 11th, 2021
Held via WebEx

Role Call – Meeting called to order 09:34am

President	Gord McGrath	Present
1 st Vice President/Local Union Representative	Dave Boros	Present
2 nd Vice President	Steve Frank	Present
3 rd Vice President	Kristian Nielsen	Present
Secretary Treasurer	Bill Gaucher	Present
Recording Secretary	Barbie Zipp	AWR
Sergeant-at-Arms	Norm Lehman	Present
Guide	Dean Williams	Present
Trustee	Ed Lafleur	Present
Trustee	Vacant	_____
Trustee	Cheryl Williams	Present
Vancouver Island Member-at-Large	Jim Sadlemyer	Present
Southern BC Member-at-Large	Anne Cody	Present
Northern BC Member-at-Large	Vacant	_____
Visible Minorities Member-at-Large	Morteza Maleki	Present
Women's Issues Member-at-Large	Brenda Gerling	AWR
Membership Mobilization Committee Chairperson	Gerry Shook	Present
Local Union Representative	Cynthia Anderson	Present
Local Union Representative	Linda Jensen	Present
Local Union Representative	Mark Mistic	Present
Local Union Representative	Nathan Shier	Present

MOMENT OF SILENCE: Brother Gord McGrath asked the Meeting to observe a Moment of Silence for John Edwards of Gardaworld and any of our members and their families who have suffered a loss since we last met.

MINUTES: Brother Gord McGrath presented the Minutes from the Saturday, September 18, 2021 General Meeting. It was **moved, seconded and carried** that the minutes be accepted as circulated.

GUESTS:

Maurice	Mills	Brinks
Eric	Phillips	Retiree

STATE OF THE UNION ADDRESS:

Brother Gord McGrath welcomed our guest, **Brother Gavin McGarrigle, Western Regional Director.**

Lots of going on. Next week National EI lobby. Government is finally moving on EI reform. During COVID, Government has realized how broken it is. Next week, Unifor meeting with 90 members of parliament. Have 16 meetings next week with many staff and Locals joining some of the meetings.

Paid sick days, 5 days for BC, Unifor not impressed with John Horgan. Prime Minister Trudeau had said 10 sick days, said would work with Provincial Governments. BC Government not backing down on 5 paid sick days. Originally stated budget would be \$325 million, then lowered to \$35 million, have only paid out \$5 million.

Federal lobby to take place in spring. Build back better agenda.

Unifor tracking court decisions on job losses re vaccinations. Tough job for reps and stewards.

Concern with forestry members, 3,500 Unifor members may be impacted. Government stating 4,500 job losses, realistic number is 18,000. Forestry leadership meeting with Government on Monday. Tough times ahead for forestry industry. Rallies and demonstrations probably coming. Will require support from all.

There were donations of \$60,000 to BC Red Cross to help with flooding.

Brother Gord and Brother Bill thanked Gavin for attending and all of his work.

APPLICATIONS FOR NEW MEMBERSHIP:

Brother Bill Gaucher presented a total of 187 members for the period between October to December 2021 (64 from prior periods), it was **moved, seconded, and carried.**

FINANCIAL REPORT:

Brother Bill Gaucher presented the Financial Report for the period covering September, October and November 2021, including the year-to-date total, it was **moved, seconded, and carried as reported and circulated. (pages FR1-FR11).**

Trustees Report from July 2019 – June 2021. They were **moved, seconded, and carried as reported and circulated.**

CORRESPONDENCE:

A motion to receive the following is the correspondence that has been received since the last meeting, it was **moved, second and carried:**

EXECUTIVE RECOMMENDATIONS:

Brother Bill Gaucher presented the following:

1. Executive authorization to place an advertisement in the Kamloops In the News

newspaper, thanking membership in Kamloops and surrounding areas. Copy of ad attached, it was **moved, seconded, and carried.**

2. Executive authorization for Membership Updates with 3 Draws (\$100, \$150, \$250), it was **moved, seconded, and carried.**
3. Executive authorization to purchase 2,100 2022 Monthly Planners @ \$3,465, it was **moved, seconded, and carried.**
4. Executive authorization airline change fee of \$289.05 for a Brinks bargaining committee member to get a direct flight home, it was **moved, seconded, and carried.**
5. Executive authorization for a MADD business card advertisement at a cost of \$299.99, it was **moved, seconded, and carried.**
6. Executive authorization for \$100.00 financial assistance to a Whistler Transit member, it was **moved, seconded, and carried.**
7. Executive authorization for \$100.00 financial assistance to a Garda member, it was **moved, seconded, and carried.**
8. Executive authorization for \$244.14 re First Transit (Langley), printer for union office, it was **moved, seconded, and carried.**
9. Executive authorization for \$200.00 each to Monarch Place, Victoria Women's Shelter, Kamloops Women's Shelter and WAVAW Rape Crisis Centre, they were **moved, seconded, and carried.**

NEW BUSINESS:

1. Executive approval required for donations made annually in November, December and January, **moved, seconded, and carried. See attached list. (pages 6-7)**
2. Gerry Shook resignation from the position of Membership Mobilization Committee Chairperson.
3. For discussion, \$2,500.00 donation to BC Flood Relief efforts through Canadian Cross, it was **moved, seconded, and carried.**
4. For discussion, Elections 2022 and Election Committee:

Local Elections, 2022 – Mail in or electronic vote; look at using Simply Voting, or Election Buddy for 2022 Elections. Need to gather material and options early in 2022. Brother Gaucher to look into costs in January re Simply Voting (currently only 300 max per vote) vs. mail.

Brother McGrath will look into guidelines and follow up with National re: biography write-ups and what is and what is not allowed per the Constitution. Certain criteria must be maintained.

Reviewed Election timeline, **moved, seconded and carried.**

Require Election Committee, no volunteers.

Special Webex meeting in February to review and go over items.

5. Discussion of the Local holding a conference call with our Transit Units, (maybe 1 – 2 stewards/committee members from each unit to be on the call). May be some time off for this.

Have a meeting/conference call to discuss and gather common goals for all of our Transit groups. Get one CBA for all groups, hard to bargain with third party contractors, major disparities between groups.

6. Pension seminars for member in the Unifor Pension Plan taking place January 15 and January 22, 2022.
7. Authority for Financial Secretary to authorize any financial requests over the Holiday season, **moved, seconded, and carried.**
8. Executive 2022 meeting dates, **moved, seconded, and carried.**

OLD BUSINESS

1. New West office COVID restrictions – still in place.
2. The Local 114 Support Staff CBA expired on June 30, 2021 and we have a tentative agreement to bring to General Meeting for approval, it was **moved, seconded, and carried. See attached document (2.75% 1st year; 2.5% 2nd Year; 3% 3rd Year; and some language changes and expansion on Physical Fitness services to be included). (pages 8-9)**
3. The President and Secretary Treasurer's agreements expired on August 31, 2021, proposal submitted, it was **moved, seconded, and carried. See attached document (3% 1st Year; 2.5% 2nd Year; 2.5% 3rd Year; and the Presidents Vehicle Allowance increased by \$75.00 per month). (page 10)**
4. The Local Representatives CBA with MoveUp expires on August 31, 2022, make plans for early 2022.

NOTICE OF MOTION

Notice of By-law change to Article #15: increase to per diems, from \$45/day to \$57/day.
To be discussed and debated at meeting in March, 2022.

REPORTS

Union Rep / Servicing:

President's Report - Brother Gord McGrath presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 11-13)**

President's RTC Report - Brother Gord McGrath presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 14-17)**

Rep's Report - Sister Cynthia Anderson - presented her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 18-19)**

Rep's Report - Sister Linda Jensen - submitted her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 20-21)**

Rep's Report - Brother Mark Misic - presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 22-23)**

Rep's Report - Brother Nate Shier presented a verbal report, it was **moved, seconded, and carried** as circulated. **(pages 24-25)**

Rep's Report - Brother Dave Boros presented a verbal report, it was **moved, seconded, and carried** as circulated. **(pages 26-27)**

Committee:

Education - Brother Gord McGrath presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(page 28)**

Environment - Brother Maurice Mills presented an article for written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 29-35)**

Member-at-Large

Southern BC - Sister Anne Cody - presented her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 36-38)**

Visible Minorities - Brother Morteza Maleki presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 39-44)**

Workers with Disabilities - Brother Dave Boros presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 45-46)**

Human Rights - Brother Dave Boros presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 47-49)**

Other:

Cascade / Advocate Report - Sister Cheryl Williams - presented a written report, it was **moved, seconded, and carried** as presented. **(pages 50-52)**

Cascade -Aerospace Report – Brother Steve Frank – submitted a written report, it was **moved, seconded, and carried** as presented and circulated. **(page 53)**

Brink's Steward Report - Brother Maurice Mills - presented a written report, it was **moved, seconded, and carried** as presented. **(page 54)**

Draw for \$100 Gift Card – Brother Jim Sadlemyer was the winner!

Meeting adjourned 11:49 AM

Next meeting, Saturday, March 19th, 2022 @ 9:30AM



FINANCIAL REPORT GENERAL MEETING December 11th, 2021

Please find attached the Financial Report for the period covering September, October, and November 2021

SEPTEMBER 2021

Our total expenses for September 2021:	- \$302,128.07	Page 2
Our total deposits for September 2021:	<u>+\$262,937.70</u>	Page 2
A deficit in the month of September:	- \$ 39,190.37	Page 2

OCTOBER 2021

Our total expenses for October 2021:	- \$246,486.51	Page 2
Our total deposits for October 2021:	<u>+\$267,395.89</u>	Page 2
A surplus in the month of October:	+\$ 20,909.38	Page 2

NOVEMBER 2021

Our total expenses for November 2021:	- \$277,832.50	Page 2
Our total deposits for November 2021:	<u>+\$249,846.60</u>	Page 2
A deficit in the month of November:	- \$ 27,985.90	Page 2

Year to Date: January – November 2021

Our total expenses for January – November 2021:	- \$2,815,697.33	Page 3
Our total deposits for January – November 2021:	<u>+\$2,881,892.41</u>	Page 3
A total year surplus at the end of November:	+\$ 66,195.08	Page 3

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending November 2021	+\$ 461,875.76	Page 4
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Explanation to Expense Categories: January through November 2021

Page 4-7

2021 Budget

Page 8-9

2021 Budget vs Actual (January through November)

Page 9-10

Units in Bargaining and Items to Mention 2021

Page 10-11

REVISED AND RECONCILED MONTHLY TOTALS

Month	Income	Expense	Difference	Balance
January	263,509.81	- 222,548.28	+ 40,961.53	+ 40,961.53
February	250,554.15	- 242,923.14	+ 7,631.01	+ 48,592.54
March	272,886.25	- 256,945.33	+ 15,940.92	+ 64,533.46
April	265,745.98	- 284,194.78	- 18,448.80	+ 46,084.66
May	233,303.63	- 216,236.59	+ 17,067.04	+ 63,151.70
June	282,417.10	- 272,491.68	+ 9,925.42	+ 73,077.12
July	288,043.87	- 255,614.33	+ 32,429.54	+ 105,506.66
August	245,251.43	- 238,296.12	+ 6,955.31	+ 112,461.97
September	262,937.70	- 302,128.07	-39,190.37	+ 73,271.60
October	267,395.89	- 246,486.51	+20,909.38	+ 94,180.98
November	249,846.60	- 277,832.50	-27,985.90	+ 66,195.08
Yearly Total	2,881,892.41	- 2,815,697.33	+ 66,195.08	+ 66,195.08

December 11th, 2021 Bill Gaucher Secretary Treasurer Unifor Local 114

****Video Conference call held on – Friday December 10th – Executive & Staff **** ***Video Conference call held on – Saturday December 11th – General Meeting***

September, October, and November 2021 – Monthly Deposits vs Expenses

	Sep 21	Oct 21	Nov 21	TOTAL
Income				
D1 (NATIONAL OFFICE DUES)	217,942.89	246,075.95	203,536.94	667,555.78
D13 (INITIATION FEE)	960.00	556.00	160.00	1,676.00
D16 (POSTAGE)	668.88	6,642.68	814.17	8,125.73
D18 (SAFETY REMITTANCE)	47.02	2,132.19	706.55	2,885.76
D2 (VANCOUVER ISLAND SUB LOCAL)	38,978.05	10,361.75	22,055.15	71,394.95
D20 (LOCAL EDUCATION FUND)	616.96	509.61	455.60	1,582.17
D4 (NATIONAL REBATE)	0.00	0.00	21,500.00	21,500.00
D7 (TERM DEPOSIT INTEREST)	0.00	333.63	0.00	333.63
D8 (OTHER)	3,723.90	784.08	618.19	5,126.17
Total Income	262,937.70	267,395.89	249,846.60	780,180.19
Gross Profit	262,937.70	267,395.89	249,846.60	780,180.19
Expense				
1 (DUES & FEES TO NATIONAL)	126,058.24	122,128.65	101,749.92	349,936.81
12 (MEALS & COFFEE EXPENSES)	13.44	43.44	91.18	148.06
16 (POSTAGE & COURIER SERVICE)	2,733.45	5,114.09	498.95	8,346.49
17 (EQUIPMENT RENTALS/PAYMENT)	1,286.15	1,803.20	6,225.65	9,315.00
18 (CONTRIBUTIONS & GIFTS)	2,909.75	1,082.75	847.95	4,840.45
2 (OFFICE SUPPLIES)	1,913.41	628.12	1,158.28	3,699.81
25 (LIFE INSURANCE & POLICIES)	6,426.70	6,426.70	6,426.70	19,280.10
26 (SOCIAL COMMITTEES)	0.00	329.41	0.00	329.41
27 (UNION JACKET/PENS/HATS)	0.00	0.00	3,817.80	3,817.80
28 (OTHER)	0.00	3,600.75	2,914.71	6,515.46
29 (VEHICLE ALLOWANCES)	6,825.00	6,825.00	6,825.00	20,475.00
30 (CAW-COUNCIL DUES)	2,334.43	2,261.66	1,884.26	6,480.35
32 (BARGAINING UNIT EXPENSES)	40,506.85	27,533.04	57,359.42	125,399.31
33 (WCB APPEAL EXPENSES)	158.00	1,050.00	0.00	1,208.00
4 (LABOUR COUNCIL'S)	0.00	752.00	0.00	752.00
45 (VANCOUVER ISLAND SUB LOCAL)	3,716.05	4,859.03	4,489.45	13,064.53
5 (EDUCATION COSTS)	731.50	623.70	0.00	1,355.20
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	1,438.64	638.12	1,140.12	3,216.88
79 (Adjustment Committee Fund)	84.00	84.00	84.00	252.00
8 (BANK CHARGES)	71.25	77.00	67.50	215.75
P_ADVANCES (ADVANCES GIVEN)	-100.00	-330.00	0.00	-430.00
Payroll Expenses	100,659.07	56,593.71	77,889.47	235,142.25
Total Expense	302,128.07	246,486.51	277,832.50	826,447.08
Net Income	-39,190.37	20,909.38	-27,985.90	-46,266.89

