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Local Voice

Quarterly publication for members of the Canadian Office & Professional Employees Union, Local 378



Bargaining for Justice



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President's Opening Message

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Local Voice

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Union members tend to see the role of unions in one of two ways. Some think of unions as a type of insurance that provides fair process and advocacy when things become uncertain in the workplace.

Others see the labour movement as a part of a larger social justice movement, whose goal is to make society more equal and more fair, and to increase economic opportunities for everyone.

COPE 378, like most unions, provides day-to-day services many could think of as insurance. Members can get in touch with the union, learn more about their rights at work, and rely on the union's help to solve workplace problems. But much depends on collective agreements.

Negotiating collective agreements is where the heavy lifting comes in. Even members who never have to file a grievance are impacted by the union's work during bargaining. During bargaining we try to improve the framework that outlines pay, benefits, safety, and workplace-specific issues prioritized by members.

When our agreements improve benefits, it makes it a little easier for parents to take care of kids or aging parents. When our agreements facilitate flex time and job sharing, it improves our work-life balance. All these changes make it harder for non-union employers to offer less.

Unions are about both insurance and justice. Through member services and bargaining we help make the world more equal and more fair.

This year collective agreements governing the working conditions, pay and benefits for about 100,000 public sector employees will come up for renewal.

The last time, public sector workers were asked to bear the cost of economic uncertainty and government mismanagement. Most unions "rolled-over" their collective agreements, meaning wages and conditions remained stagnant. Some of COPE 378's largest bargaining units were affected, including BC Hydro, TransLink, and Coast Mountain Bus. ICBC and Capilano University haven't settled their contracts for that time period but are being asked to take the same zeros.

Now, again citing hard economic times, the provincial government is saying there will be no wage increases unless efficiencies can be found. But the public sector has already been cut to the bone. Members are experiencing higher workloads than ever. And Canada isn't in a recession. The economy has been expanding since 2009, which means wages have been shrinking.

Enough is enough. This year B.C.'s unions will be bargaining for fair and reasonable increases for our members. We will be bargaining for justice. ■



David Black

President, COPE 378



Les membres des syndicats ont tendance à percevoir le rôle de leur organisation de deux façons différentes. Certains l'imaginent comme une sorte de police d'assurance afin de garantir un processus impartial et la défense de leurs intérêts en période d'incertitude dans leur milieu de travail.

D'autres la voient comme une composante d'un mouvement de justice sociale plus large, dont le but est de promouvoir une société plus égalitaire et plus juste, et d'améliorer les possibilités économiques pour tous.

Comme la plupart des syndicats, COPE Local 378 propose de nombreux services au jour le jour que bon nombre de membres pourraient comparer à une police d'assurance. Ceux-ci peuvent communiquer avec le syndicat, se familiariser avec leurs droits au travail et compter sur son aide pour résoudre les problèmes dans leur milieu de travail. Toutefois, beaucoup de ces éléments dépendent des conventions collectives.

La négociation des conventions collectives est l'activité où le plus gros des efforts est fourni. Même les membres qui n'ont jamais eu à déposer de grief sont touchés par le travail du syndicat au cours de ces négociations. À la table, nous travaillons à bonifier le cadre qui régule les enjeux prioritaires des membres comme la rémunération, les avantages sociaux, la sécurité et les questions liées spécifiquement au milieu de travail.

Lorsque nos conventions collectives améliorent les bénéfices que reçoivent les travailleurs, les parents peuvent mieux prendre soin de leurs enfants ou de leurs personnes âgées. Lorsqu'elles permettent d'assouplir les horaires de travail et favorisent le partage d'emploi, elles facilitent la conciliation travail-vie personnelle. Toutes ces améliorations font en sorte qu'il est plus difficile pour les employeurs de milieux de travail non syndiqués d'offrir moins à leurs travailleurs.

Les syndicats font à la fois office d'instrument d'assurance et de justice sociale. Grâce aux services que nous offrons à nos membres et à la négociation syndicale, nous contribuons à un monde plus égalitaire et plus juste.

Cette année, environ 100 000 employés du secteur public verront leur convention collective régissant leurs conditions de travail, leurs salaires et leurs avantages sociaux venir à échéance.

La dernière fois, les travailleurs du secteur public ont été appelés à assumer le coût de l'incertitude économique et de la mauvaise gestion du gouvernement. La plupart des syndicats ont reporté le renouvellement de leurs conventions collectives, laissant les salaires et les conditions de travail en plan. Certaines des unités de négociation les plus importantes de COPE Local 378 ont été touchées, notamment BC Hydro, TransLink et Coast Mountain Bus. L'ICBC et l'université Capilano n'étaient pas en renouvellement de leur convention collective à cette époque, mais elles ont été appelées à prendre les mêmes décisions.

Aujourd'hui le gouvernement provincial, évoquant encore une fois la période économique difficile actuelle, fait savoir qu'il n'y aura pas de place pour des augmentations de salaire à moins que des gains d'efficacité soient réalisés. Mais les budgets du secteur public ont déjà été coupés jusqu'à l'os. La charge de travail des membres ne cesse d'augmenter. Et comme le Canada n'est pas en récession et que l'économie canadienne progresse depuis 2009, les salaires ont diminué.

Mais c'en est assez. Cette année, les syndicats de la C.-B. porteront leurs négociations sur des augmentations justes et raisonnables pour leurs membres. Ils négocieront pour la justice sociale.

Tagalog

Ang mga kasapi ng unyon ay tinitingnan ang papel ng unyon bilang isa sa dalawang mga paraan. May ilan na ang pagtingin sa unyon ay isang tipo ng seguro na nagbibigay ng makatarungang proseso at nagtagataguyod kapag ang sitwasyon sa trabaho ay walang katiyakan.

Ang iba naman ay tinitingnan ang kilusang paggawa bilang bahagi ng mas malaking kilusang panlipunan para sa katarungan, na ang layunin ay lumikha ng isang lipunan na mas pantay-pantay at mas makatarungan, at upang maitaas ang pang-ekonomiyang oportunidad ng bawa't isa.

Ang Cope 378, gaya ng karamihan ng mga unyon, ay nagbibigay ng mga pang-araw-araw na tulong na ang tingin ng karamihan ay tulad ng isang seguro. Kung saan ang mga kasapi ay maaaring makipag-ugnay sa unyon, matuto nang higit pa ukol sa kanilang mga karapatatan sa trabaho, at maaasahan na makakatulong sa paglutas ng kanilang mga problema sa lugar ng trabaho. Subali't ang malaking bahagi nito ay depende sa mga collective agreement.

Ang pakikipag-negotiate para sa mga collective agreement ay ang pinakamabigat na nakaatas na tungkulin sa unyon. Kahit mga kasapi na hindi kailangan mag-file ng grievance ay apektado sa panahon na ang unyon ay nasa proseso ng bargaining. Sa panahon ng bargaining, susubukan namin na higit na mapabuti ang balangkas tungkol sa usapin ng sahod, mga benepisyo, kaligtasan, at mga ispesipikong isyu sa lugar ng trabaho na nasa prayoridad ng mga kasapi.

Kapag ang ating mga agreement ay napabuti ang mga benepisyo, mas dumadali ang pagpapalaki natin sa ating mga anak at pag-aalaga sa tumatanda nating mga magulang. Kung ang ating mga agreement ay naipatupad, ang flex time at job sharing, higit na mapabubuti ang ating pagtratrabaho at pagbalanse sa buhay. Lahat ng mga pagbabagong ito ay gagawing mas mahirap para sa hindi unyonisadong tagapag-

employo na mag-alok ng mas mababang offer.

Ang kahulugan ng unyon ay tungkol sa seguridad at katarungan. Sa pamamagitan ng paglilingkod sa mga kasapi at pakikipag-bargaining, tumutulong tayong gumawa ng isang daigdig na mas makatarungan at pantay-pantay.

Ngayon taon na ito, ang mga collective agreement na nagpapasya sa mga kondisyon sa trabaho, suweldo at benepisyo para sa halos 100,000 employado ng pampublikong sektor ay naghahanda para sa renewal.

Nitong nakaraan, mga manggagawa sa pampublikong sektor ang hiniling na magpasan ng bigat ng kawalang katiyakan sa ekonomiya at masamang palakad ng pamahalaan. Karamihan sa mga unyon ay "nag-roll-over" ng kanilang mga collective agreement, ibig sabihin, ang mga suweldo at mga kondisyon ay nanatiling walang pagbabago. Ang ilan sa pinakamalaking mga bargaining unit ng Cope 378 ang apektado, kabilang dito ang BC Hydro, TransLink, at Coast Mountain Bus. Ang ICBC at Capilano University ay hindi pa nakakapag-settle ng kanilang mga kontrata para sa panahong iyon subali't hinihiling na naman ito na umasa sa wala.

Sa ngayon, muling binabanggit ng panlalawigang pamahalaan ang dahilan na mahirap ang ekonomiya kaya wala munang pagtaas ng suweldo maliban kung makakamit ang mga kailangang kahusayan sa trabaho. Subali't ang pampublikong sektor ay sagad na sa buto ang trabaho. Ang ating mga kasapi ay nakakaranas ng mas mataas na mga workload kaysa sa dati. At ang Canada ay hindi na nasa recession. Ang ekonomiya ay muling sumisigla simula 2009, na nangangahulugan na ang sahod ay lumilit.

Sobra na, tama na. Itong taon na ito, ang mga unyon sa BC ay makikipag-bargaining para sa mas makatarungan at makatwirang mga pagtaas para sa aming mga kasapi. Makikipag-bargaining kami para sa katarungan.

Spanish

Los trabajadores sindicalizados tienden a ver el papel de los sindicatos de uno de dos puntos de vista. Hay los que piensan que los sindicatos son como un tipo de seguro que brinda un proceso justo y que los defiende cuando las cosas se ponen inciertas en el trabajo.

Otros ven al movimiento laborista como parte de un gran movimiento de justicia social cuyo objeto es construir una sociedad más justa, así como aumentar las oportunidades para todos los participantes en la economía.

COPE 378, como la mayoría de los sindicatos, brinda

servicios básicos que muchos pueden considerar como un seguro. Los miembros pueden contactarse con el sindicato, aprender más acerca de sus derechos en el trabajo, y confiar con el respaldo del sindicato para solucionar conflictos en el trabajo. Pero mucho depende de los convenios colectivos.

La negociación de convenios colectivos es un trabajo pesado. Aun aquellos miembros que nunca tienen que presentar querellas son impactados por el trabajo de su sindicato durante el proceso de negociación, que es cuando intentamos mejorar el marco legal en que se fijan los sueldos, prestaciones, seguridad y otras cuestiones particulares al trabajo que los miembros han designado como prioridades.

Cuando nuestros convenios mejoran las prestaciones, esto facilita un poco más la labor de padres de familia o de cuidadores de ancianos en la familia. Cuando nuestros convenios hacen posible horarios flexibles de trabajo o jornadas compartidas, nuestro equilibrio trabajo-vida se beneficia. Todos estos cambios hacen más difícil que los empleadores no sindicalizados ofrezcan menos.

Los sindicatos significan ambas cosas: seguro y justicia. Por intermedio de los servicios a nuestros miembros y de la negociación, ayudamos a que el mundo sea un lugar más equitativo y justo.

Este año vencen los convenios colectivos que rigen

las condiciones laborales, sueldos y prestaciones de aproximadamente 100,000 empleados en el sector público.

La última vez, se pidió a los trabajadores del sector público que asumieran el costo de la incertidumbre económica y la deficiente gestión gubernamental. La mayoría de los sindicatos "prorrogaron" sus convenios colectivos, o sea que los sueldos y condiciones quedaron estancados. Algunas de las unidades de negociación más grandes de COPE 378 se vieron afectadas, incluyendo BC Hydro, TransLink, y Coast Mountain Bus. ICBC y Capilano University no han liquidado sus contratos de aquel periodo pero se les pide que acepten cero en aumentos como los otros.

En la actualidad, y nuevamente alegando la crisis económica, el gobierno provincial dice que no habrá aumentos salariales a menos que se realicen mayores eficiencias. Pero el sector público ya fue recortado al máximo. Nuestros miembros tienen volúmenes de trabajo nunca antes vistos. Y eso que Canadá no está en recesión. La economía ha estado en expansión desde el 2009, lo que significa que los sueldos han venido disminuyendo.

Ya basta. Este año los sindicatos de B.C. estaremos negociando en busca de aumentos justos y razonables para nuestros miembros. Estaremos negociando por la justicia.

Chinese

工会会员往往对工会的作用只知其一，不知其二。有些人将工会看成是一种保险，当工作场所的情况变得不确定时，工会将提供公平的处理和辩护。

另一些人认为劳工运动是较大的社会正义运动的一部分，其目标是让社会更加平等和更加公平，并为每一个人增加经济机会。

和大多数工会一样，COPE 378提供很多人可能认为是保险的日常服务。会员可以和工会联系，更多地了解他们在工作中的权利，并依靠工会的帮助来解决工作场所的问题。但是更多的要依赖集体合约。

集体合约谈判是繁重工作的所在。就连从不提出申诉的会员都会在谈判中受到工会工作的影响。在谈判过程中，我们试图改善这样一种框架，它概括了工资、福利、安全和由会员定为优先的工作场所具体问题。

当我们的合约改善了福利，它就使家长更加容易地照顾孩子或年迈的父母。当我们的合约促进弹性时间和工作分享，它就会改善我们工作和生活的平衡。所有这些改变使非工会雇主更难提供更多的福利。

工会既是保险，又是正义。通过会员服务和谈判，我们帮助世界更加平等和更加公平。

今年，涉及大约10万公共部门雇员工作条件、工资和福利的集体合约即将延期。

在上一次，公共部门的工人被要求承担经济不确定性和政府管理不善所造成的损失。大多数工会“重议”了他们的集体合约，这意味着工资和工作条件处于停滞状态。COPE 378最大的一些谈判单位受到了影响，包括卑诗水电公司（BC Hydro）、运输联线（TransLink）和岸山巴士公司（Coast Mountain Bus）。卑诗汽车保险公司（ICBC）和卡普兰诺大学（Capilano University）尚未为那个时间段解决他们的合同，但也被要求接受同样的零增长。

现在，再次以艰难的经济时期为由，省政府说将不增加工资，除非可以找到有效率的方案。但是，公共部门已经遭到彻底的削减。工会会员正经历着比以往任何时候都大的工作量。然而加拿大并没有在经济衰退中。自2009年以来经济一直在增长，这意味着工资一直在萎缩。

够了，不能再这样下去了。今年，卑诗的工会组织将为我们的会员争取公平、合理的加薪而进行谈判。我们将为正义谈判。

Punjabi

ਯੂਨੀਅਨਾਂ ਦੇ ਮੈਂਬਰ ਯੂਨੀਅਨਾਂ ਦੇ ਰੋਲ ਨੂੰ ਦੋ ਤਰੀਕਿਆਂ ਵਿਚੋਂ ਇਕ ਤਰੀਕ ਨਾਲ ਦੇਖਦੇ ਹਨ। ਕੁਝ ਯੂਨੀਅਨਾਂ ਨੂੰ ਇਨਸ਼ੈਰੇਂਸ ਦੀ ਉਹ ਕਿਸਮ ਸਮਝਦੇ ਹਨ ਜਿਹੜੀ ਉਸ ਵੇਲੇ ਵਾਜ਼ ਕਾਰਵਾਈ ਅਤੇ ਟਿਮਾਇਤ ਪ੍ਰਦਾਨ ਕਰਦੀ ਹੈ ਜੇਦੋਂ ਕੰਮ ਵਾਲੀ ਥਾਂ 'ਤੇ ਅਤਿਚਲਸਤਤਾ ਪੈਦਾ ਹੋ ਜਾਂਦੀ ਹੈ।

ਹੋਰ ਲੇਬਰ ਮੂਲੈਂਟ ਨੂੰ ਸਾਮਿਕ ਨਿਆਂ ਦੀ ਵੱਡੀ ਮੂਲੈਂਟ ਦੇ ਹਿੱਸੇ ਵਜੋਂ ਦੇਖਦੇ ਹਨ, ਜਿਸ ਦਾ ਟੀਚ ਸਮਾਜ ਨੂੰ ਜ਼ਿਆਦਾ ਬਹਾਰਤਾਂ ਵਾਲਾ ਅਤੇ ਜ਼ਿਆਦਾ ਨਿਆਂਕਾਰੀ ਬਣਾਉਣਾ ਹੈ, ਅਤੇ ਹਰ ਇਕ ਲਈ ਆਰਥਿਕ ਮੌਕੇ ਵਾਪਾਉਣਾ ਹੈ।

ਬਹੁਤੀਆਂ ਯੂਨੀਅਨਾਂ ਵਾਂਗ ਹੀ, ਕੋਪ 378 ਵੀ ਹੋਜਾਮਾ ਦੀਆਂ ਸੇਵਾਵਾਂ ਪ੍ਰਦਾਨ ਕਰਦੀ ਹੈ ਜਿਨ੍ਹਾਂ ਬਾਰੇ ਲੋਕ ਇਨਸ਼ੈਰੇਂਸ ਵਾਂਗ ਹੀ ਸੌਚ ਸਕਦੇ ਹਨ। ਮੈਂਬਰ ਯੂਨੀਅਨ ਨਾਲ ਸੰਪਰਕ ਕਰ ਸਕਦੇ ਹਨ, ਕੰਮ 'ਤੇ ਆਪਣੇ ਹੱਕਾਂ ਬਾਰੇ ਜ਼ਿਆਦਾ ਸਿੱਖ ਸਕਦੇ ਹਨ, ਅਤੇ ਕੰਮ ਦੇ ਸਥਾਨ ਦੀਆਂ ਸਮੱਸਿਆਵਾਂ ਹੱਲ ਕਰਨ ਲਈ ਯੂਨੀਅਨ ਦੀ ਮਦਦ 'ਤੇ ਨਿਰਭਰ ਕਰ ਸਕਦੇ ਹਨ। ਪਰ ਬਹੁਤ ਕੁਝ ਕੌਲੈਕਟਿਵ ਅੰਗਰੀਸੈਟਾਂ (ਸਾਡੇ ਸਮਝੌਤਾਂ) 'ਤੇ ਨਿਰਭਰ ਕਰਦਾ ਹੈ।

ਕੌਲੈਕਟਿਵ ਅੰਗਰੀਸੈਟਾਂ ਲਈ ਸੌਦਿਆਨੀ ਕਰ ਲਈ ਬਹੁਤ ਜ਼ੋਰ ਲਾਉਣਾ ਪੈਂਦਾ ਹੈ। ਇੱਥੋਂ ਤੱਕ ਕਿ ਜਿਹੜੇ ਮੈਂਬਰਾਂ ਨੂੰ ਕਰੇ ਸ਼ਿਕਾਇਤ ਦਰਸਾਉਣੀਆਂ ਕਰਵਾਉਣੀ ਪਾਰੀ, ਬਾਰਗੋਨਿਗ ਦੌਰਾਨ ਧਨੀਅਨ ਦੇ ਕੰਮ ਦਾ ਉਨ੍ਹਾਂ 'ਤੇ ਵੀ ਅਸਰ ਪੈਂਦਾ ਹੈ। ਬਾਰਗੋਨਿਗ ਦੌਰਾਨ ਅਸੀਂ ਚਾਂਚੇ ਵਿਚ ਸੁਧਾਰ ਕਰਨ ਦੀ ਕ੍ਰਿਸ਼ਿ ਕਰਦੇ ਹਾਂ ਜਿਹਤਾਂ ਤਨਖਾਹ, ਬੈਨੇਫਿਟਸ, ਅਤੇ ਕੰਮ ਦੇ ਸਥਾਨ ਨਾਲ ਸੰਬੰਧਿਤ ਮੈਂਬਰਾਂ ਦੀ ਤਰਜੀਹ ਵਾਲੇ ਖਾਸ ਮਸਲਿਆਂ ਦੀ ਰੂਪ ਰੇਖਾ ਤਿਆਰ ਕਰਦਾ ਹੈ।