January through November 2021 – Yearly Deposits vs Expenses

	<u>Jan – Nov 21</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,422,357.44
D13 (INITIATION FEE)	6,332.00
D16 (POSTAGE)	22,956.90
D18 (SAFETY REMITTANCE)	8,772.81
D2 (VANCOUVER ISLAND SUB LOCAL)	283,844.95
D20 (LOCAL EDUCATION FUND)	23,413.73
D4 (NATIONAL REBATE)	86,000.00
D42 (Strike Fund 3eimbursements)	3,773.76
D7 (TERM DEPOSIT INTEREST)	396.66
D8 (OTHER)	<u>24,044.16</u>
Total Income	<u>2,881,892.41</u>
Gross Profit	<u>2,881,892.41</u>
Expense	
1 (DUES & FEES TO NATIONAL)	1,226,619.97
11 (DUES REFUNDS)	493.31
12 (MEALS & COFFEE EXPENSES)	408.99
16 (POSTAGE & COURIER SERVICE)	29,541.23
17 (EQUIPMENT RENTALS/PAYMENT)	34,448.94
18 (CONTRIBUTIONS & GIFTS)	20,905.54
2 (OFFICE SUPPLIES)	11,528.01
21 (ARBITRATOR AND LAWYER FEES)	18,696.25
25 (LIFE INSURANCE & POLICIES)	73,136.93
26 (SOCIAL COMMITTEES)	329.41
27 (UNION JACKET/PENS/HATS)	38,151.91
28 (OTHER)	33,748.27
29 (VEHICLE ALLOWANCES)	69,525.00
30 (CAW-COUNCIL DUES)	22,715.40
32 (BARGAINING UNIT EXPENSES)	263,419.74
33 (WCB APPEAL EXPENSES)	7,894.70
4 (LABOUR COUNCIL'S)	2,927.00
42 (STRIKE EXPENSES)	5,894.80
43 (PAID EDUCATION LEAVE PROGRAM)	20,055.53
45 (VANCOUVER ISLAND SUB LOCAL)	45,457.43
5 (EDUCATION COSTS)	5,988.88
6 (HALL RENTAL)	47,983.54
7 (TELEPHONE EXPENSES)	9,029.20
79 (Adjustment Committee Fund)	1,256.05
8 (BANK CHARGES)	748.25
P_ADVANCES (ADVANCES GIVEN)	-1,438.42
Payroll Expenses	<u>826,231.47</u>
Total Expense	<u>2,815,697.33</u>
Net Income	<u><u>66,195.08</u></u>

Balance Sheet – Ending November 2021

	<u>30 Nov 21</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2021	393,224.92
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	3,859.64
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	3,121.69*
Long BID Term 3 (Term Deposit Account (Former L432))	25,855.84
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,513.14
Loomis Owner Operators (Owner Operators Special Fund)	<u>23,622.42*</u>
Total Chequing/Savings	<u>461,875.76</u>
Total Current Assets	<u>461,875.76</u>
TOTAL ASSETS	<u>461,875.76</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	<u>111.69</u>
Total Other Current Liabilities	<u>111.69</u>
Total Current Liabilities	<u>111.69</u>
Total Liabilities	111.69
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	-31,804.83
Net Income	<u>66,195.08</u>
Total Equity	<u>461,764.07</u>
TOTAL LIABILITIES & EQUITY	<u>461,875.76</u>

***DHL Owner Operators Fund and Loomis Owner Operators Funds will be adjusted with their respective Double Dues amounts received in November.**

Explanation to Expense Categories: JANUARY THROUGH NOVEMBER 2021

DUES & FEES TO NATIONAL: (\$1,226,619.97)

This is the amount of dues turned over to National Office from all dues collected.

MEDICAL SERVICE PLAN B.C.: (\$ 0.00) No longer have to issue payment.

This is for the BC Medical Coverage for staff (8 Employees/2 Retirees).

DUES REFUNDS: (\$ 493.31)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 408.99) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions.

PARKING & TAXI EXPENSES: (\$ 0.00) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions etc.

AIR & TRAVEL EXPENSES: (\$ 0.00) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions etc.

HOTEL & MEETING ROOMS: (\$ 0.00) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions etc.

POSTAGE & COURIER SERVICE: (\$ 29,541.23)

Covers all postage charges and any Courier Service (Includes By-Election mail out).

We have taken over administration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals. The Local mailed out a 50 years Local 114 Anniversary Pin to all members. ALL Mailout to all members also.

EQUIPMENT RENTALS/PAYMENT: (\$ 34,448.94)

Covers any and all lease/equipment payments and any Office Equipment purchases and services.

Includes all yearly software licenses for our computers and server. We have taken over admiration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals, Video Conferencing and Simply Voting.

CONTRIBUTIONS & GIFTS: (\$ 20,905.54)

Covers any Financial Assistance and contributions, United Way Campaign Local Donations, Strike Assistance, Flowers, Fruit Baskets to injured/sick members and any Memorial Service requests, BC Fed Action. Includes our Annual Variety Children's Charity (as per By-Laws \$4,300.00) and Realistic Society House \$3,000.00.

OFFICE SUPPLIES: (\$ 11,528.01)

Covers any supplies for the office.

LAWYER FEES and ARBITRATOR FEES: (\$ 18,696.25)

Covers any Lawyer Fees and any Expenses related to Arbitration's and Arbitrator's Fees.

REVENUE CANADA ADJUSTMENTS: (\$ 0.00)

Covers any adjustments and credits for Revenue Canada, Canada Pension and E.I.

LIFE INSURANCE & POLICIES: (\$ 73,136.93)

This covers all Health and Welfare Premiums, Office Insurance coverage, Equipment Insurance, Insurance Rebates.

SOCIAL COMMITTEES: (\$ 329.41)

This covers any functions in the (Unit BBQ's included in Bargaining Unit expenses) Local for Recreation, BBQ's etc. Every Child Matters Pins

UNION JACKET/PENS/HATS (\$ 38,151.91)

This covers any purchase of Union paraphernalia.

OTHER: (\$ 33,748.27)

This covers all the expenses that don't fit properly in all the other categories.

Some of the examples are: Closing out of accounts transfers, All Grievance Settlements channeled through the Local, Membership Fees, Affiliation Fees, Leadership Training Fund, Assessments, Translation Fees, Vehicle Insurance Rebates, CHIPS Programs fees for ICS Group, Convention Costs, Summons for Labour Board Hearings, Convention registration fees, Computer service work, Strike Clean Up Charges, Garbage collection fees, Medical Letters, Office Leasehold Improvements, Child Care Expenses, Organizing Research Searches and Bank Equity Requirements.

VEHICLE ALLOWANCES: (\$ 69,525.00)

All Full Time Local Representatives, Full Time Executive Members and Staff Collective Agreement Vehicle Allowances.

B.C. FEDERATION OF LABOUR: (\$ 0.00)

Per Capita Dues. Unifor has withdrawn from the BC Fed effective December 2016. Once our dispute is over we will start paying again. Started up again in September 1st, 2017 through December 2017. NO DUES GOING TO BC FED OR LABOUR COUNCILS. UNIFOR DISPUTE WITH CLC.

COUNCIL DUES: (\$ 22,715.40)

Unifor Council Fees.

INVOICE'S: (\$ 0.00) Included in Code 32 and 45

Owner Operator or Dependent Contractor Invoices for Lost Revenue not included in Bargaining Unit Expenses.

BARGAINING UNIT EXPENSES: (\$ 263,419.74)

This includes any and all expenses related to Bargaining Unit(s) within the Local. Meals and Coffee, Parking, Air and Travel, Hotel and Meeting Rooms, Strike Supplies, Owner Operator Invoices, Telephone Expense, Negotiations, Late Dues, Owner Operator Invoices, Conciliation and any other items not listed here.

WCB APPEAL EXPENSES: (\$ 7,894.70)

Total labour costs for doing WCB Appeal Cases for our Members. Costs are already included in the employer costs for our full-time staff. Basic appeals are started by our local representatives and then the appeals are handled by Lloyd Hynes our WCB/WCAT Consultant.

LABOUR COUNCIL'S: (\$ 2,927.00) ***

Per Capita Dues For: New Westminster & District Labour Council, Vancouver & District Labour Council, Victoria & District Labour Council, Port Alberni & District Labour Council, Nanaimo & District Labour Council, Campbell River, Courtney & District Labour Council, Kamloops & District Labour Council, North Central Labour Council, Unifor Hotel, Restaurant, Gaming and Catering (Hospitality Sector) Council, Unifor Road Transport Council, Unifor Aerospace Council, Fraser Valley Labour Council. *** Many of these are paid quarterly throughout the year. All of the Labour Councils have cancelled (as per Instructions from the CLC) our participation due to our withdrawal from the CLC, NO DUES GOING TO BC FED OR LABOUR COUNCILS. UNIFOR DISPUTE WITH CLC.

UNION LEAVE REIMBURSEMENT: (\$ 0.00) Included in Code 32 & 45 Any lost wages that were paid by an employer for a leave of absence that was requested by the Local. Also included in Code 32 (Bargaining Unit Expenses).

STRIKE EXPENSES: (\$ 5,894.80) Ocean Concrete Locked Out April 30th, 2021 @ 6:00 pm – Now Ended
This would include and expenses in preparation of a strike or actual expenses dealing with a strike.

PAID EDUCATION LEAVE PROGRAM: (\$ 20,055.53)

PEL Funds sent directly to our Local from Bargaining Units and then forwarded to National. (Received \$5,104.58 from Trimac/Westland; \$2,500.00 ICS Courier; \$989.66 Salvation Army; \$746.55 Landmark).

RETIREE'S: (\$ 0.00)

Covers expenses that are paid on behalf of the Retiree's Committee. Includes, such events as the annual dinner/dance and annual conference in Port Elgin, Ontario.

VANCOUVER ISLAND SUB LOCAL EXPENSES: (\$ 45,457.43)

Covers any and all expenses to run the Island Office, including wages.

EDUCATION COSTS: (\$ 5,988.88)

Covers any and all expenses related to our Education Programs within the Local.
Includes all costs for our Local Committees. We sent members to the CO-OP Strike. Election Work.

HALL RENTAL: (\$ 47,983.54)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 9,029.20)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 748.25)

Account charges and any NSF Cheques (\$ _____) returned that have not been reimbursed.

ADJUSTMENT FUND: (\$ 1,256.05)

Any charges related to the DHL/Loomis Adjustment Committee Fund; Cell phone for Chair.

WORKERS COMPENSATION EMPLOYER COSTS: (\$ 1,560.78)

WCB Coverage for staff and wage loss claims within the Local.

ADVANCES GIVEN/RETURNED: (\$ - 1,438.42)

Any returned advances that were given and reconciled on expense claim forms.

PAYROLL EXPENSES: (\$ 826,231.47)

Salary, Wages, Lost Time Vouchers. Includes all Employer costs, Revenue Canada, Canada Pension and Employment Insurance Premiums.

TOTAL JANUARY – AUGUST EXPENSE: 2021	- \$ 2,815,697.33
TOTAL JANUARY – AUGUST DEPOSITS: 2021	<u>+\$ 2,881,892.41</u>
DEFICIT/<u>SURPLUS</u> ENDING AUGUST: 2021	<u>+\$ 66,195.08</u>

Budget – 2021

	<u>Jan - Dec 21</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,476,380.00
D13 (INITIATION FEE)	4,800.00
D16 (POSTAGE)	22,800.00
D18 (SAFETY REMITTANCE)	7,200.00
D2 (VANCOUVER ISLAND SUB LOCAL)	309,000.00
D20 (LOCAL EDUCATION FUND)	17,400.00
D3 (Loomis Owner Operators Fund)	9,300.00
D33 (WCB DEPARTMENT)	0.00
D4 (NATIONAL REBATE)	86,000.00
D44 (RETIREE'S)	1,200.00
D5 (NATIONAL EXPENSE CLAIMS)	48,000.00
D7 (TERM DEPOSIT INTEREST)	600.00
D8 (OTHER)	18,000.00
D80 (DHL Adjustment Funds)	1,800.00
D9 (INTEREST)	0.00
Total Income	<u>3,002,480.00</u>
Gross Profit	3,002,480.00
Expense	
1 (DUES & FEES TO NATIONAL)	1,272,000.00
11 (DUES REFUNDS)	1,200.00
12 (MEALS & COFFEE EXPENSES)	1,200.00
13 (PARKING & TAXI EXPENSES)	600.00
14 (AIR & TRAVEL EXPENSES)	6,000.00
15 (HOTEL & MEETING ROOMS)	3,000.00
16 (POSTAGE & COURIER SERVICE)	36,000.00
17 (EQUIPMENT RENTALS/PAYMENT)	48,000.00
18 (CONTRIBUTIONS & GIFTS)	24,000.00
2 (OFFICE SUPPLIES)	15,000.00
21 (ARBITRATOR AND LAWYER FEES)	24,000.00
25 (LIFE INSURANCE & POLICIES)	82,800.00
26 (SOCIAL COMMITTEES)	1,200.00
27 (UNION JACKET/PENS/HATS)	6,000.00
28 (OTHER)	36,000.00
29 (VEHICLE ALLOWANCES)	72,000.00
30 (CAW-COUNCIL DUES)	24,000.00
32 (BARGAINING UNIT EXPENSES)	241,200.00
33 (WCB APPEAL EXPENSES)	7,560.00
4 (LABOUR COUNCIL'S)	2,992.00
43 (PAID EDUCATION LEAVE PROGRAM)	9,600.00

44 (RETIREE'S)	2,400.00
45 (VANCOUVER ISLAND SUB LOCAL)	61,800.00
5 (EDUCATION COSTS)	54,600.00
6 (HALL RENTAL)	52,800.00
7 (TELEPHONE EXPENSES)	12,000.00
79 (Adjustment Committee Fund)	1,008.00
8 (BANK CHARGES)	720.00
9 (WORKERS COMPENSATION)	2,800.00
P_ADVANCES (ADVANCES GIVEN)	0.00
Payroll Expenses	<u>900,000.00</u>
Total Expense	<u>3,002,480.00</u>
Net Income	<u><u>0.00</u></u>