ਜਦੋਂ ਸਾਡੇ ਅੰਗਰੀਸੈਟਾਂ ਬੈਨੇਫਿਟਸ ਵਿਚ ਸੁਧਾਰ ਕਰਦੇ ਹਨ ਤਾਂ ਮਾਪਿਆਂ ਵਾਲੋਂ ਬੋਲਿਆਂ ਦੀ ਸੰਭਾਲ ਕਰਨਾ ਜਾਂ ਬਜ਼ੁਰਗ ਮਾਪਿਆਂ ਦੀ ਸੰਭਾਲ ਕਰਨਾ ਥੋੜ੍ਹਾ ਸੱਖਾ ਹੋ ਜਾਂਦਾ ਹੈ। ਜਦੋਂ ਸਾਡੇ ਅੰਗਰੀਸੈਟਾਂ ਲਾਈਕਦਾਰ ਸਮੇਂ ਅਤੇ ਸੰਬੰਧਿਤ ਨੰ ਥਾਂ ਦਿੱਤੇ ਹਨ ਤਾਂ ਇਸ ਨਾਲ ਸਾਡੇ ਕੰਮ-ਜ਼ਿਦਗੀ ਦੇ ਸੰਤੁਲਨ ਵਿਚ ਸੁਧਾਰ ਹੁੰਦਾ ਹੈ। ਹੋਰ ਸਾਰੀਆਂ ਤਥਾਦੀਲੀਆਂ, ਗੈਰ-ਯੂਨੀਅਨ ਵਾਲੇ ਕੰਮ-ਮਾਲਕਾਂ ਲਈ ਘੱਟ ਦੀ ਪੇਸ਼ਕਸ਼ ਕਰਨਾ ਅੱਖਾ ਬਣਾਉਂਦੀਆਂ ਹਨ।

ਯੂਨੀਅਨਾਂ ਇਨਸ਼ੈਰੇਂਸ ਅਤੇ ਇਨਸਾਫ਼ ਦੇਨਾਂ ਬਾਰੇ ਹਨ। ਮੈਂਬਰਾਂ ਨੂੰ ਸੇਵਾਵਾਂ ਅਤੇ ਬਾਰਗੋਨਿਗ ਰਾਹੀਂ ਅਸੀਂ ਦੁਨੀਆਂ ਨੂੰ ਜ਼ਿਆਦਾ ਬਰਾਬਰ ਅਤੇ ਜ਼ਿਆਦਾ ਨਿਆਂਕਾਰੀ ਬਣਾਉਣ ਵਿਚ ਮਦਦ ਕਰਦੇ ਹਾਂ।

ਇਸ ਸਾਲ, ਪਬਲਿਕ ਸੈਕਟਰ ਦੇ ਤਰੀਕੀਬਨ 100,000 ਮਲਜ਼ਾਮਾਂ ਲਈ ਕੰਮ ਦੀਆਂ ਹਾਲਤਾਂ, ਤਨਖਾਹ ਅਤੇ ਬੈਨੇਫਿਟਸ ਨੂੰ ਚਲਾਉਣ ਵਾਲੇ ਕੌਲੈਕਟਿਵ ਅੰਗਰੀਸੈਟਾਂ ਨਵੇਂ ਕੀਤੇ ਜਾਣੇ ਹਨ।

ਪਿਛਲੀ ਵਾਰੀ, ਪਬਲਿਕ ਸੈਕਟਰ ਦੇ ਵਰਕਰਾਂ ਨੂੰ ਆਰਥਿਕ ਗੈਰਜਕੀਨੀ ਅਤੇ ਸਰਕਾਰ ਦੇ ਭੈੜੇ ਪ੍ਰਬੰਧ ਦਾ ਬਚਾਨ ਲੱਲਣ ਲਈ ਆਖਿਆ ਗਿਆ ਸੀ।

ਬਹੁਤੀਆਂ ਨੂੰ ਆਪਣੇ ਕੌਲੈਕਟਿਵ ਅੰਗਰੀਸੈਟਾਂ 'ਤੇ ਅਸਰ ਪੈਂਦੇ ਹਨ, ਅਤੇ ਹਾਲਤਾਂ ਰੁਕੀਆਂ ਰਹੀਆਂ ਹਨ। ਕੋਪ 378 ਦੇ ਕੁਝ ਸੱਭਾਂ ਤੋਂ ਵੱਡੇ ਬਾਰਗੋਨਿਗ ਯੂਨਿਟਾਂ 'ਤੇ ਅਸਰ ਪਿਆ ਜਿਨ੍ਹਾਂ ਵੀ ਸੀ ਹਾਈਡਰੇ, ਟਾਂਸਾਲਿੱਕ, ਅਤੇ ਕੋਸਟ ਮਾਊਨਟਨ ਬੱਸ ਵੀ ਸਪਲ ਹਨ। ਆਈ ਸੀ ਬੀ ਸੀ ਅਤੇ ਕੈਪੀਲਾਨ ਯੂਨੀਅਰਿਸਟਿ ਨੇ ਉਸ ਸਮੇਂ ਲਈ ਆਪਣੇ ਕੌਨਟਰੈਕਟ ਨਹੀਂ ਕੀਤੇ ਪਰ ਉਨ੍ਹਾਂ ਨੂੰ ਦੂਹੀ ਜੀਹੀਆਂ ਲੈਣ ਲਈ ਕਿਹਾ ਗਿਆ।

ਹਣ ਫਿਰ ਮਾਤ ਆਰਥਿਕ ਸਮਿਆਂ ਦੀ ਦੁਹਾਈ ਪਾ ਕੇ, ਸੁਬਾਈ ਸਰਕਾਰ ਕਹਿ ਰਹੀ ਹੈ ਕਿ ਤਨਖਾਹ ਵਿਚ ਉਦੋਂ ਤੱਕ ਕੋਈ ਵਾਧੇ ਨਹੀਂ ਹੋਣਗੇ ਜਦ ਤੱਕ ਕਾਰਜ-ਕਾਸ਼ਤਾ ਦੇ ਤਰੀਕੇ ਨਹੀਂ ਲੱਭੇ ਜਾਂਦੇ। ਪਰ ਪਬਲਿਕ ਸੈਕਟਰ ਨੂੰ ਪਹਿਲਾਂ ਹੀ ਹੱਡੀ ਤੱਕ ਕੱਟ ਦਿੱਤਾ ਗਿਆ ਹੈ। ਮੈਂਬਰਾਂ ਨੂੰ ਪਹਿਲਾਂ ਕਿਸੇ ਵੀ ਸਮੇਂ ਨਾਲੋਂ ਜ਼ਿਆਦਾ ਕੰਮ ਦਾ ਬੋਲ ਸਿਫਾਰਾ ਪੈ ਰਿਹਾ ਹੈ। ਅਤੇ ਕੈਨੇਡਾ ਮੌਦੇ ਵਿਚ ਨਹੀਂ ਹੈ। ਇਕੋਨੋਮੀ 2009 ਤੋਂ ਵਧ ਰਹੀ ਹੈ, ਜਿਸ ਦਾ ਮਤਲਬ ਹੈ ਕਿ ਤਨਖਾਹ ਸੁੰਗੜ ਰਹੀਆਂ ਹਨ।

ਬਹੁਤ ਹੋ ਗਿਆ। ਇਸ ਸਾਲ ਬੀ.ਸੀ. ਦੀਆਂ ਯੂਨੀਅਨਾਂ ਆਪਣੇ ਮੈਂਬਰਾਂ ਲਈ ਨਿਆਂਕਾਰੀ ਅਤੇ ਵਾਜ਼ ਵਾਧਿਆਂ ਲਈ ਬਾਰਗੋਨਿਗ ਕਰਨੀਆਂ ਅਸੀਂ ਨਿਆਂ ਮੰਗ ਰਹੇ ਹੋ ਰਿਹਾਂਗੇ।

Olivia Chow Introduces National Transportation Strategy Bill

Sometime this spring NDP Member of Parliament Olivia Chow is hoping the House of Commons will pass her Private Members Bill C-305, *An Act to Establish a National Public Transit Strategy*.

When Chow introduced the bill last fall she pointed out that Canada is the only G8 nation without a public transit strategy. And the situation is urgent, with 40 per cent of federal investments in municipalities set to expire soon, including important investments in public transit and infrastructure. At the same time, communities are increasingly relying on transit, creating greater infrastructure needs for Canadian transit systems.

Specifically, the bill calls for a strategy that would be based on the following goals: improved transit access, reduced commute times and alleviated congestion, and improved local economies and air quality. Chow recognizes a funding mechanism would need to be in place to ensure the health of public transit systems. Her bill would also establish a permanent investment plan to support public transit, including revitalizing infrastructure and expanding capacity.

*Olivia Chow
Federal Official
Opposition Critic
for Transport,
Infrastructure and
Communities*

"The current situation in Canada is one of sporadic funding," points out COPE 378 President David Black, "This means larger, more complex projects like the Evergreen Line are very difficult to get going. This kind of change at the federal level would definitely be a step in the right direction toward dealing with this."

Since the introduction of the bill, prominent Canadian municipalities and organizations have expressed their support for the legislation.

Federation of Canadian Municipalities President Barry Vrbanovic says of the bill: "The Federation of Canadian Municipalities (FCM) supports the public transit bill introduced...by New Democrat Critic for Transport, Infrastructure and Communities, Olivia Chow. Public transit is key to a strong economy and must be part of the long-term infrastructure plan. Investing in transit is an investment in the future of our economy." ■

Canada left behind on transit

OBSERVED ELEMENTS OF NATIONAL TRANSIT POLICY FRAMEWORKS		Canada	United States	New Zealand	United Kingdom	France	Germany	Japan	Korea
CAPITAL FUNDING									
Predictable capital funding		●	●	●	●	●			
Capital funding for physical accessibility improvements		●	●	●			●	●	
Transit-related research and development funding		●	●			●	●		
OPERATING FUNDING									
Predictable operating funding			●	●	●	●	●	●	
Clear means of operating funding allocation			●	●	●	●			
LEVEL OF POLICY INTEGRATION									
Public transit policy embedded within a broader national policy (e.g. environmental, urban, industrial, health, safety) in place or in development			●	●	●	●	●		●
Supports supranational regulations (e.g. EU regulations, Kyoto Protocol)	●		●	●	●	●	●	●	
ADMINISTRATIVE SUPPORT									
Federal body for urban policy development	●	●		●	●	●			●
PLANNING REQUIREMENTS									
Requirement to have long-term regional transportation plans		●	●	●	●	●		●	
PARTNERSHIP									
Allowance for transit service to be defined by local/regional government	●	●	●	●	●	●	●	●	
FARE SUBSIDIES/TAX EXEMPTIONS									
Free/subsidized fares for elderly persons			●	●				●	
Free/subsidized fares for disabled persons			●	●			●		
Free/subsidized fares for youth/students								●	●



BC Hydro Tips Hand for Bargaining

BC HYDRO

In October of 2011 BC Hydro filed with the BC Utilities Commission an Initial Response to the Government Review Recommendations. Through the Initial Response, BC Hydro sent strong signals about the direction they plan to take in bargaining – and that direction should be a source of concern for all COPE 378 BC Hydro members.

In the Response BC Hydro agreed to all of the provincial government's recommendations about reducing overtime payments, reviewing the post-retirement benefits, and aligning the BC Hydro collective agreement with other public sector agreements.

Overtime was singled out in the rate review report and seized upon by the media. The report asked BC Hydro to "identify cost effective solutions to reduce overtime." BC Hydro responded it planned "to establish a bargaining mandate" to address overtime. COPE 378 has long maintained that if overtime costs are a problem, staff reductions and layoffs are not the answer.

BC Hydro also agreed with the panel's suggestion that overtime could be managed by the increased use of private sector contractors.

"Reading BC Hydro's Response to the rate review report was a uniquely frustrating experience," said Gwennie Farrell, COPE 378's Vice President for Utilities. "The message comes through loud and clear – I will be very surprised if they don't try to reduce overtime pay at the bargaining table. It's insulting. Instead of ensuring there are enough people to do the work, they would prefer to pay our members less to work more – or to take the work away."

Another panel recommendation directs BC Hydro to make changes to the collective agreement to bring it in line with other public sector agreements "to better facilitate shift schedule changes" and "to manage their resources."

"This proposal looks to me like an attempt to race to the bottom," said Brad Bastien, Senior Union Representative. Bastien is the lead negotiator and spokesperson for the bargaining committee. "This government would like nothing better than to take the lowest standards from all public union contracts and impose them across the public service."

COPE 378's membership swiftly voiced their concerns when news spread about the panel's recommendations to revisit the current post-retirement benefit coverage for extended health and life insurance. BC Hydro agreed, as it had with all the other recommendations, and wrote in the Response that it will "evaluate its Post Retirement Benefit design relative to market," and it will examine its legal obligations to the post-retirement benefit program.

"Our members take pride in working for BC Hydro," said Farrell, "but that's not the only reason we have such a dedicated and loyal workforce. People have worked for this company for years with the understanding that they were helping to secure their future post-retirement."

"Attacking post-retirement benefits is tantamount to attacking their retirement planning," Farrell finished.

Where the rate review made recommendations which could be beneficial – as it did by asking BC Hydro to better quantify and account for all of its various contractors and consultants – BC Hydro took the opportunity to solidify and normalize the practice of contracting out, or what it calls "staff augmentation."

The collective agreement with BC Hydro expires on March 31, 2012. Through its responses BC Hydro has made it clear where it wishes to go in bargaining. COPE 378 is preparing for bargaining by asking BC Hydro membership for their priorities – it is already clear they're not headed in the same direction as their employer. ■

In the Response BC Hydro agreed to all of the provincial government's recommendations about reducing overtime payments, reviewing the post-retirement benefits, and aligning the BC Hydro collective agreement with other public sector agreements.



"Our members take pride in working for BC Hydro..."



President's Word

Public Sector Bargaining

People working in B.C.'s public service can be forgiven for feeling a little misunderstood these days. It's not easy when call-in radio shows and newspaper column inches are dedicated to attacking government workers. They employ caricatures that don't accurately reflect B.C.'s public service and certainly don't reflect COPE 378's public sector membership.

It's easy to rail against a faceless bureaucrat. But that doesn't describe the people who work in B.C.'s public sector. At Coast Mountain Bus Company and BC Transit our members make sure buses are in good working order and driven safely. Our members at BC Hydro design the grids that enable power to flow through our neighbourhoods and into our houses, and enable all of the other vital day-to-day work required for BC Hydro's customers to depend on a well-run, responsive utility. Our members at ICBC deal with British Columbians during some of the most stressful times possible, while keeping their eyes on overall public safety and accountability.

I believe British Columbians appreciate our members, and other public employees, and are grateful for the hard work they do and the good service they provide. Which is why I believe British Columbians want to pay public employees fair wages with supportive benefits. They don't want wages to fall behind and paycheques to shrink. British Columbians don't want to lose our best and brightest service providers to other provinces that pay better.

But this is exactly what's happening.

It's difficult. Premier Clark and others in her government proclaim they are making hard decisions in tough times. That wasn't an easy argument to accept two years ago when most public sector unions rolled over their collective agreements and wages were frozen. It's an impossible argument to accept now.

David Black

Canada's economy has grown and inflation has taken its toll. Public sector wages are shrinking and workers struggle to stay on top of their workloads, while in the private sector wages have increased to keep apace.

I say it's a matter of priorities.

This government – whether with Premier Clark or Premier Campbell – has consistently found money for the projects and initiatives it wants. It found \$536 million for a roof over BC Place. It found the funds to host the Olympics. Many senior managers and executives in the public service have seen their paycheques grow.

Premier Clark has said unionized public employees may get an increase if "efficiencies can be found" within government. After several years of cuts I struggle to see where efficiencies can be found. B.C. has one of the smallest per capita public sector workforces in Canada. To be efficient our members must have the resources they need to manage their work. And efficiencies shouldn't come out of collective agreements which protect family-supporting benefits.

Again, it's a matter of priorities. Executives at crown corporations and deputy ministers within government saw their pay go up within the same time frame our members took nothing in wage increases. Take ICBC – the government took money from the Corporation and decided to pay autobody shops, lawyers and brokers more. But ICBC workers were left out.

This is why this round of public sector bargaining is vitally important. The government's position isn't reasonable or acceptable. COPE 378 will stand with other public sector unions to fight for what you deserve. We will fight for fairness for our members. ■

Our members at...

Coast Mountain Bus Company and BC Transit make sure buses are in good working order and driven safely...

BC Hydro design the grids that enable power to flow through our neighbourhoods and into our houses...

ICBC deal with British Columbians during some of the most stressful times possible, while keeping their eyes on overall public safety and accountability...



Growing COPE 378 Through Organizing

LABOUR
MOVEMENT

*At the BC Federation
of Labour's Union
Renewal Conference*

With last fall's establishment of the COPE 378 Organizing Committee, the union is starting a new push to change the way the union and the general membership think of organizing activities.

"People decide to join unions when they realize there's something that can be improved at their workplace. They might be having trouble with a bad boss or experiencing a lack of job security. They might see other people in their industry getting better wages and benefits," said COPE 378 Vice-President Heather Lee, who co-chairs the Organizing Committee.

One of the aims of the committee is to foster an organizing culture among COPE 378 members. This has also been identified as a key goal for COPE-SEPB across Canada for 2012.

"Organizing new workplaces is important for the growth of COPE and the labour movement as a whole," continued Lee. Lee also noted that bringing in new members increases our collective power and solidarity, helping us negotiate stronger contracts for existing members.

Lee's Committee Co-Chair Stephen Von Sychowski points out that giving other people information on their rights and opportunities to join a union is part of our union ethic. "One of the ways we define the core value of trade unionism is with the quote, 'What we desire for ourselves we wish for all' ", Von Sychowski explains. "What we're hoping is that members will make a connection to this philosophy when they're talking to a friend who's having problems at work and suggest they might want to get in touch with a union."

Executive Board Member and Coastal Community Credit Union worker Laurie Kirk got involved in organizing at credit unions when CCCU merged with Evergreen Credit Union, where she had been working. After taking the organizing course at the COPE 378 Job Stewards seminar with co-worker Wanda Chow, Laurie took on organizing new CCCU branches.

"The course really tipped the scales for us," Kirk says. "It just so happened that about two weeks after we came back, Port McNeil was listening to rumours that they might be closing... so they approached us and Wanda was able to make contact with them. And right after Port McNeil came Alert Bay."



Kirk has experienced first-hand the difference it makes having rank and file members involved in organizing new worksites in their industry: "Wanda and I can speak credit union or financial institution language, and we can understand what their problems are because we all basically have the same issues. Being able to speak the language of whatever site that you're going to really makes a difference."

"Contacting a union is completely confidential," says Organizer Dave McPherson, "and you can't be fired or disciplined for doing it. All workers in B.C. have the right to join a union and that right is protected under law."

If you know anyone who wants more information on joining a union, they can call the COPE 378 office at 604-299-0378 and ask to speak to an organizer, or they can email join@cope378.ca ■



*Laurie Kirk,
Executive Board Member*

"PEOPLE DECIDE TO JOIN UNIONS WHEN THEY REALIZE THERE'S SOMETHING THAT CAN BE IMPROVED AT THEIR WORKPLACE."

They might be having trouble with a bad boss or experiencing a lack of job security. They might see other people in their industry getting better wages and benefits."