January – November 2021 Budget vs Actual

	Jan - Nov 21	Budget	\$ Over Budget	% of Budget
Income				
D1 (NATIONAL OFFICE DUES)	2,422,357.44	2,270,015.00	152,342.44	106.71%
D13 (INITIATION FEE)	6,332.00	4,400.00	1,932.00	143.91%
D16 (POSTAGE)	22,956.90	20,900.00	2,056.90	109.84%
D18 (SAFETY REMITTANCE)	8,772.81	6,600.00	2,172.81	132.92%
D2 (VANCOUVER ISLAND SUB LOCAL)	283,844.95	283,250.00	594.95	100.21%
D20 (LOCAL EDUCATION FUND)	23,413.73	15,950.00	7,463.73	146.8%
D3 (Loomis Owner Operators Fund)	0.00	9,300.00	-9,300.00	0.0%
D33 (WCB DEPARTMENT)	0.00	0.00	0.00	0.0%
D4 (NATIONAL REBATE)	86,000.00	64,500.00	21,500.00	133.33%
D42 (Strike Fund Reimbursements)	3,773.76			
D44 (RETIREE'S)	0.00	1,100.00	-1,100.00	0.0%
D5 (NATIONAL EXPENSE CLAIMS)	0.00	44,000.00	-44,000.00	0.0%
D7 (TERM DEPOSIT INTEREST)	396.66	550.00	-153.34	72.12%
D8 (OTHER)	24,044.16	16,500.00	7,544.16	145.72%
D80 (DHL Adjustment Funds)	0.00	1,650.00	-1,650.00	0.0%
D9 (INTEREST)	0.00	0.00	0.00	0.0%
Total Income	<u>2,881,892.41</u>	<u>2,738,715.00</u>	<u>143,177.41</u>	<u>105.23%</u>
Gross Profit	2,881,892.41	2,738,715.00	143,177.41	105.23%
Expense				
1 (DUES & FEES TO NATIONAL)	1,226,619.97	1,166,000.00	60,619.97	105.2%
11 (DUES REFUNDS)	493.31	1,100.00	-606.69	44.85%
12 (MEALS & COFFEE EXPENSES)	408.99	1,100.00	-691.01	37.18%
13 (PARKING & TAXI EXPENSES)	0.00	550.00	-550.00	0.0%
14 (AIR & TRAVEL EXPENSES)	0.00	5,500.00	-5,500.00	0.0%
15 (HOTEL & MEETING ROOMS)	0.00	2,750.00	-2,750.00	0.0%
16 (POSTAGE & COURIER SERVICE)	29,541.23	33,000.00	-3,458.77	89.52%
17 (EQUIPMENT RENTALS/PAYMENT)	34,448.94	44,000.00	-9,551.06	78.29%
18 (CONTRIBUTIONS & GIFTS)	20,905.54	22,000.00	-1,094.46	95.03%

2 (OFFICE SUPPLIES)	11,528.01	13,750.00	-2,221.99	83.84%
21 (ARBITRATOR AND LAWYER FEES)	18,696.25	22,000.00	-3,303.75	84.98%
25 (LIFE INSURANCE & POLICIES)	73,136.93	75,900.00	-2,763.07	96.36%
26 (SOCIAL COMMITTEES)	329.41	1,100.00	-770.59	29.95%
27 (UNION JACKET/PENS/HATS)	38,151.91	5,500.00	32,651.91	693.67%
28 (OTHER)	33,748.27	33,000.00	748.27	102.27%
29 (VEHICLE ALLOWANCES)	69,525.00	66,000.00	3,525.00	105.34%
30 (CAW-COUNCIL DUES)	22,715.40	22,000.00	715.40	103.25%
32 (BARGAINING UNIT EXPENSES)	263,419.74	221,100.00	42,319.74	119.14%
33 (WCB APPEAL EXPENSES)	7,894.70	7,280.00	614.70	108.44%
4 (LABOUR COUNCIL'S)	2,927.00	2,992.00	-65.00	97.83%
42 (STRIKE EXPENSES)	5,894.80			
43 (PAID EDUCATION LEAVE PROGRAM)	20,055.53	8,800.00	11,255.53	227.9%
44 (RETIREE'S)	0.00	2,200.00	-2,200.00	0.0%
45 (VANCOUVER ISLAND SUB LOCAL)	45,457.43	56,650.00	-11,192.57	80.24%
5 (EDUCATION COSTS)	5,988.88	50,050.00	-44,061.12	11.97%
6 (HALL RENTAL)	47,983.54	48,400.00	-416.46	99.14%
7 (TELEPHONE EXPENSES)	9,029.20	11,000.00	-1,970.80	82.08%
79 (Adjustment Committee Fund)	1,256.05	924.00	332.05	135.94%
8 (BANK CHARGES)	748.25	660.00	88.25	113.37%
9 (WORKERS COMPENSATION)	0.00	2,800.00	-2,800.00	0.0%
P_ADVANCES (ADVANCES GIVEN)	-1,438.42	0.00	-1,438.42	100.0%
Payroll Expenses	826,231.47	825,000.00	1,231.47	100.15%
Total Expense	2,815,697.33	2,753,106.00	62,591.33	102.27%
Net Income	66,195.08	-14,391.00	80,586.08	-459.98%

Bargaining in 2020/2021: A lot of our Local unit Collective Agreements have expired and need to be scheduled for Bargaining. Bargaining outside of the province will also be dealt with case by case. Video conferences and Simply Voting will be utilized for Bargaining until Health restrictions are removed or at least relaxed. Brinks Bargaining is being done at a National Level in Toronto, this will increase our normal costs for bargaining within BC in which Airfare, Hotels and other related costs are going to be expensive to take our bargaining committee to Toronto (Garda \$58,330.29 to date with more invoices to come in).

Educations costs include \$5,988.88: Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership.

Arbitrations and Lawyer's Fees \$ 18,696.25: We have many Arbitrations and Legal Issues within the Local this year and still lots of possible Arbitrations and Legal issues to be dealt with on the books for 2020 into 2021. Dealing with an issue at Hospitality Inn, which requires our Lawyers assistance to get an award through the courts if needed. Loomis, Cam Clark Ford, Viking Air, Ocean Lehigh Hanson, Kohler , Garda and TForce labour Board Filings and Arbitrations.

Charitable Contributions (Donations) and Gifts \$20,905.54: Annual Donation to Variety the Children's Charity \$4,000.00; The Realistic Success Recovery Society \$3,000.00; WOR Veterans Memorial Donation; Cards and Flowers to members; Financial Assistance donations to members in need. \$5,000.00 donation to Tk'emlups te Secwepemc in Kamloops. Our Members at Kohler took up a collection for the BC Wild Fires and challenged the Local to do the same. The Local will be making a \$2,500 donation to the BC Wild Fires Relief through the Canadian Red Cross. Unifor National and the Unifor BC Regional Council have each made a \$5,000.00 Donation for the BC Wild Fires Relief.

Union Items (Paraphernalia) \$38,151.91: 2022 Unifor Monthly Planners \$3,817.80 for 2,100; Unifor Masks \$800.00 for 100; 50 Year Anniversary Pins Local 114 \$12,962.10 for 4,000; Orange T-shirts First CND Kamloops Campaign \$2,571.45 for 149; Orange T-shirts for Local \$3,579.45 for 220; Red T-shirts for Cascade \$7,439.03 for 380 National to cover ½ cost; Every Child Matters Wrist Bands \$1,636.06. Various Unifor Hats and Retirees Pins and Hats.

Other Items to mention:

***June 3rd, 2021 marks the 50 Year Anniversary of our Local (1971 – 2021), the Local has purchased a 50 Year Pin for all active members, these will be mailed out.*

*** Trailer for BBQ is still on the books and not yet purchased; ** Arbitrations on the books for 2020 and into 2021.*

*** We are not paying BC Federation of Labour or Labour Council per capita dues right now (about \$46,000.00 per year).*

***Our Local has a new Office in Victoria, B.C. Our new office is located at # 220 – 4552 Commerce Circle Victoria, B.C.*

***The local will be meeting with the other Locals in the New West Hall to look at our WCB needs and how to move forward in 2021-2022.*

***The local needs to build our relationship with the National Organizing department so that we can become active in organizing.*

***The Local has a Public Storage Locker for our old files annual fee \$4,057.20.*

*** The Local collects the fees from our ICS Owner Operators for their Commercial Liability Insurance and then forwards those fees to the Broker \$2,775.00 (15 OOP's).*

***We authorized the updating of software and some new replacement computers in the office from 2021 into 2022.*

*** Reminder that we hold 2 months of union dues on hand before sending to National, this gives us our operating expenses. This practice has been going on since our CAW Merger when we started the collection of union dues at the local level as opposed to National collecting them in our CBRT & GW days.*

***Our Brinks Bargaining 2021 has taken place in Toronto (National Bargaining) and there is an increased expense covering Airline, Hotels and other related expenses that would not be incurred if bargaining in B.C. (\$58,330.29).*

***The Support Staff Agreements expired at the end of June 2021, we need to renew them in September this year. There will be a recommendation at the General Meeting on December 11th for a 3 year agreement for the Support Staff.*

***The President and Secretary Treasurers agreements expired on August 31, 2021, they will need to be renewed in 2021 as well.*

***The Local Representatives CBA with MoveUp expire on August 31, 2022.*

**Financial Report given at the December 10th, 2021 Conference call for Staff and Executive Members.
Financial Report given at the December 11th, 2021 Conference call for General Meeting.**





REVISED - EXECUTIVE RECOMMENDATIONS

ALL WERE APPROVED

Saturday, December 11th, 2021

Donations and New Business Items

1. \$2,500.00 donation to BC Flood Relief efforts through Canadian Red Cross.
2. Authority for Financial Secretary to be authorized to deal with any financial requests over the Holiday Season.
3. The Local 114 Support Staff CBA expired on June 30, 2021 and a 3 year deal with increase each year (2.75% 1st year; 2.5% 2nd year; 3% 3rd year) and some language changes and expansion on Physical Fitness services to be included.
4. Pension seminars for member in the Unifor Pension Plan taking place January 15 and January 22, 2022. No cost to the Local put on by Manulife and Clarity Pensions. **These were cancelled as a lack of signups.**
5. The Local will schedule a conference call with our Transit Units, (maybe 1- 2 stewards/committee members from each unit to be on the call). May need to book some members time off for this.
6. The Local will continue to use the services of Lloyd Hynes as our WCB advocate for the next 2 years and over the next year we will seriously look at what our options will be moving forward.
7. The Local Presidents and Secretary Treasurers CBA expired on August 31st, 2021 and a new 3 year deal with increases each year (3% 1st year; 2.5% 2nd year; 2.5% 3rd year) and the Presidents Vehicle Allowance will increase by \$75.00 per month.

Executive Authorizations

8. Executive authorization to place an advertisement in the Kamloops In the News newspaper, thanking membership in Kamloops and surrounding areas.
9. Executive authorization for Membership Updates with 3 Draws (\$100, \$150, \$250).
Winners: 1st Draw: Oon (May) Chan - Hotel Grand; 2nd Draw, Nov 19th \$150.00 Gurmeet Brar – Signify; 3rd Draw Dec 10th \$250.00 – Robert Godfrey, B&L
10. Executive authorization to purchase 2,100 2022 Monthly Planners @ \$3,465.
11. Executive authorization airline change fee of \$289.05 for a Brinks bargaining committee member to get a direct flight home.

12. Executive authorization for a MADD business card advertisement at a cost of \$299.99.
13. Executive authorization for \$100.00 financial assistance to a Whistler Transit member.
14. Executive authorization for \$100.00 financial assistance to a Garda member.
15. Executive authorization for \$244.14 re First Transit (Langley), printer for union office.
16. Executive authorization for \$200.00 each to Monarch Place, Victoria Women's Shelter, Kamloops Women's Shelter and WAVAW Rape Crisis Centre.
17. Executive authorization for donations made annually in November, December and January.
 - A) The Mustard Seed Street Church (Food Bank) \$200.00
 - B) Greater Vancouver Food Bank \$200.00
 - C) Surrey Food Bank \$200.00
 - D) Protein For People Project (Food Bank's) \$200.00
 - E) Queen Alexander Elementary School (Before and After School Program and Morning Food Program) \$200.00
 - F) Annual COSCO – Seniors (Annual donation \$200.00 and membership \$25.00) \$225.00
 - G) Annual New Year's Day Poor Peoples Levee Tour Victoria (If going ahead) \$100.00
 - H) Strait Express Annual Members X-Mas Party Request (If going ahead- COVID) \$200.00
 - I) The Realistic Success Recovery Society (EFAP) To Be Paid in January 2022 \$3,000.00
18. Executive authorization for these annual affiliations to be approved:
 - A) Annual Canadian Association of Labour Media (CALM) To Be Paid in January 2022 \$325.00
 - B) Vancouver COOP Radio Annual \$1,000.00

NOTICE OF MOTION (New Rates Breakfast - \$15.00; Lunch - \$20.00; Dinner - \$22.00)

Notice of By-law change to Article #15: increase to per diems, from \$45/day to \$57/day. To be debated and voted on at our meeting on March 19, 2022.

****Draw for attending General Meeting \$100.00.**

All in attendance will be in the draw**

Next Meeting scheduled for Saturday, March 19th, 2022

Support Staff New 3 year Collective Agreement Changes

ARTICLE 2 - WAGES

Clause A - Agreed

July 1 2021 to June 30, 2022	July 1, 2022 to June 30 2023	July 1 2023 to June 30 2024
2.75%	2.5%	3%

ARTICLE 4 - VACATION AND HOLIDAYS

Clause F - Agreed

Add Reconciliation Day

ARTICLE 5 - CONDITIONS OF EMPLOYMENT

Clause D - Agreed

Lynsi Gaucher Monday to Thursday; Friday is her normal day off

Tracey Opheim Tuesday to Friday; Monday is her normal day off

ARTICLE 13 - OFFICE CLOSURE - Agreed

~~The Local Office will try to close at noon on the day prior to a Statutory Holiday, wherever possible.~~

The Local Office will close at noon on the day prior to a statutory Holiday, if this falls on a scheduled day off, the ½ day may be taken in lieu.

ARTICLE 16 - PHYSICAL FITNESS

Change name of article 16 to ARTICLE 16 - PHYSICAL FITNESS/Health and wellness

Add to include Naturopath services not covered by extended health, Nutritional counselling, supplements/ vitamins, B12 shots, IV therapy. The yearly maximum is \$500.00

Memorandum of Agreement (Valid through this New Contract period July 1, 2021 – June 30th, 2024).


The support staff must request and receive approval to work from home on a specific day with the permission of the President or Secretary Treasurer.

Signed this 18th day of November 2021 -

Via Webex Conference call.

Support Staff

Local 114 President and Secretary Treasurer


Lynsi Gaucher
Gord McGrath
Tracey Opheim
Bill Gaucher

The President and Secretary Treasurer are assigned to bargain with the Support Staff as per By-Law Article # 23.

These changes must be presented and passed by the membership at the December 11th General Membership Meeting (Webex).

ARTICLE # 23 SECRETARIES (SUPPORT STAFF)

Be it hereby resolved that this Local employ a secretary or secretaries to perform office duties as set out by the Executive of the Local. Working conditions and wages shall be negotiated by the President and the Treasurer, subject to ratification by the membership at a regular General Meeting. In the event a replacement or additional secretary is required, first preference shall be given to applicants who are members in good standing of **Unifor**, second preference to a member in good standing of a Union affiliated to the Canadian Labour Congress/British Columbia Federation of Labour

The following agreement was brought forward by the Local Executive Sub-Committee and proposed to the General Meeting on Saturday December 11th, 2021.

The Local Presidents and Secretary Treasurers Agreements expired on August 31st, 2021 and a new 3 year deal with increases each year (3% 1st year; 2.5% 2nd year; 2.5% 3rd year) and the Presidents Vehicle Allowance will increase by \$75.00 per month. Effective September 1st, 2021.

These changes were approved and voted on at the Saturday December 11th, 2021 Virtual General Meeting.

President's Servicing Report
Brother Gord McGrath
December 2021

DHL: A world-wide courier trucking company

There are some continuing grievances in the system with others that are on the arbitration doorstep as we continue to have disputes over contract language which we believe is straight forward and entrenched language.

Due to the increasing volumes of freight coming and going, has put the facility close to maximum capacity and maneuvering vehicles around in that enclosed environment is causing several member-to-member tensions, resulting in more than normal harassment investigations. Most have been resolved without discipline being handed out, with a communication line directive and support being established.

On Vancouver Island the Victoria location, which is shared with the larger Loomis Express unit, DHL has indicated it is time to transition into their own facility. A location has been secured giving the union membership much needed space to work, with giving room to grow down the road, and if these increased volumes continue going upwards, this upgrade is a welcome sight for all.

The heartache to the delivery drivers will be a total location reroute upsetting existing runs with modifications, we only hope this transition is a smooth one, but that yet needs to be seen.

Great work from Unit Chair Kristian Nielsen and National Rep Mario Santos who continue to push the company for resolves.

No other major items currently.

Loomis Express: A world-wide courier trucking company

Acclaimed Unit Chairperson, Terry Radtke, who has been meeting the company along with myself, to challenge several issues around the depot, mainly this close quarters encounters with the Canpar workers. If you step back and look at the full picture, it sure looks like there is a integration of the working relationship with their freight and ours. Could this be a common employer type issue, we will continue to monitor keeping close notes on this intermingling between the two workforces.

To note, this does not come as a surprise, it was a concern before our Loomis membership commenced working out of that location. Not like TST Overland Express and Canadian Freightways located in Burnaby, who have a similar co-existence, but the integration for workers never took place, as there was a wall to wall, sealing to floor chain link fence. The issue we see here in the Surrey location is that both Canpar and Loomis freight are arriving in the same trailers, some of which are mixed together... so who gets to work the freight, correct, one worker from Canpar and the other from Loomis.

This togetherness extends into the lunchroom, which to be honest I do not have an issue providing everyone gets to enjoy their break without arriving to a uncleanly environment or have to wait 20 minutes to use the microwave. Doing checks and asking the members there seems to be a no issue anymore as Canpar and ICS workers were on site originally.

Extending from a conference call a few weekends ago, which included leadership from across the country, discussions took place on getting back to the bargaining table with the company. The one-year extension to the CBA is coming to an end and now is the time to get at it and secure a new collective agreement for the following years to come.

I wish to thank Brother Terry Radtke for all his hard efforts in working for the membership at Loomis Express, along with all the Chief/Shop stewards and committee members for their continued support for the membership.

Brinks Armoured Car – BC *A transportation carrier for valuable liabilities*

The bargaining committees from BC and Ontario were successful in obtaining a new tentative agreement with the company, which was ratified by the membership October 4th, 2021, via two Zoom meetings and the use of Simply Voting. The last stint took us just shy of two weeks at the table, living out of a hotel room in Brampton Ontario. In all, it took around 21 days collectively from reviewing received proposals to signing off on the MOA.

The climate at the bargaining table was not the usual cobra/mongoose run around, but a calmer dialog with top of house negotiators. Believe me, we had some tough decisions to make, as so did the company bring the stress levels in the high eights, but at no time were there lash outs, just hardline bargaining, which brought the locals about 4 hours away from initiating strike action across the country.

Several of our members were confused why the Union took a strike vote before getting in deep with the company bargaining like last time, the short answer is... we didn't want the company to drag out bargaining for months just like last time. This is a way to put a stopwatch using the conciliation process thus implementing a deadline to either come to an agreement or move to strike action. We see this being the trend with the bigger units across the country to put committees in a get serious attitude and try to stop some of the foot dragging companies are known for.

Printing of the CBA'S will commence once the final review is completed by the local committee and management. We are hoping to have this done in December and have booklets made up for distribution in January/February 2022.

BC elections have now been completed with most of the positions filled with hopes the remaining spots are populated in the new year. With a few of the step 2 grievances still in play, I will be requesting the National Rep to review and for direction.

I move my report be accepted as circulated.

In solidarity,

Gord McGrath
Unifor Local 114 President / Education Committee Chairperson
Unifor B.C. Regional Standing Committee – Workers with Disabilities

Presidents December 2021 Report Additions

Dave Boros Quarterly Review Report.

Dave and I over a telephone conversation a few weeks back reviewed how he is feeling about the job and if there are any type issues out of the norm that need addressing.

The new office is set up and working well with other tenants being very respectful and welcoming. Other than a few items like printing ink and a coffee maker and minor supplies the new office environment and location is perfect.

When asked about the servicing duties and long commutes, Dave said all was to be expected and the new relationship with members and companies is working well. I had to ask about being away from family and his response was all is fine as we all talked about what the job detailed and what to expect, my family has full support for me and knows this was my goal for a few years now.

Dave mentioned he continues to develop and build the relationship with the membership on the grounds of fairness, accountability, and respectful relations. He has a great relationship with National Rep, Jim Dixon, lending support if needed and of course our local servicing Reps, and President are just a phone call away to bounce questions off if needed.

My summary is Dave is doing a fantastic job in his role of servicing Rep on the Island which comes from comments received from Island members under his servicing duties.

Well done Dave on the commitment to the members and to build on where our other local Reps left off under those challenging times.

Bill Gaucher's COVID updates.

I like to thank Bill for continuing these COVID update reports and I hope they are being circulated to our leadership and committees that we service. To some it may seem a bit repetitive, but to many others I receive thanks to the local for providing an up to date snapshot and informative links for reference. This was a great idea and is another step to assist the members within our local, their families and beyond. I ask that we continue to share these updates when they come out and I thank you for that.

Gord McGrath
President
Unifor Local 114

RTC Report – Via Zoom – November 5, 2021

Below is collection of items extending from the RTC zoom meeting including current campaigns.

AGENDA

9:30 AM Presidents Report

10:15 AM Assistant to the National President Chris McDonald

10:45 AM Break

10:55 AM Guest Speakers; Dr. Ted Harvey and Dr. Philip Bigelow – Truck

Parking (rest stop issues, etc.)

11:30 AM Q & A

11:45 AM RTC Treasurer Jim Connelly - RTC Financial Report

12:00 PM Lunch

12:45 PM Bylaw Amendments

1:15 PM National Secretary-Treasurer Lana Payne

1:40 PM National Women's Department Director Lisa Kelly - Federal Pay Equity

2:00 PM Reports from Subsectors and Presidents

2:30 PM Road Transport Director Len Poirier

3:00 PM Closing remarks

My Member-at-Large report as presented to the attendees

RTC Groups within Unifor Local 114

- **Courier** (DHL, Loomis, Dynamex, ICS Courier)
- **Trucking** (Vitran Express, Consolidated Fastfrate, Dolphin Delivery, Landmark Transportation)
- **Bus Lines & Handydart** (DW Services, First Canada Bus – Kamloops, Vernon, S Arm, Cowichan Valley, Wilson's Transport, Whistler Transit)
- **Concrete Movers** (Ocean Concrete)

- **Armored Car** (GardaWorld with 4 locations within B.C., B&L Security in the interior of BC as well as Brinks with 6 locations within B.C.)
- **Moving & Storage** (Stockers Security & Storage on Vancouver Island)

Highlights since last report

Ocean Concrete (Lehigh) underwent a six-week lock-out and came out of that with 3-year deal including wage increases in this year and in 2022. A signing bonus including increased enhancements to the benefit plan and the committee fought off company concessions.

Brinks has a new 4-year contract and Garda World is stepping into negotiations shortly.

Loomis Express is coming to a close on their one year roll over to the CBA, negotiations will commence in the new year on the National level.

Hot Topics Currently

- Mandatory vaccine policies now showing up in most of our transportation sector properties with resentment push back from some of the membership.
- Rest stops for out-of-town bus drivers in the Whistler corridor including Squamish is a huge concern with these members. Having to use and or wait to use bathroom facilities in restaurants and fuel stations most of which are far from cleanliness. A push to the cities council have been met with little talk and no action to resolve.
- Hours of work due to the huge increase in freight volumes in our courier sector is troubling as management push to have drivers take out more and more freight. Wintertime can be more of a challenge due to limited day light for delivery in the residential areas which adds to increased fatigue mostly with newer delivery drivers.
- Vehicle repairs for parts and replacement has some owner operators in a pickle and must resort to half measure used scrap yard items. Covid has as we know stalled the replacement pieces for installation and the concern is how good are the secondhand parts that are having to be used to keep the commercial vehicles on the road. In the GVA we have seen several roadside checks by the DOT where a 1/3rd is being hauled away or received tickets due to safety violations.

Unifor Campaigns

World Toilet Day 2021 November 17th, 2021

Most Canadians take safe sanitation for granted. But across the world, approximately 3.6 billion people do not have access to a safely managed sanitation service ([WHO/UNICEF 2021](#)).

As an affiliate of the International Transport Workers' Federation (ITF), Unifor recognizes World Toilet Day as an opportunity to raise awareness about regions and workplaces where workers still fight for the basic dignity of safe sanitation.

The ITF's forthcoming online resource will track workers' stories and their struggles for better sanitation conditions and celebrates successful campaigns around the world. Read more about health issues, legal information, case reports, progressive legislation, and template surveys on the ITF site.

"These are detailed tools for bargaining in every workplace," said Lana Payne, Unifor Secretary Treasurer, and ITF Board Member, who also stressed that the needs of members are varied in every workplace. "To be blunt, safe sanitation at work is not merely access to a urinal. Canadian transport workers are diverse and so are their individual needs for clean, appropriate and safe facilities."

Unifor supports the ITF Transport Workers' Sanitation Charter. Being on the move, transport workers, including those in workplaces across Canada, face unique challenges for healthy washroom conditions. Unifor continues to fight for improvements that protect the health and safety of all transport workers at the bargaining table and at every level of government.

ITF Message from the sanitation charter...

The International Transport Workers' Federation (ITF) is a democratic global union federation of 665 transport workers trade unions representing over 18 million workers in 147 countries. The ITF works to improve the lives of transport workers globally, encouraging and organizing international solidarity among its network of affiliates. The ITF represents the interests of transport workers' unions in bodies that take decisions affecting jobs, employment conditions and safety in the transport industry.

The sanitation charter work has been driven by the ITF's urban transport unions representing public transport workers. Some of the charter's demands are:

- access to secure and clean toilets for women and men, which are well lit inside and outside
- ventilated, lockable cubicles
- appropriate hygiene (washing) facilities with clean water
- affordable and appropriate menstrual hygiene products provided
- paid rest breaks for transport workers who should be able to access toilets when they need them during working hours - without delay, and with no loss of income.

The Unifor Road is Our Workplace Campaign

We would urge all Unifor Local Unions and National Representatives to promote this important initiative looking to make Ontario roads safer. Please share on your social media pages and Local Union websites to engage all our members in transportation, logistics and warehousing. Safer roads and infrastructure are not only for long-haul truck drivers, but regional users and delivery personnel also need safe haven rest areas which includes our transit sector as well.

Please click the link below to view the additional documentation and to education yourselves on this important topic. Please complete the form to email your MPP and tell them you support this long-haul drivers' campaign for safe places to park. Your message will also be copied to the Minister of Transportation and to the Premier.

<https://www.unifor.org/en/take-action/campaigns/road-our-workplace>

Respectfully submitted by Gord McGrath – RTC Member-At-Large

**Local Union Representative's Report
Sister Cynthia Anderson
DECEMBER 2021**

Applewood Nissan: Auto Dealership

- There was a housekeeping issue coming out of bargaining where care days and hours did not equal one another. We had to grieve this and got a resolution in an expedited arbitration at the settlement officer stage.
- Issues regarding management performing bargaining unit work continues to be monitored.
- The employer consistently confirms they are on top of all COVID measures.

TForce Final Mile: Same Day Delivery and Bank/Dedicated accounts.

- Some issues regarding dedicated customers requiring double vaccination as there are a few hold outs has been resolved.
- The employer consistently confirms they are on top of all COVID measures.

Inland Kenworth: Heavy Duty Truck Repair

- I continue to check in consistently with our new Steward and there are no issues at this time.
- Some questions forwarded re mat leave have been dealt with.
- We are in the process of distributing bargaining surveys and electing our bargaining committee for the upcoming round of negotiations to secure a multi year renewal agreement.
- The employer consistently confirms they are on top of all COVID measures.

ICS Courier: Same Day and Next Day Delivery

- Issues regarding the overlap of work between Transforce carriers is being monitored closely.
- The employer consistently confirms they are on top of all COVID measures.

Lamar Advertising: Advertising Installation on Bus and SkyTrain

- An issue regarding union dues for an employee transferring from Victoria has been resolved.
- The employer consistently confirms they are on top of all COVID measures.

Magnacharge Battery: Battery Distributors

- I continue to check in with the shop steward and there are no issues at this time.
- The employer consistently confirms they are on top of all COVID measures.