— Vice-President Heather Lee

Taking a Stand For a Fair Deal

BY JEFF GILLIES, COPE 378 VICE PRESIDENT FOR ICBC



"How is it possible to ask for a five year agreement without the ability to bargain wages and with complete disregard for any of the other key concerns?" – Jeff Gillies

It's with great frustration and disappointment we are informing ICBC members their employer has made a strike vote necessary for this round of collective bargaining. This became clear when we concluded our bargaining sessions in December, 2011 and approached ICBC about the possibility of bargaining dates in early 2012.

At the end of bargaining in 2011, ICBC had not touched on any of the topmost crucial concerns of our ICBC members; specifically workload, wages, contracting out and improved benefits. In fact ICBC negotiators said, while they wanted a five year collective agreement, they had no clear mandate from government to deal with wages in any of these five years – other than the net zero-mandate for 2010 and 2011. They also said there were no workload problems at

ICBC, improvements to benefits would be a non-starter, and that there would be no changes to contracting out or new language to protect our jobs.

Your bargaining committee was stunned. Obviously we found ICBC's position to be outrageous, unacceptable and verging on absurd. How is it possible to ask for a five year agreement without the ability to bargain wages and with complete disregard for any of the other key concerns?

Matters have deteriorated such that, as a bargaining committee, we feel a strike mandate is the only way to make ICBC and the provincial government understand the gravity of this situation. ICBC must return to the table with the authority to bargain and address the concerns of our members.

We have been patient and reasonable – the ICBC contract expired June 2010, a full year and a half ago. We have tried to on several occasions to make meaningful progress at the bargaining table and on the paramount concerns of our members. We have little to show for it.

Since the contract with our members expired ICBC has continued to rake in massive profits, handed \$575 million to the provincial government and is now asking the BC Utilities Commission for a rate increase. And the ICBC's Transformation Program rollout trundles along with little to no concern regarding how it affects our members.

Your ICBC bargaining committee believes ICBC's stall tactics and intransigent and incoherent attitude at the bargaining table must change in order for us to reach an agreement. We've tried everything to push for change without compromising our proposals. We absolutely would not be going to ICBC members for a strike vote unless we had exhausted all efforts and turned over all stones.

We will continue to try to bargain with ICBC throughout this time but we ultimately believe things will only change if our members give their bargaining committee a strong vote of confidence. We have bargaining dates scheduled for March 28 and 29; however, we are not optimistic the situation will improve without a strong message to the employer.

Strike votes are unusual at ICBC. COPE 378 has only had four strike votes in our 35 year history with the Corporation. Once received, the union's bargaining committee uses a strike mandate very carefully. We can use escalating tactics to motivate ICBC and government to change their position at the bargaining table. We can place a ban on overtime or we could close down strategic ICBC locations. It is unlikely we will go out on a full scale strike.

If you have questions concerning the strike vote at ICBC, visit the Frequently Asked Questions (FAQ) page on the ICBC webpage at [www.cope378.ca/workplace/icbc](http://www cope378 ca/workplace/icbc).

We will keep the ICBC membership updated on the status of the strike vote and negotiations via email and other means of communication. ■

If you have any further questions for your bargaining committee email us at icbcbargaining@cope378.ca or call Jeff Gillies directly at 604-837-1816



Pension Changes in 2012

PENSIONS

BY LORI MAYHEW, COPE 378 SECRETARY-TREASURER
AND CHAIR OF THE COPE 378 PENSION COMMITTEE

All Canadians can expect to see changes to pensions in 2012 after the federal government changed some rules around the Canada Pension Plan (CPP) in an effort to keep people working longer. The impacts on workers will be mixed.

If you are not thinking about retirement yet, the one change you will notice is that the Yearly Maximum Pensionable Earnings has increased to \$50,100. This means that you will continue to make contributions to the CPP until your gross salary meets that amount. Once you hit that point, your contributions for the year cease.

If you are thinking about taking your CPP before age 65, you should be aware the deduction for early retirement has increased, so your normal pension amount will be reduced by 0.5 per cent per month of early retirement prior to age 65. This reduction will be gradually increased to reach 0.6 per cent per month by 2016.

On the other hand, if you delay receiving CPP benefits until after 65, your pension will be *increased* for each month you delay, to reach 0.7 per cent benefit per month by 2016.

The number of low-earning years that will be eliminated from your CPP benefit calculation will rise from 7.5 to 8 per cent by 2014. This will generally result in an increase to payouts.

Also starting in 2012 the "work cessation" test is gone. Prior to this year, an applicant had to stop work for a prescribed period of time to be eligible to receive his/her CPP benefit.

Finally, there are changes around contributions for employees between the ages of 60 and 65. Anyone who is working at this age must continue to contribute to CPP, whether or not they are in receipt of benefits. Workers between the ages of 65 and 70 who are collecting CPP benefits have the option of continuing contributions. These contributions will go towards a newly created benefit called the Post Retirement Benefit (PRB). This benefit will be added to your existing CPP benefit, even if you are receiving the maximum.

The CPP was originally designed to replace approximately 25 per cent of a worker's income, to work in conjunction with a workplace pension and one's own RRSPs. However, over the last decade we have seen a decline in workplace pensions and Canadians have generally not fully utilized RRSPs.

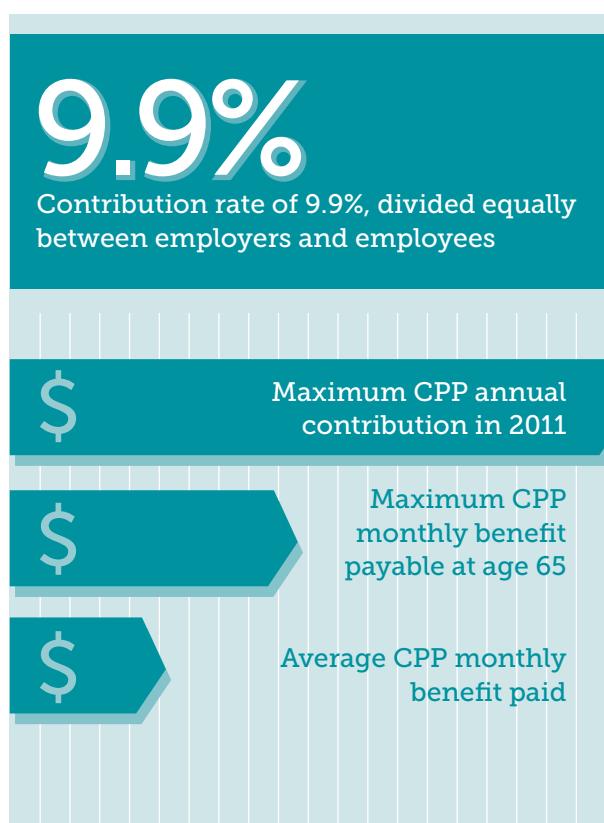
In response to this, the Canadian Labour Congress (CLC) proposed making changes to the CPP so that it would provide closer to 50 per cent of a worker's income on retirement. This received support from a wide swath of the general public as well as from some pro-

vincial governments. The federal government was lobbied extensively, but in December of 2010, the federal Conservative government announced its intention to create a Pooled Registered Pension Plan (PRPP) instead of amending the CPP. In November 2011, Bill C-25, the Pooled Registered Pension Plans Act (PRPP), was introduced in Parliament.

The PRPP is an optional plan: employers don't have to offer it to employees, and even if they do, employees are not mandated to join the plan. On the surface, the PRPP looks and acts like a defined contribution pension plan. The optional aspect of it, however, makes it look like just another form of RRSP. Since many Canadians can't save for their retirement already, adding another way of doing it doesn't seem to be the way to make it happen. ■

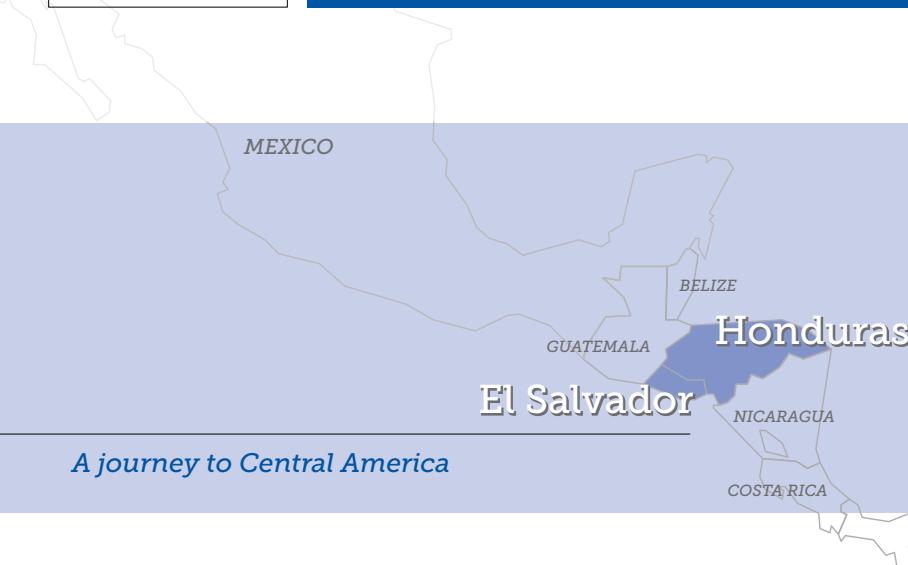
As of press time for Local Voice the federal government indicated there may be more changes coming to the Canada Pension Plan and Old Age Security, but no details were forthcoming. COPE 378 will keep our members informed of any relevant changes.

CPP BY THE NUMBERS



Employment, yes, but with dignity: CoDevelopment Canada's Young Worker Delegation

BY CAITLIN GILROY



A journey to Central America



Caitlin Gilroy
and Reyna
Tejada of
CODEMUH in
Honduras



Coming in for a landing over the banana plantations of San Pedro Sula, Honduras, my stomach does a somersault as I realise there's no turning back; this ten-day journey has begun. We are met at the airport by a kind-faced man named Noe, our driver and companion for many days, as well as the eight young worker delegates and two organizers. We are then whisked away in a mini-van.

Our first stop is Radio Progreso, a leftist radio station. Formed by Jesuits 55 years ago, the station has been a progressive voice in times of turmoil. On June 28, 2009, when elected Honduran president Manuel Zelaya was exiled by forces within his own government, the military came to Radio Progreso with guns drawn and shut down the station. After one day of forced silence, journalists came back to work, turning the equipment back on and reclaiming the airwaves. Although they've been broadcasting ever since, their staff (mostly youth) have been bugged, tracked and targeted by the military.

The next day, we meet with the Colectiva de Mujeres Hondureñas, a group of women who have been working to expose labour violations in the garment industry. We hear heart-wrenching stories of how Canadian companies like Gildan Activewear profit off of the backs of factory workers who are paid about \$230 a month and are each expected to produce 6,000 pieces of clothing over their 11.5 hour daily shifts. A banner on the wall reads "Employment, yes, but with dignity" and we listen with outrage to the victims of these abuses.

Days turn into a week and we meet with human rights lawyers who have been ousted from their positions as Supreme Court judges, and with members of the socialist youth wing who tell us their activists have gone missing or been murdered for simply protesting

against the government. In the capitol of Tegucigalpa, we meet with Project Accompaniment, which protects victims of human rights violations. Times are dangerous for activists, they tell us. That same day, a journalist is shot dead in the street.

On to El Salvador. We hear from members of the Youth Wing of the Frente Farabundo Martí para la Liberación Nacional (a coalition of five former guerrilla resistance groups), which now holds a minority government after years of fighting the U.S.-backed military government of the 1980s. They explain their education and literacy programs for El Salvador's poorest children and we are heartened that social support systems in this country are improving.

During our last days, we connect with a group called APSIES, which works to support local village projects focussed on gender, education and health. One of these projects is a women's micro-loan system, which enables women to plant home gardens to feed their families and help them save money. We walk with the women through their community as they proudly show off their produce.

On our last evening in El Salvador, we sit under the stars on a balmy evening with our APSIES hosts, enjoying a massive feast of pupusas – thick handmade corn tortillas filled with quesillo cheese, pork and beans. Somewhere in the distance, someone is playing a mariachi record. The village workers of APSIES in El Salvador affirm the importance of our visit, as did the workers in Honduras: international solidarity is key to the success of their movements. If voices around the world unite on labour rights, we can prevent companies from hopping from country to country, violating workers rights without consequences. ■

<http://www.codenv.org>

<http://codemuh.net/>

LEARN
MORE

<http://apsies.org/>



Political Action Report

POLITICAL
ACTION
COMMITTEE

BY JEFF GILLIES

The COPE 378 Political Action Committee was very active in the fall of 2011 with B.C.'s municipal elections. We will continue to be busy this spring with the upcoming provincial by-elections in Port Moody-Coquitlam and Chilliwack-Hope.

Last November brought great news on the municipal political scene in B.C. Approximately 65 per cent of labour endorsed candidates were elected as Mayors, City Councilors, Regional Directors and School Trustees on November 19th. COPE 378's Political Action Committee has had a long history of helping out labour endorsed candidates in municipal elections and this year was no exception. When deciding where to send contributions, the committee targeted select municipalities where we felt we could make the biggest difference. In addition, we sent poll cards and email reminders to all of our members to ensure they knew who their labour endorsed candidates were. As an organization, we helped contribute to some major wins in the Lower Mainland and on the Island.

OF NOTE: In Vancouver, Vision Vancouver won the race for Mayor and took **7 of the 10 seats** on council, **6 of the 9 seats** on the School Board and **5 of 7 seats** on the Parks Board. Mayor Derek Corrigan's labour-endorsed Burnaby Citizen's Association, once again, swept all of the seats on City Council and the School Board in Burnaby. In New Westminster, all the candidates who were labour-endorsed for City Council and School Board were elected. In Victoria, Dean Fortin was re-elected as mayor but his team of progressive councilors was reduced, with endorsed candidates taking **3 of the available 8 seats** on council.

Our Political Action Committee also supported and donated to the campaigns of our member candidates. In New Westminster, ICBC employee Jonathan Cote retained his seat on council. COPE 378 Union Representative Barbara Junker came very close to winning a seat on the Port Moody City Council in her first race, but was edged out by only 40 votes. Finally, Tom Duncan (also an ICBC employee) was re-elected to Duncan City Council in a convincing fashion, topping the polls.



I would like to thank all of the member candidates and the many member volunteers who gave their time during the municipal elections to make it such a success for the labour movement.

As mentioned, there are two by-elections happening in 2012, which are important for two reasons: they will set the tone for the next provincial election and they will firmly establish the momentum the BC NDP is experiencing in public opinion polls.

At Local Voice press time, the BC NDP is approximately 20 points ahead of the BC Liberal Party with 46 per cent per cent of the electorate's support. The BC Liberals are bleeding votes to the BC Conservative Party and are looking more and more like they're tired and out of ideas.

The COPE 378 Political Action Committee will be fully participating in the upcoming by-elections. We will be calling our members in both constituencies and sending notices encouraging them to vote for the BC NDP. COPE 378 continues to support the BC NDP because they are the only party in B.C. that supports workers and their families. In addition the BC NDP has historically stood and continues to stand with us in support of public institutions such BC Hydro and ICBC.

If you have any questions about the municipal elections or if you are interested more generally in becoming involved in the PAC or the political process, please contact me by e-mail at jgillies@cope378.ca ■

Jeff Gillies



Would you like to be involved in PAC?



Email Jeff Gillies at jgillies@cope378.ca

"Self-Sufficiency" Policy Senseless

BY JOHN HORGAN, NEW DEMOCRAT ENERGY CRITIC

Energy policy under the BC Liberals has been a complete failure, putting the future of BC Hydro in serious jeopardy and electricity rates in British Columbia through the roof. Those are the facts. The BC Liberal spin is another matter entirely.

Ten years of reckless Liberal policies have resulted in skyrocketing rates for consumers and have put our once proud public utility on a fast track towards unsustainability. Picking a top 10 list of Liberal energy errors is easy; picking the worst of the bunch is a bit harder. Near the top would be the initial decision to privatize one-third of BC Hydro operations and the costly move of creating a separate transmission company, only to put it back in the utility seven years later.

Forcing the Crown corporation to acquire all new electricity supply from private providers, removing oversight of billions of dollars in capital spending from the BC Utilities Commission, and installing smart meters on every home in the province are three more moves that made little or no sense.

But the lynch-pin of the Liberal plan to shift public wealth into private hands is the policy of electricity self-sufficiency. Current government law requires BC Hydro to become electricity self-sufficient by 2016. At first glance, it seems harmless enough; but a closer examination shows that the Liberals' definition of self-sufficiency is based on the 50-year low water level B.C. has experienced. What's more, they have to acquire a whopping 3,000 GWh of insurance electricity.

These absurd requirements are designed with one purpose: to artificially inflate B.C.'s electricity requirements to justify the Liberal government's plan to fill the coffers of their friends

in the private power industry. This direction to buy more power than we need, coupled with a restriction on building any new publicly owned power generation, forces BC Hydro to look to IPPs to fulfil the order.

Secret deals with private companies cost as much as four times what BC Hydro ends up selling the power for on the open market. The huge losses that accompany the buy-high-sell-low mentality of the governing Liberals has led to massive rate increases for hydro customers across the province.

Trying to distance themselves from their own decisions, Premier Christy Clark and Energy Minister Rich Coleman appointed an internal panel of government bureaucrats to review the operations and policies of BC Hydro. The resulting report cited the wrongheaded self-sufficiency policy as a rate driver. But five Liberal ministers of energy have supported the deterioration of BC Hydro, making it difficult to imagine they will do the right thing now and restore BC Hydro's autonomy to make decisions in the public interest.

Five months after the report was released we have seen no action. Despite BC Hydro's new CEO's insistence that it is "critical" to get a policy decision on self-sufficiency, and Minister Coleman's promise in November to announce a decision within two weeks, we are still waiting. British Columbians deserve better from their government.

The Liberals must revisit the Clean Energy Act and allow for a comprehensive debate about our future energy needs and how we will go about securing that future. Instead of making decisions behind the cabinet door and out of public view, why not task the legislature's Crown Corporations Committee to meet with people across B.C. and set a course that benefits all of us. Equally important is restoring the role of the BC Utilities Commission to allow for independent public oversight of major capital projects and other critical energy matters.

The time has come for a real discussion about our energy needs now and in the long-term. Adrian Dix and the New Democrats are prepared to have that discussion. ■

As Local Voice was going to press the provincial government announced changes to their energy policy, redefining self-sufficiency with an average water year benchmark instead of drought years.

Opposition critic for Energy, Mines and Petroleum Resources
John Horgan

"Picking a top 10 list of Liberal energy errors is easy; picking the worst of the bunch is a bit harder..."



Transit: Looking Back, Moving Forward

TRANSIT

BY HEATHER LEE, COPE 378 VICE-PRESIDENT FOR COMBINED UNITS

LOOKING BACK

BC ELECTRIC
BC HYDRO
URBAN TRANSIT AUTHORITY

MOVING FORWARD

BC TRANSIT
COAST MOUNTAIN BUS COMPANY
TRANSLINK



Long time members will recall that what is now BC Transit, Coast Mountain Bus Company and TransLink (SCBCTA) were all once part of the larger BC Electric/BC Hydro family. BC Electric/BC Hydro was the main transit provider for Vancouver and Victoria until 1979 when the transit division was transferred into a new system called the Urban Transit Authority, which operated the Metro Transit system.

Designed to coordinate municipal transit systems throughout the province, UTA eventually became BC Transit. The late 1990s saw divestment of responsibility for the transit system with a new Lower-Mainland regional transit authority, TransLink, and its operating subsidiary the Coast Mountain Bus Company.

Our union is proud of the exceptional services our members deliver to our transit employers. Security Service personnel and the addition of our Transit Police have enhanced our services even further.

But it hasn't always been easy for us to chart a course through various government and employer visions for our transit system. Through past decades, politicians have implemented attempts at greater system efficiencies without adequate consultation. These changes and cuts have often had a detrimental effect on our members and their families. COPE 378 members have witnessed these events and know only too well that change is not necessarily progress.