Metalex Products: Lead Smelter

- Issue regarding some benefit level inconsistencies is currently being addressed.
- The employer consistently confirms they are on top of all COVID measures.

Prepac Manufacturers: Furniture Manufacturing

- A three year deal was ratified that has a number of adjustment increases as well as a 4% increase in each year.
- The employer consistently confirms they are on top of all COVID measures and they have six full time employees working to ensure they remain as COVID free as possible.

Strait Express: Owner Operators

- A three year renewal has been negotiated with increases to certain zone rates, fees, times and shipment types.
- This agreement was ratified by the group with 96% voting in favour of the tentative agreement.
- Some issues have come up regarding how work is dispatched. We have addressed these issues with the employer.
- The Steward consistently confirms the company is on top of all COVID measures.

Westman Steel: Culvert Manufacturing

- There were a number of issues resulting from a positive COVID test which have been addressed.
- National Day for Truth and Reconciliation stat issues have been resolved.
- Our long serving Shop Steward, Malcolm Smith has stepped down. It was a pleasure working with him and he always did an excellent job. Our new Shop Steward is Keith Tourond and I look forward to working with him as well.
- The employer consistently confirms they are on top of all COVID measures.

I move that my report be accepted as circulated.

In Solidarity,



Cynthia Anderson

Unifor Local 114 Union Representative

**Local Union Representative's Report
Sister Linda Jensen
December 2021**

Accurpress (Surrey): *Manufacturer of custom steel presses*

- No current issues.

PPG Architectural Coatings Canada Inc. (Delta) *Manufacturer and distributor of paint*

- Got a deal for renewed CBA. Ratified by members.
- Will be having elections for new H&S Committee and Stewards.

Bimbo (Langley): *Distribution center*

- The Company will be letting approximately 12 members go due to automation by June 30th 2022. They will go from the top down to see if any of the senior guys want the package and then go from bottom up. Currently working on a severance package for members that will be let go.

Chilliwack Ford (Chilliwack): *Car dealer/ mechanics, parts and service*

- Dealing with a grievance regarding termination of two employees. One a long-term employee. The Company continues to let people go without cause. Will more than likely be heading to an arbitration unless the Company comes up with a good severance package.

Halkin Tool (Surrey): *Manufacture of custom steel presses*

- Dealt with an issue for one of the members. Resolved.

International Tentnology (Surrey): *Manufacturer of events tents*

- Looks like we may have a deal with the Company on a renewed CBA. Sadly, we do not have a bargaining committee at this group. Will be looking to get the agreement ratified once it is settled.
- May have a member willing to step up as Shop Steward. Members do not want this position as they feel they will be targeted by management.
- Dealt with a pay issue for one of the members.

Signify/ Ledalite (Langley): *Manufacturer of custom lighting*

- Met with Company to discuss their request for a workshare program to try and pay for shut down days. It was brought to the membership for discussion and Stewards reported that the membership were not in favour.
- JLM in beginning of December scheduled. Hoping to have a couple Stewards at this meeting.

Royal Pipe (Langley): *Manufacturer of custom PVC pipes and fitting*

- Have a new ratified agreement with this group.
- Some issues around pay. In discussions with Company.
- Will be having elections for new Stewards and H&S Committee.

Ryder Truck (Delta): *Heavy duty mechanics, service and rentals*

- No current issues.

Shellburn (Burnaby): *Oil Refinery*

- No current issues.

Unitran Manufacturing:

- No current issues.
- Company is hiring.

HAVE A HAPPY AND SAFE HOLIDAY SEASON!!!!
MERRY CHRISTMAS 2021!!!

In Solidarity,

A handwritten signature in black ink, appearing to be 'Linda Jensen', with a long horizontal line extending to the right.

Linda Jensen
Unifor Local 114 Union Representative

**Local Union Representative's Report
Brother Mark Misic**

GEA (Aerofreeze) (Richmond): Manufacturer of Commercial Freezers, sold internationally

- No outstanding grievances.
- Bargaining resumed the week of September 27th and both Parties reached a tentative MOA.
- In-person ratification meeting/vote took place on October 19th, member turned down MOA.
- Strike vote done by Simply Voting finalized on November 12th, Union applied to LRB for mediation shortly thereafter.
- Mediation dates set for January 10th and 14th.

B & L Security (Cranbrook/Nelson/Kamloops/Kelowna/Vernon): Armoured Car Service

- No outstanding grievances.
- Collective agreement booklets completed by Local Support Staff and mailed to Vernon branch for distribution.

Consolidated Fastrate (Port Coquitlam): Freight Distribution/ Transportation

- Grievance meeting held September 16th resolved several grievances. Unfortunately, there are several outstanding grievances/workplace issues outstanding. Upcoming grievance meeting to be scheduled.
- Road/Rail closures conference call held on November 23rd.

First Transit (Langley): Shuttle Bus

- Bargaining concluded with a tentative MOA on September 23rd.
- In-person ratification meeting/vote held on September 27th. Membership ratified new MOA.
- The MOA required two votes contained in a LOA, those votes done by Simply Voting have now been completed. Draft collective agreement is in process to include new language from the vote.
- Elections completed for all Union positions.
- Stewards/Reps now have new secure Union office.

Garda (Nanaimo-Comox): Armoured Car service

- No outstanding grievances.
- Bargaining was postponed just prior to in-person/online bargaining meetings. The National did a National Rep reassignment. Thanks to Mark Cameron for all his hard work for the Garda members. Welcome Vince Lukacs to this unit.
- WebEx update meeting held on October 24th to update BC bargaining committees on change to National Reps.
- Upcoming pre-bargaining WebEx meeting scheduled for December 3rd.

Garda (Prince George/Terrace): Armoured Car service

- No outstanding grievances.
- Bargaining was postponed just prior to in-person/online bargaining meetings. The National did a National Rep reassignment. Thanks to Mark Cameron for all his hard work for the Garda members. Welcome Vince Lukacs to this unit.
- WebEx update meeting held on October 24th to update BC bargaining committees on change to National Reps.
- Upcoming pre-bargaining WebEx meeting scheduled for December 3rd.

Garda (Vancouver): Armoured Car service

- Mediation that took place on August 11 for two terminations netted a settlement, but the Company was late with payment. Ongoing discussion between the Union and Company for resolve.

- One termination grievance set for arbitration December 6th and 7th looks to be settled to the grievor's satisfaction. Paperwork being finalized.
- Several other grievances advanced to National level.
- Upcoming branch grievance meeting to be scheduled shortly.
- Bargaining was postponed just prior to in-person/online bargaining meetings. The National did a National Rep reassignment. Thanks to Mark Cameron for all his hard work for the Garda members. Welcome Vince Lukacs to this unit.
- WebEx update meeting held on October 24th to update BC bargaining committees on change to National Reps.
- Upcoming pre-bargaining WebEx meeting scheduled for December 3rd.

Garda (Victoria): Armoured Car service

- Some grievances/issues remain outstanding. National Rep Vince Lukacs now involved with outstanding issues.
- Bargaining was postponed just prior to in-person/online bargaining meetings. The National did a National Rep reassignment. Thanks to Mark Cameron for all his hard work for the Garda members. Welcome Vince Lukacs to this unit.
- WebEx update meeting held on October 24th to update BC bargaining committees on change to National Reps.
- Upcoming pre-bargaining WebEx meeting scheduled for December 3rd.

Hospitality Inn (Port Alberni): Hotel

- This unit has now left the Local after LRB application to leave was unopposed by the Local.
- Local Rep Dave Boros can provide update.

Salvation Army (Langley): Distribution Center for BC and Alberta

- Outstanding grievances are on going (free coffee and owed stat pay). Brought up during bargaining. Ongoing.
- Pay issues ongoing and discussed at bargaining. Ongoing.
- August meeting to review harassment complaint against manager. Ongoing.
- Bargaining resumes on January 13th.

Vitran (Surrey): Freight Distribution/ Transportation

- No outstanding grievances.
- Thanks to Bruce for handling the day-to-day issues.

Wilsons (Vancouver/Victoria): Charter Bus

- In September the Union and the Company tentatively reached a MOA one-year rollover.
- Simply Voting was used for the ratification vote. Members accepted the MOA.
- This Unit is now with Local Rep Dave Boros for the Island and will continue to help out with the Vancouver drivers.

In Solidarity,



Mark Misic
Unifor Local 114 Representative
604 - 516 - 8042
misic@uniforbclocals.ca

Local Union Representative's Report December 2021

Brother Nate Shier

Dolphin Delivery: *A trucking, warehouse operation & distribution of Pacific Press newspapers*

- Lots of difficulties over the last few months. Flooding around BC and closed roads has created huge transportation delays. Dolphin adapting well and finding ways to keep goods moving. Additional pay and bonuses implemented for delays and reroutes.
- Some growing pains with new agreement final proof and print coming soon.
- Unfortunate accident with driver. Severe injuries.

Cam Clark Ford: *Ford Auto and Truck Dealership*

- Doug Horton and Rick Blair addressing day to day issues.
- Bargaining dates being selected. Bargaining proposals sent to national rep.
- Bargaining delayed.

Cascade Aerospace: *An aircraft overhaul facility in Abbotsford*

- Steve Frank taking care of day to day.
- New National Rep selected for Cascade, Mark Cameron.
- Floods created several hardships for members living in Chilliwack.

First Bus Canada - Kamloops: *Conventional and Custom transit service*

- Chris Cadarette taking care of day to day.
- In Bargaining. As of writing a tentative deal was agreed. Additional help from National pension and benefits department needed to complete the document for the members to review for ratification.

First Bus Canada Transit in Vernon and Salmon Arm: *Conventional & Custom transit service.*

- Rick Ostrass elected to Chief position and has been taking care of day to day as the Chief Steward.
- In Bargaining. New dates being selected for further bargaining.

Horizon Air: *A regional Carrier for Alaska Airlines*

- No outstanding grievances.
- Due to the nature of the work and the closing of the border there is a drastic drop off of work and several layoffs have happened.
- While be heading into bargaining in the new year. New Bargaining Committee to be selected.
- No "known" date of return to full work. Pending on opening of US/Canada border. Talks were started but quickly ended with rise of delta variant. Omnicron variant may create further delays.

HYTEC (Kohler) Kohler (HYTEC): *A full-line manufacturer of gelcoat and acrylic bathtubs, showers, bath/showers, modular bathing systems and shower receptors*

- Chief Steward, Charles Holman, is doing well and trying to keep up with the many issues.
- Several termination grievances at Step 2 and 3. In or waiting for Arbitration.

Landmark Trucking: A "For Hire" trucking operation operating in the Lower Mainland and the Interstate 5 corridor

- Interim/Carry over Agreement to expire 2022.
- Requests to overhaul benefits plan being investigated.

Trimac Transportation services: A bulk carrier of cement

- No additional grievances.

Whistler Transit: A conventional and custom transit service

- Bargaining sessions started. Moved to mediation.
- Strike vote meetings held with a 98% vote in favour of strike. Talks with mediator broke off after first day. Meeting with Board in the new year to determine essential service parameters.

Additional Servicing

Viking Air: Aircraft Manufacturing Parts and Repair and Overhaul facility

- James Young Chief Steward taking care of day to day issues.
- Dave Boros now on as the Island Rep and transitioning over to him. Still working with Dave to assist in getting up to speed.

First Bus Canada – Cowichan Valley Regional Transit: Conventional and Custom transit service

- Mike Younger is taking care of the day to day issues.
- Still in Bargaining New dates currently selected and being confirmed. January 4,5,6.

As seems to be a broken record and several reports, Bargaining has been challenging over the year, being in, or about to be bargaining with several groups. Adding to the stresses of day-to-day life the floods in BC, have just added to the loads that bear down on members mental health. Most are adapting well, but it is one more thing that takes away some control and normalcy to life. Add in the Omnicron variant and the mandatory vaccine policies and things have been tense.

On the bright side (or maybe the dark) Christmas is coming and maybe there may be some opportunities for a much-needed break.

I will be staying low key myself, but I hope everyone can find some love and joy and patience to work with, and I hope and send my best wishes to all to stay safe and stay healthy.

In Solidarity,



Nathan (Nate) Shier
Unifor Local 114 Union Representative

**Local Union Representative's Report
Brother Dave Boros
December 2021**

Anchor Inn: A waterfront hotel in Campbell River

- No grievances in the system.
- Hotel is very busy have hired a few folks.
- This Hotel has been sold, the new owners take possession the end of November.

Clipper Navigation: A ferry service running between Seattle and Victoria that also transports freight

- No grievances in the system.
- Clipper has been shut down again, talking to some of the folks out there. they knew this was going to happen. At the time of re-start. there was a new variant running rapid and only US citizens were allowed to cross the border, which I was told was around 75% of paying the customers.
- Not to mention their last re-start plan was done very quickly.
- Their next re-start plan is set up for March 2022, which should be much better, now that Canadians are allowed to cross the border and return within 72 hours with no testing. (they must still show their Covid passport) I am hopeful folks will travel again, but as we know, things change very fast.

Cowichan Valley Regional Transit (First group CVRT): Transit service in Duncan and Ladysmith & commuter to Victoria

- We are in the middle of bargaining with this group, we did meet with the Company in November for a few dates. We have more dates set up in January.
- The bargaining committee is doing an amazing job during these very difficult times.
- There are many Health and Safety procedure issues that I hope are going to get resolved. During our last bargaining session with the company, we set out some time at the end to go over the process, in which a health and safety joint investigation process as per the code works. I am hopeful that moving forward some of these issues get resolved.

Hotel Grand Pacific: A major luxury hotel in Victoria

- Currently no grievances in the system.
- The new collective agreement will be going to print very shortly.
- The Hotel is finally getting some luck in hiring some folks over at this location.
- There was an issue with valet parking, the Bell Service did not feel comfortable with going into guest's vehicles due to Covid. I spoke with the HR and the valet parking is now closed temporarily.
- My new steward Chad Griecken has been doing an amazing job at Hotel Grand.

Ocean Concrete: A concrete manufacturing and delivery company Victoria

- I am in the process of concluding a harassment/bullying investigation, with HR being sick for a month and some of the folks now moved on due to the lockout (they found other jobs) those folks were difficult to find and get statements from. This investigation has taken longer than I hoped.

- There has been another incident at a work site which caused damage. This incident was reviewed by both the health and safety and me. Some of these work sites are very tight and it was noted to the membership that if you arrive on a site and if there are too many obstructions or is too tight of a spot for you to back your truck in, ask for a spotter.

Stockers Moving and Storage and Premier Van Lines: A moving company based in Victoria

- No grievances in system.
- I conducted a site inspection and met the membership. They were very excited to see me. After my meeting with the members I met with management, this is more of a family atmosphere everyone seemed very happy.