As we await the outcome of the commissioned report on the Review and Commentary on Efficiency of TransLink, to be presented to the Mayor's Council and TransLink later this spring, some long term members may observe that we've come full circle and once again find ourselves navigating our way.

It remains in the public interest to achieve consensus around issues of governance models that work and contain a clear, adopted method of sustainable funding in order to provide a foundation for a seamless transportation infrastructure. This is all part of supporting the development of healthier communities.

If the employer and government can set their political agendas aside, they can work with us to establish a strategy to create a common sense solution. Except, to make all of that work, it takes those doing the work to be part of the solution. Your ideas and experiences are important and should be considered. Whether it's Transit Operations, Vehicle Maintenance, Fleet Management, Financial and Administrative Functions it's all relative to achieving the same objective. It is part of your union's job to listen to what you deal with every day and take forward your ideas on how to ensure a functional, sustainable, affordable, public transit system for future generations. Contact me with your ideas at hlee@cope378.ca.

In the months ahead, we'll be working vigilantly on your behalf. We will be meeting with elected officials at all levels of government and at the negotiating tables as bargaining commences at TransLink and BC Transit. Members should check their emails and the COPE website frequently for updates and bulletins as we work towards fair agreements that reflect the importance of your work as part of the system that helps the public get around. ■

Heather Lee



hlee@cope378.ca

Jim Quail, COPE 378's Legal Director

"I want to thank COPE 378's members and staff for my warm reception. I'm finding my role challenging and rewarding. It is a privilege to speak for such a wonderful and diverse membership. I look forward to the many battles to come."

— Jim Quail

I was called to the B.C. Bar in 1980. My career has been roughly divided equally between three fields: legal aid, labour law, and utility regulation. My role as COPE 378's Legal Director is a unique combination of two of those areas – labour and regulatory law.

My career started in the legal aid office in Abbotsford (back when there were such things). There, I represented clients with any kind of legal problem a person living with a lower income might run into, and established a farmworkers legal services program. We worked with the Canadian Farmworkers Union to win important rights for agricultural labourers across B.C., including health and safety coverage, pesticide exposure regulations, minimum wages, and the licensing and regulation of farm labour contractors.

I later became the General Legal Counsel to the Legal Services Society (which runs legal aid), and eventually Acting Executive Director.

My heaviest involvement in labour law, before COPE 378, was as Legal Director of the Hospital Employees' Union. While I was there, the Campbell government stripped our collective agreement. We had many tough fights with Victoria and the employers in court, at the Labour Relations Board, in arbitrations, and in the public eye.

After I left the HEU, I returned to the BC Public Interest Advocacy Centre (BCPIAC), where I had worked in the 1990s. BCPIAC represents community groups who speak for regulated utility ratepayers and ICBC policyholders. It also does test cases about access to justice, welfare rights, and other progressive causes. I was their Executive Director from 2006 until I left for COPE this autumn.

At BCPIAC I handled many regulatory cases involving Telus, BC Gas/Terasen/FortisBC Energy, BC Hydro, and ICBC. I have acted in pretty well every major Utilities Commission hearing in the past seven years. During that time, I worked with COPE 378 representatives, at first in ICBC matters, and later on BC Hydro.

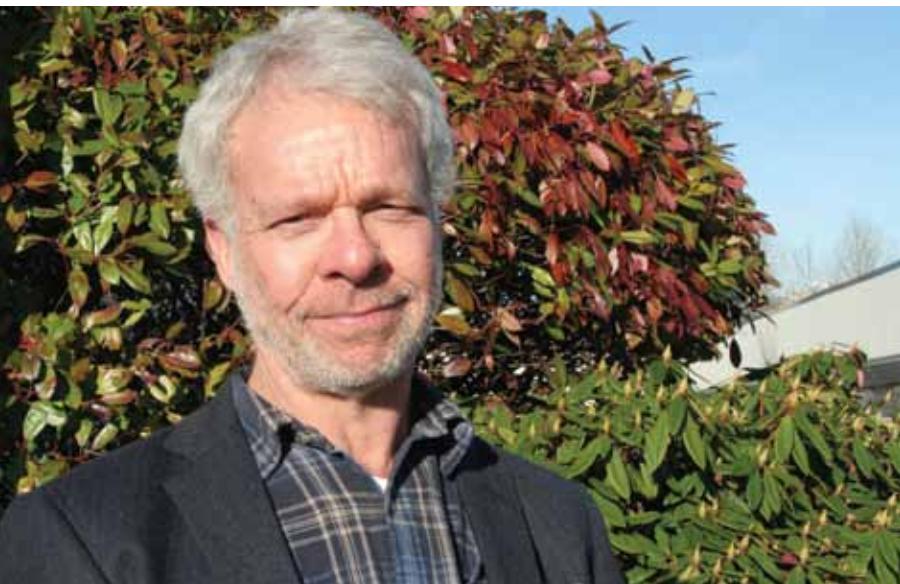
In ICBC hearings, where most intervenors represent the private insurance sector, it was great to find an ally in COPE. The interests of the general public tend to align with those of the unionized workforce, and we at BCPIAC found ourselves invariably on the same side as COPE. On the energy front, I have fought against many government policies including privatization, "self-sufficiency," reliance on IPPs, and smart metering. I have been a frequent public commentator on energy policy and ICBC issues.

My roles at COPE are to work with our other staff in our legal advocacy defending our members' workplace rights, and to represent the union in regulatory hearings affecting them.

It makes obvious sense for unions to intervene in regulatory proceedings affecting their workplaces. The BC Utilities Commission has enormous powers over ICBC, FortisBC and BC Hydro. Its decisions have huge impacts on our members and their jobs.

We are deeply involved in the hearing into BC Hydro's rates and finances over the next three years. All of the cuts and mayhem visited by government on the utility and its employees are on the agenda. We are probing deeply into Hydro's finances and plans, seeking to influence the Commission's decisions, and building important alliances with other stakeholders, all under the spotlight of a large-scale public hearing. Soon after I started at COPE, a prominent former BCUC Commissioner sought me out, and is working as an expert consultant to the union. We have some very heavy guns at work to defend our members' jobs. ■

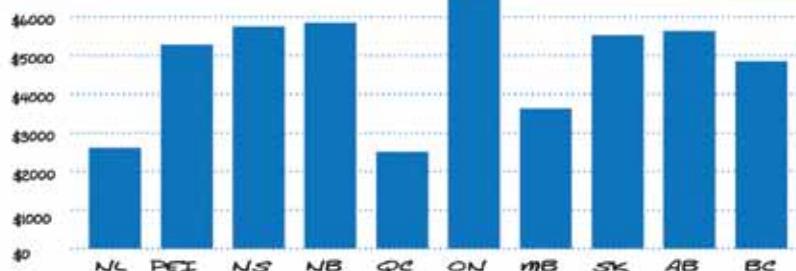
Jim Quail



"Many of our members are watching their children struggle to afford B.C.'s student loan interest rates – the highest in Canada – as well as rising tuition fees..."

EDUCATION IS A RIGHT

UNEQUAL ACCESS: AVERAGE TUITION FEES ACROSS THE COUNTRY



Students should have access to an affordable post-secondary education no matter where they live. Education is a Right!

On February 1, students across Canada held a national day of action to call on the federal and provincial governments to reduce tuition fees, tackle student debt, and increase funding for post-secondary education – part of the Canadian Federation of Students' *Education is a Right* campaign.

Because of the way these issues impact our members, their families, and our communities the COPE 378 Executive Board endorsed the campaign.

"Many of our members are watching their children struggle to afford B.C.'s student loan interest rates – the highest in Canada – as well as rising tuition fees. And some of our members are students themselves. They live every day with the reality that they may leave school tens of thousands of dollars in debt," said President David Black.

Black wrote a letter to B.C. Advanced Education Minister Naomi Yamamoto in January, pointing out that putting post-secondary education out of reach for many British Columbians is also bad economic policy: "Fixing the issues with post-secondary education will be crucial to B.C.'s economic recovery. I hope the government recognizes that filling labour shortages and creating jobs in emerging industries will require B.C. students to access the advanced education they need without being saddled with exorbitant debt levels after graduation."

According to Statistics Canada, 70 per cent of youth who graduate high school and do not pursue post-secondary education cite financial reasons as the main factor. In the past thirty years, tuition fees have grown

to become the single largest expense for most post-secondary students – partly a result of dramatic cuts in funding to post-secondary institutions. Accompanying cuts to needs-based grants at both the federal and provincial level have meant it's harder than ever for students from modest backgrounds to get the education they need to secure meaningful employment.

Even if they do manage to afford to attend college or university, high student loan obligations can make it difficult for graduates to participate fully in the economy by investing in assets, starting a family, or accruing volunteer experience to increase employment prospects.

Research shows the majority of Canadians support the goals of the *Education is a Right* campaign. A recent Harris Decima poll showed most Canadians believe the government should invest more in post-secondary education, even if it means paying slightly higher taxes. 86 per cent of Canadians said they believe government should work to ensure all Canadian universities are high-quality and affordable.

"Canadians recognize how important these issues are. We have to make sure governments hear that," Black continued. "We share students' vision of a well-funded, high-quality, public post-secondary education system that will lead to a stronger economy and a more fair and equal society." ■

LEARN MORE

educationisaright.ca



COPE 378 Committees: What they do and why you should join

Many members get their first involvement with the union by volunteering to serve on one of the COPE 378 committees. All COPE 378 members and associate members are eligible to serve on committees and it can be a great way to help out in a concrete way and make improvements in areas that interest you. If you're interested in joining one of the committees after reading this article, please give the union office a call at 604-299-0378 or email a particular committee chair (contacts can be found at <http://www.cope378.ca/committees>).

COPE 378 has 17 committees falling into two categories. The first category is Standing Committees, as outlined in the union's by-laws. The members and chair of each Standing Committee are appointed by the President with the approval of the Executive Board and Executive Council.