Viking Air: Aircraft manufacturing parts & repairs & overhaul facility located in Sidney

- There are still a few grievances in the system and now possibly 2 mediation /arbitration also in the system.
- I have a Union/management meeting set up for December 12, 2021 to meet with the New HR and to go over anything outstanding.

PWT: Transit and Handy DART operating out of Campbell River, Courtenay and Comox

- There are 2 Group grievances in the system, 1 pertaining to drivers fuelling the busses and the other one is for the folks who were put on leave for not wanting to get vaccinated.
- Shop stewards Earl and Michael are doing amazing jobs over at this location.
- The Group grievance for unvaccinated workers is a very difficult one to say the least, it comes straight from BC Transit and the Government. With Covid restrictions changing day by day, this Group Grievance needed to be submitted.
- The third grievance was resolved with an apology and immediate resolution by the Company.

Wilson's: School, charter, airporter and cruise ship Bus Company in Victoria, Vancouver, Campbell River

- No grievances in the system.
- Just finished a 1-year roll over which was ratified by the members.
- Not too busy right now with no cruise ships coming through and for the most part very little in the way of tourists.

Thank you and in solidarity,

Dave Boros

**Dave Boros
Unifor Local #114 Rep
Vancouver Island**

Education Committee Report
Brother Gord McGrath
December 2021

As the year ends for the PEL training program in Port Elgin, Ontario, our local was successful in having a few members attend in the fall sessions. With COVID restrictions in place and with safe practices being applied keeping those in attendance protected, it was a successful soft opening of the Center which had been close for approximately 18 months.

The closures and restrictions created havoc with providing any meaningful education to the membership for almost 2 years and it will be until the new year until we see how the pandemic plays a part for the education process in 2022.

We remain optimistic and encouraged to once again provide the educational tools that our membership needs and deserve to carry out their respective positions within the union.

Any new updates will be provided to the servicing Reps for communication to their unit leadership and committees when received.

If you have any questions regarding educational training and bursaries, please call your local Rep or myself at 604-524-9457, toll free at 1-800-841-5911.

In Solidarity,

I move my report as circulated.

Gord McGrath, Unifor Local 114 President / Education Chair



News

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Energy

|

Environment

When Surging Floods Meet Expanding Pipelines

The impact of last week's deluge sends a sobering message, say engineers and activists.



Zoe Yunker 23 Nov 2021 | TheTyee.ca

Zoë Yunker is a Vancouver-based journalist writing about energy and environmental politics. She works with The Tyee as a Tula Foundation Immersive Journalism fellow. Follow her on Twitter @zoeyunker.



Construction of the Trans Mountain pipeline near Hope, BC, in October. The pipeline is currently shut down due to massive floods and landslides that hit the province last week. Photo by Jonathan Hayward, the Canadian Press.

Romilly Cavanaugh stood at the edge of the Coquihalla River north of Hope, watching big trees snap off the bank like blades of grass in a lawn mower. Some of those not swept away held dead fish in their branches three metres off the ground — a reminder of what came before.

Cavanaugh and her fellow engineers had been sent into the chaos for a sole purpose: to watch the Trans Mountain pipeline through the flood of 1995.

Over that week they held vigil in torrential rain because the pipe, usually buried in a thick blanket of soil and rock, was bare and moving up and down in the river “like a piece of cooked spaghetti.”

That was new to her. “You don’t expect metal structures to be moving.”

On the other side of the river was a less visible danger. Enbridge's Westcoast gas pipeline also had escaped its casing, leaving it at the mercy of rushing water.

Cavanaugh left her job at the company decades ago and now works as an independent environmental engineer. But such memories worry her. "I've been watching the news for the last couple days, just praying that we don't see an oil spill on top of everything else we've already seen."

"It was chaos. And it's even worse now."

After massive floods and landslides hit the province last week, the Trans Mountain and one of three Enbridge pipelines were shut down, although oil and gas continued to sit in the pipes.

So far, neither company has reported a leak, but Trans Mountain confirmed in a statement yesterday that the pipeline has sustained damage.

"There are some areas where Trans Mountain will need to restore or cover over the pipe or make other repairs to ensure integrity of the line where it has been exposed due to flooding," the company said in a statement.

It added that in some areas, rivers began flowing over the pipeline right of way. Workers are now attempting to redirect rivers into their normal channels.

"If all planning and work continues to progress and no further issues with the pipeline are assessed, Trans Mountain is optimistic that we can restart the pipeline, in some capacity, by the end of the week," the company **stated**

(<https://www.transmountain.com/news/2021/ensuring-safety-during-bc-and-wa-storm-impacts>) on Monday.

The restart would depend on access to equipment, weather and there being no new "findings of concern," it added.

The Enbridge pipeline affected by flooding resumed operations yesterday.

Trans Mountain has said its pipeline expansion now being constructed is designed to withstand a 10-per-cent increase in flood activity to account for climate change. Research **suggests** (<https://pubmed.ncbi.nlm.nih.gov/34153751/>) that will likely be insufficient.

The Trans Mountain pipeline that is being twinned traverses one of the country's main drainage basins — and flooding hotspots — in the Fraser-Lower Mainland region.

The Coquihalla and Coldwater rivers, which Trans Mountain follows, "are the most dangerous spots for a potential spill from a flood like this," said Cavanaugh.

"The rivers are really fast moving, and the pipeline is super close to the river — it goes under it in several locations."

When completed, Trans Mountain's expansion project will triple the amount of oil flowing through its pipes to over 890,000 barrels per day.

Mayuk Manuel, a member of the Tiny House Warriors, a movement resisting the Trans Mountain expansion project, reports seeing Trans Mountain construction sites abandoned on the highway driving up to Hope.

In some regions, empty pipeline trenches had been turned into muddy rivers.

"There was so much erosion from how fast the water was moving," she said. "How risky is this? Are we willing to take that risk?"

Kai Nagata, energy and democracy director at the Dogwood Initiative, said the construction zone has sustained damage. "The path of construction has been just hammered by debris slides and covered in mud in a bunch of different places, and the access roads are washed out."

The government-owned project has faced three delays in just over a year, pausing for safety incidents, COVID and wildfires. That's upped an already-dubious investment, said Nagata.

"The whole equation around using public money to build Trans Mountain deteriorates every time the project encounters a delay, and this is a significant delay with no end date in sight."

Crews working on the project in the Coquihalla and Merritt regions have been redeployed to get the existing line back into operation, said Trans Mountain in an emailed statement, adding that it had not evacuated any of its work camps.

'We account for this'

Dharma Wijewickreme, a professor in geotechnical engineering at the University of British Columbia and founder of the Pipeline Integrity Institute, is firm in stating, "Based on the available information, I think it's fair to say pipelines are one of the safest ways of transporting fluid over long distances."

But Wijewickreme also acknowledges the risks that floods pose to pipeline infrastructure.

Key among those issues is the power of soil, which under landslide and flood conditions can push the pipeline in different directions from underground.

"When that happens, the pipelines will be subjected to deformations," he said. Such pressures can cause the pipe to pop up or bend.

The type of soil also presents a risk factor, said Wijewickreme. Areas with soft sedimentary soils, like the Fraser Valley, can increase risks to the line.

And when buried underneath rivers, pipelines are at risk of "scouring," as fast-moving rivers scrape off the rock and topsoil meant to keep pipelines buried underground.



Concrete river weights were placed above Trans Mountain pipeline exposed in the Coquihalla River after flooding in 1995.

None of these dangers are new, said Wijewickreme. “When you design pipelines, normally as engineers, we account for this.”

He described a number of new methods he and colleagues use, including burying pipes deeper underneath waterways and reinforcing pipeline walls. Engineers also design pipelines so that they’re thicker in areas where the pipe has to withstand greater pressure, like under river crossings.

Still, flood-related spills happen.

In June 2013, Alberta suffered a major flood, triggering two spills linked directly to the disaster. That included a sour gas leak on Legacy Oil and Gas’s company’s line, caused by a puncture from floating debris to an exposed pipeline. The leak led (<https://www.reuters.com/article/us-pipeline-rupture-idUSBRE95J0ZG20130620>) to evacuation of 2,100 residents living nearby.

Later, a spill in northeast Alberta on Enbridge's Wood Buffalo pipeline system spilled around 750 barrels of crude oil. At the time, the company pointed to heavy rainfall that led (<https://www.theglobeandmail.com/report-on-business/industry-news/energy-and-resources/enbridge-restarts-wood-buffalo-pipeline-closed-following-alberta-flooding/article12916398/>) to the kind of underground soil movement that Wijewickreme highlighted.

When floods block access

Back at the riverbed during the flooding of 1995, Cavanaugh and her team watched with trepidation. If they did witness a leak, there would be little to do but warn those downstream.

That's the danger of compound disasters like oil spills and floods happening simultaneously, she said. Clean up crews are subject to safety precautions and won't be sent into a disaster zone to quell an oil spill.

"If there's a spill, an evacuation, or if the spill occurs in a fast-moving river, no amount of equipment will help you if you can't get there," she said.

Road access presents another issue. Although Trans Mountain has access to networks of back country roads and bridges leading to the pipeline right of way, those roads can easily become obstructed.

In the 1995 flood, Cavanaugh said damage to roads and bridges "took years for them to recover."

During the National Energy Board hearings for Trans Mountain expansion project, the Sto:lo Collective raised (<https://www.ceaa-acee.gc.ca/050/documents/p80061/114562E.pdf>) concerns about the risks of natural hazards such as flooding and landslides in the Fraser Valley, citing incidents like the floods on the Fraser over the decades.

Trans Mountain responded saying that the project was designed to withstand hazards and would "implement mitigation measures where avoidance was not possible."

But Cavanaugh questions the power of cleanup measures. An effort that managed to salvage 10 to 15 per cent of leaked bitumen mixed with toxic diluting agents would be considered "successful spill response in a river," she said.

So far, B.C.'s devastating flood hasn't triggered any pipeline ruptures, but the climate crisis promises (<https://www2.gov.bc.ca/assets/gov/environment/climate-change/adaptation/prelim-strat-climate-risk-assessment.pdf>) to make floods more severe, and more frequent.

As Tara Troy, associate professor in hydrology at the University of Victoria, puts it, "If a flood is bad luck, then climate change increases your probability of bad luck."

In seeking approval of its pipeline expansion, Trans Mountain committed (https://docs2.cer-rec.gc.ca/ll-eng/llisapi.dll/fetch/2000/90464/90552/548311/956726/2392873/2981674/3265138/A83733%2D2_Trans_Mountain_Attachment_1_Part_1_of_39_Condition_65_%2D_A5Q0C8.pdf?

nodeid=3268003&vernum=-2) to meeting provincial requirements that the pipeline be designed to withstand a level of flooding at one-in-200-year levels on water crossings, with higher standards on three individual rivers.

Flooding in the Merritt region last week likely surpassed that level, said Brett Eaton, a fluvial geomorphologist at the University of British Columbia.

It's also unclear whether those design standards apply to sections of pipeline that don't cross water bodies, but may run alongside them, and became inundated by water in the floods Cavanaugh witnessed, and last week.

Trans Mountain was not able to provide clarification by press time.

And the company's proposed design fix to account for a 10-per-cent increase in flood activity from climate change might not be sufficient.

A 2021 study of the climate impacts of flooding in Canada **found** (<https://pubmed.ncbi.nlm.nih.gov/34153751/>) that the Fraser-Lower Mainland region would see a 20-per-cent increase in 200-year floods in the near future, and a 30-per-cent increase in such floods from 2061 to the end of the century.

Nagata says there's an obvious need to reassess risks posed by the Trans Mountain pipeline and expansion.

"Nobody expected the Coquihalla to just melt," he said, "All of the concerns that have been raised by critics of the project over the last 10 years I think have to be looked at again and taken seriously."

Wijewickreme remains optimistic that pipelines can be the safest way to transport fossil fuels and other chemicals, as long as those who design and build them pay attention to climate science.

The way weather is trending, he said, damages "could be more than anticipated at the time of design."

Cavanaugh is less sanguine. The engineer watches the current devastation and reflects back to the flood of 1995 that left her shaken. Last week's deluge is "on a completely different scale," she said, not only in terms of levels but areas affected.

"Instead of funding the Trans Mountain pipeline expansion we should be reinforcing infrastructure and planting trees and looking for jobs and things for people to do," she said. "It's very frustrating."

Report of Anne Cody
Southern Member at Large
December 10, 2021

B&L Securities:- Nature of Business:- Courier Services:-

- It has been trying times in the past couple weeks. When it rains it pours, literally! It is crazy how the weather is now!
- A bunch of their crews couldn't work because of highways being washed away and mud slides closing major routes, so they aren't working very many hours.
- But the company is trying to get more hours for those crews with limited hours.
- There are customers getting their orders a few days after the delivery date. So not too bad everything considering.
- COVID-19 protocols are still being used to keep them and the customers safe and healthy!

First Transit Vernon / Salmon Arm:- Nature of Business:- Transit:-

- Rick Ostrass is back as Chief Steward and eager to fight for their rights.
- The end of the month is coming and it looks like they will have a few (6?) members on LOAs due to COVID-19 vaccination. They're not sure how this is going to go down, but hoping they will not lose their positions over this.
- Rick is having discussions with the GM as to the TS and that his hours should be working when the buses are running late night runs Thursday, Friday and Saturday nights. They don't need him during the day when they have management working. Rick had gone so far as to giving the GM a schedule that would work for the coverage that the drivers need. Rick is getting some push back from the GM because of his close friendship with the TS. Reason for this discussion is because they have more women drivers than ever before and because of where their seniority puts them, they drive a lot of nights on out-of-town routes, UBCO, Armstrong/Enderby and Lumby runs. They have had a couple incidents that have been documented, but still no response from company as to their safety. Rick has talked to Nate about this and he has suggested that Rick bring it forth to their H&S committee. After bringing it to H&S and a possible push back from company, Rick isn't sure where to go next.

Rick has also had discussions with the GM about the HandyDart floating lunch breaks and he seems to be receptive of going over the procedures. He's hoping he can change this because right now they are being shorted about 12 to 15 minutes of their lunch breaks. And that has been for the last 12 years. Their previous GM would not change it whatsoever, Rick has banged his head against that wall for so long it flattened his forehead. Lol!

- They are hoping that the local and or national can send Rick their strategy for negotiations so he can pass it on to the members. He's having a lot of questions, and doesn't want to give out the wrong information.

First Transit Kamloops:- Nature of Business:- Transit:-

- The Kamloops membership is getting extremely upset and frustrated with what they see as a lack of bargaining process. In turn, this is taking a toll on the bargaining committee and workplace reps having to seek answers and being verbally attacked. The frustration with the length of time this has been drawn out with little results and Chris and Anne are taking a lot of the heat for this. Kamloops did bargain at the beginning of November for a few days but didn't have enough time set aside and the company wasn't willing to spend anymore time during that bargaining session. Two more days are set aside, the first week in December and the bargaining committee will be looking to have something to take back to a frustrated membership.
- Members in all classifications are being overworked and starting to feel fatigued with all the overtime due to a shortage of workers. The company is having a difficult time attracting new employees due to working conditions, wages and lack of pension, and due to this, the company is having to cancel routes on the conventional side which causes conflict for the members when the public gets upset their buses aren't arriving.
- On Monday, November 15th, with the extreme weather BC experienced, Merritt flooded and needed to be evacuated. Unifor 114 members in Kamloops were called upon to drive the Coquihalla, through a severe snowstorm, driving into a hazardous flooding situation to rescue Merritt residents who had no other way to escape this disaster, after the entire town was evacuated. A total of seven members, from custom and conventional classifications, volunteered to take this task on, most after already working their regular shift, but they stepped up to ensure Merritt residents, many seniors from a number of retirement homes could get to Kamloops and have a safe place to stay. As of writing this, the evacuated residents are still staying in Kamloops but when it is safe, the membership will again, ensure they make it safely back to their homes in Merritt. Good Job!!
- Here is a good read on paid sick days. the website is called. "National partnership for women & families fact sheet," about how Paid Sick Days are good for businesses. Businesses and workers benefit from paid sick days.

<https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-good-for-business-and-workers.pdf?fbclid=IwAR3RICmBsNYhKM7VfQhbNweEeDtvJrR0bS2c24xV5bKRU6z6raDYSW8y4lo>

Kamloops

- Kamloops' Emergency Support Services (ESS) is dealing with its highest number of evacuees ever after all 7,000 residents of the City of Merritt were ordered to evacuate on November 15 due to flood waters compromising the town's water and wastewater-treatment systems. Merritt evacuees directed to Kamloops without family or friends to stay with were given 72 hours of shelter through ESS. With the City of Merritt expecting residents to be displaced for some time, those accommodations were extended to seven days.

City of Kamloops chief administrative officer said up to 3,000 evacuees were processed in Kamloops — the majority of whom arrived on Nov. 15, an initial wave of about 2,500 through the doors of the ESS centre set up at the McArthur Island Sport and Event Centre.

The largest amount, by far, at any one time for the ESS to process. Others signed up online or stayed with friends initially before registering. There were more evacuees than anticipated, as the city expected about 1,500.

Just like the water overwhelmed the rivers and the storm drain system, in Merritt, the sheer number of evacuees that came overwhelmed the Kamloops Emergency Support Services. Some people had to be moved to Kelowna and Salmon Arm as available rooms in Kamloops filled up. About 1000 people stayed behind in Merritt.

Merger of Domtar and Paper Excellence has been approved by the Competition Bureau of Canada, part of the approval means the Kamloops pulp mill must be sold to a third party.

Paper Excellence and Domtar, based in Montreal and Fort Mills, S.C., reached an agreement for Richmond based Paper Excellence to purchase Domtar for \$55.50 per share, a deal worth about \$3 billion in United States currency. Now they will wait and see who the buyer is.

Sheltering those in need. To date this year, the Y Women's Emergency Shelter has supported 52 families and 63 women without children, feeding, housing, clothing and providing support for them. In March of 2020, when the pandemic first started, the women's shelter was offered expansion sites. Which meant they could house children and families in the event they had COVID-19. Since then, the additional expansion site has helped to provide housing when the shelter is at full capacity.

**Merry Christmas Everyone!
Be Safe!**

Morteza Maleki
Executive Member-At-Large for Visible Minorities
Aboriginal & Racial Workers Committee Chair

On Sept. 20th 2021, participated on NDP candidate of Port Moody, Bonita Zerrillo campaign on Federal Election.



Morteza Maleki
Executive Member-At-Large for Visible Minorities
Aboriginal & Racial Workers Committee Chair

Call for support across the country Strikes in the Iranian oil industry

42 years crime against humanity in Iran. Over four decades the Islamic Republic of Iran has led the death squad. Islamic regime establishment have grown out of these death squads. They had openly used death squads to get rid of those who were fight for freedom and justice.

Many workers in the oil industry, including dozens of oil, gas and oil workers Petrochemical companies have been on strike since June 20, 2021.

The "Organizing Council of Protests of Oil Workers" called for a strike on June 20th. The strike of contract workers in the petroleum industry that had started earlier became a nationwide strike.

So far, thousands of workers from several different refineries and other operations in the petroleum industry have joined the strike.

The contract workers had previously warned against resuming their strike if their demands were not met and agreements were not honored. The "Organization Council" has published a catalog of requirements with 7 clauses.

It is about a wage increase (the minimum wage must be over 12 million Tuman), the dissolution of subcontractors, the conclusion of permanent employment contracts, the abolition of regulations reminiscent of slavery and intended for special economic zones. They also demand the right to organize, assemble and protest.

The contract workers have announced in advance that they will consistently support the strike and protests of the official oil workers planned for June 21, 2021. In their statement it says: "This is a warning strike and will last a week.

On June 30th, 2021 we will join the strike of our official colleagues. During this protest week we will gather at our workplaces and try to make decisions together to make us heard everywhere.

"This strike shows that the strikes of workers in the oil industry are expanding, their unity and solidarity are growing, and their political awareness is growing.

About a year ago, on June 29th, a wave of strikes began in the oil industry, which developed into a nationwide strike on August 1st. This strike continued over the past year in the form of individual strikes.

Workers at the Tehran refinery have announced that 700 workers have been laid off as a result of the strike. We strongly condemn this anti-worker measure. Strikes and protests are the inalienable rights of workers. Nobody can therefore be dismissed. We strongly support the nationwide strike by workers in the oil, gas and petrochemicals industries and demand the immediate fulfillment of their demands.

We call on workers in all other industries to join and support the petroleum workers' strike.
Down with Islamic Republic of Iran, Long Live Freedom!

Morteza Maleki
Executive Member-At-Large for Visible Minorities
Aboriginal & Racial Workers Committee Chair

Racial justice Forum Build a tool kit for tackling Racism in workplace

BC Racial justice Forum: Race & Income Inequality

Unifor committed to uniting, leaving, and supporting each other to build a truly anti-Racist labor movement and world has been actively finding solution on how to make that a reality.

The session brings together union leadership, activists, employers and community organization to brainstorm new ideas, tools, strategies, and policies for justice , whether in union locals, workplace and communities the forum, are a part of the Federal Government: Anti-Racism . Action program grant in 2020 that Unifor was accepted for.

One of the forums was specifically tailored for Black, Indigenous and people of colour to share and voice

“Our own internal Racism and through colonization and how communities that experience Racism”. Said Unifor Human Rights Director Christine Maclin.

This meeting (BC Racial Justice Forum /Race &Income Inequality) Was held on Oct. 2nd, 2021, Saturday @10:00 till 13:30 pm

Meeting was opened by the moderator Margaret and National Director Gavin McGarrigle and followed by guests speakers honorable PETER JULINE / JINNY SIMS and etc

Morteza Maleki
Executive Member-At-Large for Visible Minorities
Aboriginal & Racial Workers Committee Chair

- **Statement of the Council for Holding Cross-Globe Protests - Abroad**

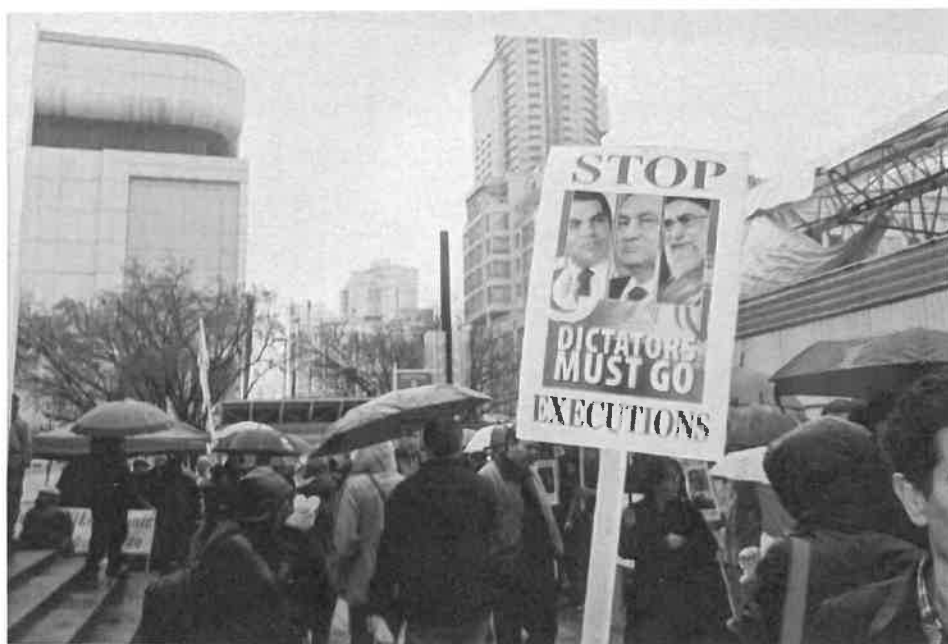
We are gathered here in defense of the struggles of the Iranian people and the demand for an international criminal investigation into actions of the Iranian President, Raisi, and his accomplices amongst the leaders of the Islamic Republic who were involved in the massacre of Iranian political prisoners in the summer of 1998. We are also here to commemorate the thousands of political prisoners and activists for freedom and social justice, who perished in the summer of 1988 in Iranian prisons.

Freedom-loving people of the world, parliament members, and human rights organizations:

We, political and civil activists in different countries of the world, inform you of the following:

- **We call on human rights organizations around the globe to put pressure on the Islamic Republic of Iran for flagrant human rights violations and to defend the violated rights of the Iranian people.**
- **We call on the international legal and judicial authorities to launch a criminal investigation against Raisi, who was one of the main perpetrators of the massacre of the Iranian political prisoners in the summer of 1988.**

Long live the struggle and solidarity of the Iranian people against the corrupt and criminal regime of the Islamic Republic.





Local Union Worker with Disabilities Report
Brother Dave Boros
December 2021

Parking Permits for People with Disabilities
Sun, 2021-04-11 11:00 - DriveSmartBC
Parking

Handicap Symbol An article on the abuse of handicapped parking stalls by both users and the people who park next to them would be appreciated. I assume that the permit is issued to the person who is disabled. In many cases, the driver is not disabled. What are the regulations concerning the driver of a vehicle who is not handicapped and the use of the handicapped parking stall?

Who is Eligible for a Permit?

Based on a medical doctor's recommendation, anyone with a permanent or temporary mobility impairment is eligible for a permit. People who need extra wide parking spaces in order to get in and out of their vehicle, or who cannot walk more than 100 meters, must use an assistive device or who are legally blind are also eligible for a permit.

Who Issues Disability Parking Permits?

The permit may be issued by a municipality or by an organization designated by a municipality to a person who qualifies as being disabled. In British Columbia, this is most often done by SPARC, the Social Planning and Research Council. Other regional agencies around B.C. also issue disability parking permits.

These permits are issued to the person, not the vehicle owner or driver. It may be used on any vehicle used for transport of that person, even if they do not drive or own it.

Displaying Your Permit

A disabled persons' parking permit may be displayed by hanging it from the rear-view mirror or by laying it on the dash in front of the driver's position when the driver or a person who is a passenger in the vehicle has a disability. This entitles the use of a disabled zone for standing or parking only for the purposes of transporting the disabled person.

What Happens if Permits are Abused?

Issuing agencies will take action against those who misuse the permit. In order to do so, they suggest that you politely ask to see the person's wallet card, which is issued to all who have a permanent disability. The person is not obligated to show you the card. Should they refuse, contact the agency with your explanation and the parking permit number. They will take appropriate action with regard to the permit.

Not all organizations that issue these permits give the holder a wallet card to go with the placard that hangs from the rear-view mirror. In this case the person may not be refusing to show you, they many are not able to.

If You do Not Have a Disability

Vehicles that do not display a valid permit must not stop, stand or park in a handicap parking space. "Just for a minute" is not a justification.

Leaving sufficient space next to a vehicle displaying the permit is important as well. The striped area beside the space indicates room needed to deploy a wheelchair ramp needed to enter or exit the vehicle.

wheelchair ramp no parking area

Towing Offenders Away

The owner of a parking lot may choose to have an improperly parked vehicle towed away. The vehicle owner would be responsible to pay the towing charges involved.

Police action is also a possibility. A traffic ticket may be issued to those who park in a disabled zone when not entitled, to those who use a disabled parking permit when they are not entitled to it and to those who loan the permit to another person, disabled or not.

References:

Disabled Persons' Parking Permits - Division 38 MVAR

Police Authority to Remove Parked Vehicle - Section 188 MVA

Parking Permit for People with Disabilities (BC Wide) - SPARC BC

See the Disability Parking Permits section of the Links page for a list of Regional Providers

Login or register to post comments

In Solidarity,

Dave Boros

Dave Boros

**Local Union Human Rights Report
Brother Dave Boros
December 2021**

B.C. human rights commissioner report outlines racial disparities in policing

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Report analyzed data from 5 police services across province

The Canadian Press · Posted: Nov 24, 2021 1:15 PM PT | Last Updated: November 24

B.C. Human Rights Commissioner Kasari Govender's report includes a series of recommendations for the B.C. government. (Harold Dupuis/CBC)

The office of British Columbia's human rights commissioner says an analysis of data from five police services across the province shows "profound racial disparities," and is calling for changes to address discrimination in policing.

The report from Kasari Govender's office includes recommendations for the B.C. government as part of a submission to a special committee of the legislature that's looking at changes to the province's Police Act.

According to the report, an analysis of data from the five B.C. police services found Indigenous, Black and other racialized people were over-represented in arrests and detentions, as well as in mental health or well-being checks and strip searches. Indigenous women were also arrested at higher rates than women from other racial groups, as well as white, Asian and South Asian men.

In one example, the report says data provided by the Vancouver Police Department from 2011 to 2020 showed Indigenous people were over 11 times more likely to be arrested than their representation in the general population would predict. The analysis found that while Indigenous men represented 1.1 per cent of the city's population, they were involved in 19 per cent of the department's arrests.

Vancouver mayor says lack of action on racism by city police is 'indefensible,' steps down as spokesperson. In Nelson, data from 2016 to 2020 showed Black people were 4.7 times more likely to be involved in mental health incidents than their representation in the population.

The Vancouver and Nelson police services and the RCMP in Surrey, Prince George and Duncan/North Cowichan were chosen because they represent communities of different sizes with varying demographics in distinct parts of B.C., the report says.

Indigenous women arrested at higher rates

The data analysis was completed in September by Scott Wortley, a professor at the Centre for Criminology and Sociolegal Studies at the University of Toronto.

Wortley highlighted the over-representation of Indigenous women in arrests and mental health checks by police at a news conference on Wednesday.

Studies across North America show that women, regardless of race, are typically under-represented in police statistics and charge recommendations, he said.

However, he said the analysis of B.C. police data found that Indigenous women were not only arrested at higher rates than women from other racial groups, but they often had arrest rates higher than those of white, Asian and South Asian men.

Serious violent offences accounted for less than five per cent of the charges recorded by all five B.C. police departments, he said. By contrast, between 30 and 40 per cent of the charges related to public disorder or the administration of justice, such as failing to appear in court or to comply with the conditions of a release.

The over-representation of Indigenous and Black people was higher for such charges, which are more likely to involve police discretion, Wortley said. It also was highest among cases that were either dropped by Crown prosecutors or closed if police decided not to pursue charges, he said.

Some would argue that provides "evidence of arrests of low quality or arrests that were based on limited evidence and have very little chance of prosecution," he said.

While the data analysis did not seek to identify the root causes of the racial disparities that it revealed, Wortley said three main explanations have emerged: bias in policing practices, such as surveillance and street checks; police discretion in how minor offences are handled; and bias when civilians report crimes to police.

Wortley also noted the possibility of higher rates of offending among racialized groups that "may be related to issues of colonization, historical discrimination, multi-generational trauma and contemporary socio-economic disadvantage."

Tom Stamatakis, president of the Canadian Police Association, had not yet reviewed the commissioner's report and analysis on Wednesday, but said in general, factors underlying data on police interactions "aren't just policing issues."

"The reason why police do end up needing to respond to issues related to mental health or addictions or homelessness is because there have been cuts to other services or other services aren't available to fill that space," he said in an interview.

"If people are telling us there are issues with the way we're policing in a particular community or the way we're policing a part of a community, then of course the police need to be responsive to that."

An array of data shows that the impacts of colonization, immigration policies, systemic racism in the health-care and education systems, and other "embedded social inequities lead to greater involvement of some communities in the criminal justice system," the human rights commissioner's report says.

Racism in policing undermines community safety: commissioner

At a news conference on Wednesday, Govender said systemic racism in policing is unjust, contrary to the law and undermines community safety.

"When marginalized people cannot trust the police, they are less likely to report crimes against them. To build this trust, we need to re-imagine the role of police in our province, including by shifting our focus from the police as default responders."

Thousands of people gathered for a protest against racism, injustice and police brutality in Vancouver in May 2020. (Darryl Dyck/Canadian Press)

Govender is urging B.C. to adopt recommendations that include working with other levels of government to redirect funding from police budgets and investing in civilian-led services for mental health and substance use, homelessness and other conditions that could be addressed through social programs rather than the criminal justice system.

VPD moves to change handcuffing policy in response to Indigenous man and granddaughter detained at BMO

The report says the Police Act should be amended to ensure police boards are representative of the communities they serve, specifically those who are disproportionately affected by policing, including Indigenous Peoples.

It also recommends the government work with Indigenous Peoples on amendments to the act. It says police should be authorized to collect race-based and other demographic data for the purpose of addressing systemic discrimination, and it recommends minimizing officer discretion during street checks.

Police response

The B.C. RCMP said in a statement it could not speak to the specifics of the report's findings as the Mounties were not invited as active participants in the research and did not receive a final copy of the report until its public release.

Spokeswoman Dawn Roberts said in general, the RCMP "has acknowledged the existing broad body of research demonstrating that certain groups are over-represented" in the justice system, including Black and Indigenous people.

The RCMP has been developing a national approach to the collection, analysis and reporting of race-based data in policing since July 2020 in collaboration with Canadian Association of Chiefs of Police and Statistics Canada, she said.

The B.C. RCMP's submission to the legislative committee on the Police Act addresses many of the same issues as the commissioner's report, Roberts added.

In Vancouver, Sgt. Steve Addison said in a statement that police recognize that "historical inequalities have led to over-representation of racialized people in the criminal justice system."

The department changed its policies on street checks last year in response to concerns that people of colour were over-represented in the stops, and the new policy has "significantly reduced the number of checks that occur," he said.

Officers receive anti-bias training throughout their careers, he added.

Police in Nelson did not immediately respond to a request for comment.

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In Solidarity,

Dave Boros

Dave Boros

Women's Advocate Report

Cheryl Williams, Cascade Aerospace

Mission celebrated the first National Day for Truth and Reconciliation with special guest Phyllis Webstad, who was the inspiration behind the orange shirt day. Despite the rainy weather, Elders told their stories of the Residential School experiences to a large turn-out in Mission's Heritage Park, the former site of St. Mary's Residential School.

We were very honored to have Phyllis join our celebration on this special first day, she is a fabulous speaker and a true warrior for bringing the truth forward with her stories and true passion. I was honored to meet this incredible woman and spend some time with her.



The Fraser Valley has been hit with devastating flooding and despite all of this, it is very heart-warming to see what is going on within the communities. The solidarity, help and compassion have brought so many people together as we all help one another whenever, however we can.

Such as the story of one of Cascade's employees, who shared his experience of being one of the many stuck in his car in Hope for 3 days.

Upon his return to work, he tells us, there was no need to worry about his wellbeing or safety. The stories of how the generosity of locals bringing food, water, and anything else they could, just shows there is still much humanity within people, despite everything happening around us.

Many of our employees were stranded in Chilliwack and with the highway closed were unable to get to work. Conversations with the company were had and it was decided that employees affected could take next year's vacation if they had no vacation time or banked time left for this year. The government also advised affected workers to apply for EI benefits to try and help with some of the losses.

Power boats were used to rescue stranded people in the affected flooded areas, as well as livestock which were moved to higher grounds.

Daily bags and boxes of donated clothing, blankets, food, baby formula and other supplies were loaded in boats from Mission's wharf to be transported to those in need.

MISSION/ ABBOTSFORD NDP UPDATES

People in the Fraser Valley have seen the effects of climate change firsthand – from the recent unprecedented heatwave to wildfires, flooding and droughts.

The government has released the Clean BC Roadmap to 2030, this detailed plan to fully meet BC's climate targets and set our province on path to net-zero emissions by 2050. The roadmap shows a clear path to how we plan on reaching our emissions targets and establishes an all-of-government approach to tackling climate change. The roadmap includes targeted actions across eight pathways, including low-carbon energy, transportation, industry, buildings and more.

Improved system for children and youth with support needs

The government announced a new service system for children and youth with disabilities or neurodiversity's. Under the new system, children, youth and their families will have access to new one-stop family connections hubs where they can get the services they need as soon as they need them, without having to wait for a diagnosis.

Services at the hubs will include speech-language, occupational and physical therapists, behavior consultations, and interventions, as well as other staff and programs, as needed.

Under the current fragmented system, children and youth with Down Syndrome, Fetal Alcohol Spectrum Disorder, Cerebral Palsy, and brain injuries aren't qualifying for the supports they need to thrive. Even when they do qualify, many children and youth are not able to access supports, and families are left waiting.

The family connection hubs will put kids, and their needs, at the center. The first two family connection hubs will open in 2023, in the Northwest and in Kelowna, followed by up to 40 more hubs throughout the province in 2024.

NDP WOMEN GENDER RIGHTS COMMITTEE REPORT

The WGRC/ NDP Convention was cancelled this year due to Covid and the recent devastation of flooding within the Province of BC.

The WGRC had put forward (9) resolutions for this year's convention;

1. Women's Reproductive Rights
2. Support for 10 days of Domestic Violence pay
3. World Transportation
4. Vacancy Control – tie to the units, not the tenants
5. Overdose Crisis
6. Mental Health
7. Childcare – before and after school
8. Transportation needs in remote and rural communities
9. Recall rights and she-covery, fighting period poverty

While these resolutions won't be heard at Convention, we will table these and continue to advocate for changes until we can hold a convention safely.

I MOVE MY REPORT AS READ AND CIRCULATED.

2021 Unifor Aerospace Report



2021 December, Aerospace Report: Cascade Aerospace

Company Name: Cascade Aerospace (IMP Aerospace and Defense)
Place: Abbotsford, British Columbia
Primary Business: A specialty aerospace and defense contractor, focused on providing long-term integrated aircraft support programs for Original Equipment Manufacturers (OEMs), military, government and commercial customers. Cascade is certified by Transport Canada and offers its services to the clients of civil and military aviation as well as some other aircraft, such as:

- Lockheed Martin C-130
- Boeing 737, 757 & 767
- Bombardier CL-215
- Bombardier CL-415
- Bombardier Q-400
- Airbus A300

Employment: More than 620 employees. Currently 420 unionized (AME (M)(E)(S), AIT, NDT, Painters, Planning Clerks, Purchasing/Stores, Facilities Maintenance, Material Coordinators)

Collective Agreement: March 31, 2021 at March 30, 2025

Employment

We continue to see some increases relating to staffing levels at Cascade, as well there have been workplace challenges with the COVID pandemic/ Mandatory Vaccinations, and the most recent flooding of the Sumas Prairie flats area. Starting on the 15 November, 2021 Cascade has seen many challenges with staffing due to Highway closures, and with several members residing in Chilliwack, making the task to get to work extremely difficult. With a brief period of the highway being opened, we are right back to it being closed. It has been very busy dealing with members and trying to provide information regarding the EI eligibility for income support due to the highway closures. Cascade has been offering accommodations in Abbotsford to members that live in areas that have been affected. These are very hard times for many members, with the challenges continuing beyond what most would have predicted. On top of this, there is the deadlines to the mandatory vaccination which is very quickly approaching. Transport Canada has also mandated that all facilities adjacent to the Airport must have a mandatory vaccination policy in place, further enforcing the direction Cascade has had to take with regards to the Vaccination mandate. We have also seen several employees apply for exemptions for Religious or Medical reasons. We have had several members meet the tests as presented to a third party for review, per Cascades policy. With that, another policy must be created which deals with how the exempted employees will work at Cascade. This policy is in development currently. The Director of HR and the Union have been working together to keep labor relations moving in a positive direction. I hope that the positive working relationship that has developed between the Company and the Union over the past year and a half will continue.

Employment levels continue to rise this quarter. We have just been awarded another contract for the US Navy, working in a partnership with a US company. The company has hired over 100 new members to date, in various trades due to increased workloads and continues to have active postings to further recruit more employees. We are very short Avionics technicians, and starting to see if there are any outside Canada. The Hangar is filled to capacity with Aircraft as well performing some work outside on the ramp. This in itself is becoming challenging as we are moving towards our winter weather months. Questions and concerns have been raised to the Company in efforts to make the members work environment better when outside the Hangar. We are also having to move some work to Halifax as there is no room to perform that work in the Abbotsford facility.

In solidarity,

Steve Frank

Plant Chairperson, Cascade Aerospace.

Maurice Mills Shop Steward Report
December 2021

The National Health and Safety Policy Committee met October 19 - 20, 2021. We reviewed management's implementation of a mandatory disclosure of vaccine policy sent out two weeks before discussion at our meeting. While majority supported the disclosure policy, we strongly felt the committee should have reviewed the new policy before implementation. We reviewed a procedure used in Barrie to minimise exposed cash. We also reviewed the Harassment and Violence Policy and Assessments.

The National Committee members were up to date on their training modules apart from members new to the committee. The Regional Managers are to review the training status of the Local H&S committees and management.

The company did not have H&S meetings in Langley in August and September. At this writing, the Vancouver H&S committee has not met since the elections, as the company postponed the most recent meeting. There is a lot of work to do in Vancouver.

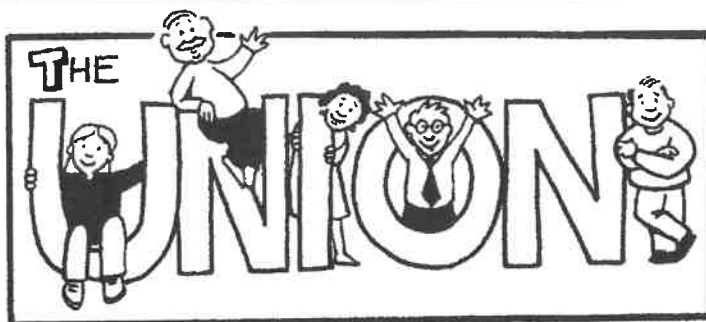
We have completed bargaining and ratified the contract. Bargaining Committee members were Jason Amos, Paul Bourdon, Jessica Lamonica, Rob Giesbrecht, Gord McGrath, Vincent Lukacs and myself. Highlights include stronger language about minimum hours paid, improvements to the vacation selection process, and the road employees will combine the full-time ATM and Armoured seniority lists in the second last year of the contract.

We have held elections for the remaining Union positions. Elvira Fernandez and Cortni Keene are the Cash Logistics Shop Stewards. Sukh Multani and Ed Tan will be the Langley H&S committee. Rob Giesbrecht will remain as Unit Chair. I will be the Vancouver H&S committee and will also be a Shop Steward in both Vancouver and Langley.

I would like to thank all the members who took part in bargaining and in the elections. There are few members willing to volunteer to take on these jobs.

I move my report be accepted as written and read.

Maurice Mills



General Union Meeting-via Webex

DATE: Saturday, March 19th, 2022

TIME: 9:30 AM

PLACE: Virtual Local 114 Membership Meeting
Discussion and vote on proposed Notice of
By-law change to Article #15: increase to per diems

Join us for a Virtual Membership Meeting. Hear reports from Local Representatives and Executive members and find out what has been going on in the Local and at our units. There will also be a "Unifor State of the Union Address" from Gavin McGarrigle, Unifor Western Area Director. There will be a draw for a \$100.00 Gift Card.



This meeting will be hosted online through Cisco Webex, participants will be emailed information on how to join the meeting. You must RSVP.

CONTACT: Local 114 Support Staff at support114@uniforbclocals.ca

If you are planning on attending, please email your name, phone number, and workplace to support114@uniforbclocals.ca

YOU MUST REPLY BEFORE FRIDAY, March 11th, 2022