One unique Standing Committee is the Audit Committee, which is constitutionally mandated and is made up of two Executive Board members elected by the board (the Chair and one member) and three members elected by Executive Council. The Audit Committee meets quarterly to review the union's financial statements.

"At last spring's Council meeting there was an election for the Audit Committee, which is really encouraging," said President David Black, "We're moving forward with our goal of getting our councilors the tools they need to take an educated look at our books and help make sure we're using our resources in the best way we can."

The other Standing Committees are: Advisory, Arbitration, Constitution and By-Laws, Education, Electoral, Environment, Events and Social Planning, Health and Safety, Human Rights, Pension, Political Action, Staff Relations, and Women's. These committees' terms of reference are laid out in the COPE 378 by-laws, which are available on the union's website.

"I've seen a lot of people get involved through committees," says Melanie Greenlaw, Co-Chair of the Events and Social Planning Committee, "It's great to have new faces and energy so we can keep improving our events year-to-year, like our Breakfasts with Santa."

"The titles of some committees aren't always the most scintillating," added Black, "but they're all very important. For example the Arbitration Review Committee is the group that gets the final say on whether the union should pursue arbitration with a particular grievance."

The second category of committee is Special Committees. Special Committees may be established by the President, Board, or Council, and must have specific mandates to ensure they can be dissolved when their work is complete.

The current Special Committees are the Multicultural Committee, the Organizing Committee, and the Youth Action Committee.

The Multicultural Committee aims to involve a diverse group of people in union activities, make sure COPE 378 has presence at key multicultural community events such as the Chinatown Lunar New Year Parade, and helps the union outreach to multicultural groups in local communities. The Youth Action Committee has been instrumental in getting more young members involved in the union. The Organizing Committee is the newest committee, established as part of the union's goal to increase organizing activities and to involve members in organizing efforts. ■

"It's great to have new faces and energy so we can keep improving our events year-to-year, like our Breakfasts with Santa."

- Melanie Greenlaw



If you are interested in getting involved with a committee or in getting more information on how committees work, look up the committee chair on <http://www.cope378.ca/committees> or call the union office at 604-299-0378.

Municipalities Examine Smart Meters

UTILITIES



*26 municipalities across B.C.
have passed motions calling for a
moratorium against smart meters*

Smart meter installed in B.C. home

Since the smart meter initiative began rolling out in communities across B.C. citizens have been asking their municipalities to weigh in on the program and signal their displeasure to the provincial government and BC Hydro. To date at least 26 municipalities across B.C. have passed motions calling for a moratorium against smart meters.

The Union of B.C. Municipalities (UBCM), the umbrella organization to which all B.C. Municipalities and regional districts belong, took a position in at its annual general meeting in September 2011, when it passed a resolution calling for a moratorium on the smart meter initiative.

Despite the resistance from residents and local governments, smart meters continue to be installed in homes and businesses throughout the province. COPE 378 has offered to visit local governments to share the union's perspective about the impact of the meters.

In January COPE 378 Vice President Gwenne Farrell made a presentation to the councils of the City of North Vancouver and Burnaby. Both Farrell and President David Black will present to other local governments in February and March.

At both the City of North Vancouver and Burnaby meetings Farrell gave the councils a quick brief on the union's history with the program. She explained that COPE 378 started asking for a transition plan for the meter readers as soon as the smart meter initiative was first announced in 2007. Farrell told the councils that, despite Rich Coleman promising otherwise on a call-in radio show, BC Hydro had told the union they had no direction from government to retrain or offer preferential hiring to the soon-to-be displaced workers.

The impacts on our members forced COPE 378 to examine the merits of the smart meter program. As the union looked into the program the same questions and issues kept coming up again and again. Farrell told the councils that nearly without exception smart meters have heralded the introduction of Time Of Use billing, which charges a premium during times of high electricity use. While the provincial government claims it has no "current plans" to bring in Time Of Use, it refuses to

rule it out entirely. Additionally, she said, BC Hydro stated smart meters will help it predict how much power needs to be transmitted into which areas. Why is this necessary given since BC Hydro already has a load forecasting department to do just that? Farrell pointed out that this department is able to include economic forecasts and explore the load forecast's impacts on system and resource requirements? And most importantly, if the smart meter program is worth the \$930 million as BC Hydro says, why was it removed from the oversight of the BC Utilities Commission?

Representatives from BC Hydro spoke to the City of North Vancouver council the same evening as Farrell. The Mayor and Councillors asked pointed questions of the representatives, including querying the in-home display units which would be needed to realize customer conservation goals, and whether BC Hydro would be backing off the subsidies for those units. The representative replied the cost of the in-home display units would be decided by the BCUC – blind to the irony that the smart meters program itself received far less scrutiny.

When questioned further by councillors regarding the approximately 400 layoffs to be caused by the smart meter program the BC Hydro representatives deferred responsibility for the meter readers to Accenture. The City of North Vancouver had already moved a motion asking for a moratorium and thanked COPE 378 for their presentation.

Many cities and towns have acknowledged the program lies outside their jurisdiction but have asked the provincial government to consider the concerns of citizens. Recently Surrey passed a resolution asking that the meters not be forced on customers who wish to opt-out. ■

*For more information on COPE's efforts regarding smart meters
visit <http://wwwCOPE378.ca/campaign/say-no-smart-meters>.*

BY CAROL MCLUSKIE AND KIM SMITH

ACCENTURE BUSINESS SERVICES

The parties went into bargaining and achieved a collective agreement for ratification. COPE 378 members at Accenture voted in favour of ratifying a new collective agreement. That agreement will expire August 31, 2013.

Highlights of the new collective agreement include a signing bonus of \$3040.00 which will be paid to members with more than two years seniority and \$2000.00 for members with less than two years, bridging benefits to retirement, and an increase from three to five days for making decisions on options.

More particulars of the agreement can be found on the Accenture workplace page at wwwCOPE378.ca.

The bargaining committee consists of Nancy de Vries, Melanie Greenlaw, Rob Larson, Lucas Meyer, Gwenn Farrell, COPE 378 Vice President, and Brad Bastien, Senior Union Representative.

BCAA ERS AND SC

At BCAA bargaining – for both SC and ERS – the parties are still negotiating non-monetary proposals. The committees are trying to get the employer to understand it already has what it wants – it just has to make its managers work. Meetings scheduled for the end of January had not taken place by the time Local Voice went to press.

The ERS bargaining committee consists of Justyna Edwards, Tracy Gal, Garry Payne and Pat Junnila, Union Representative.

The SC bargaining committee consists of Pat Junnila, Union Representative.

BCGEU

The collective agreement expires on March 31, 2012. The employer is requesting some date suggestions to meet and the bargaining committee will be elected within the near future.

As of press time for Local Voice a bargaining committee has not yet been struck. Chief spokesperson for bargaining is Bonnie Merriman, Union Representative.

BC FEDERATION OF LABOUR

The collective agreement expires April 30, 2012. Notice to bargain was sent to the employer in January. A survey has been sent to the membership in preparation for bargaining. The bargaining committee will meet in February to formulate proposals.

The bargaining committee consists of Susan Orr, Ingrid Ericson and Kevin Smyth, Union Representative.

BC HYDRO

The collective agreement expires on March 31, 2012. The union has had several membership meetings to talk to members about upcoming bargaining. Surveys have been sent to the COPE 378 members at BC Hydro in preparation for bargaining.

A bargaining committee was elected and met January 30 and 31 to prepare proposals.

The union expects to be at the bargaining table by early March.

The bargaining committee consists of Bojan Bucic, Andrea Foster, Calvin Jonas, Rysa Krongebusch, Sharon Thomas, Gwenn Farrell, COPE 378 Vice President, and Brad Bastien, Senior Union Representative.

BEACH PLACE VENTURES (BLACKTOP TAXI)

The collective agreement expired June 30, 2011. Notice to commence bargaining has been sent to the employer and bargaining surveys have been completed by the members. A members' meeting was held on December 15 to discuss negotiations and other issues.

The bargaining committee consists of Trish Wilson and Jackie Brown, Union Representative.

BERLITZ

The collective agreement expired on June 30, 2011. The members were originally surveyed in early 2011 but another survey was sent to the members in December 2011 when bargaining hadn't moved forward. The bargaining committee is scheduled to meet in February to go over member surveys and prepare proposals.

The bargaining committee consists of Jennifer Williams, Collin Patterson and Sarah Melsness, Union Representative.

BONNY'S TAXI

The collective agreement expired on June 30, 2011. Notice to commence bargaining has been sent to the employer. Bargaining surveys have been completed by the members and a members' meeting held to discuss bargaining and related issues.

The bargaining committee consists of Cyndi Nilssen-Frigstad and Jackie Brown, Union Representative.

BURVIC HOLDINGS

The parties met for bargaining on January 23 and 24. The employer cannot come to an agreement on wages.

The bargaining committee consists of Maxine Danielson and Barry Hodson, Union Representative.

CANADIAN FREIGHTWAYS LTD.

On November 2, 2011 the members at Canadian Freightways voted in favour of ratifying the collective agreement. The length of the agreement covers three years, from January 1, 2011 to December 31, 2013. The agreement includes a 5.4 per cent wage increase over three years which breaks out into a retroactive 1 per cent on July 1, 2011 and 1 per cent on January 1, 2012. Going forward wages will increase 1 per cent on July 1, 2012, 1.2 per cent on January 1, 2013 and 1.2 per cent on July 1, 2013.

The bargaining committee consists of Brad Eckart, Wes Rickards, Frank Brennan and Kevin Payne, Union Representative.

COAST MOUNTAIN BUS CO.

The collective agreement expired on March 31, 2011. The bargaining committee has tentative dates to meet to formulate proposals from the survey results.

The bargaining committee consists of Stephen Von Sychowski, Ray Manning, Ron Williams, Doug Fergus and Kevin Payne, Union Representative.

COLLEGE OF PHARMACISTS OF BC

The collective agreement for this unit expired on August 31, 2011. On November 16, 2011 the members at this unit voted in favour of ratifying their collective agreement. The parties will meet to go over housekeeping issues in the agreement before it is finalized.

The bargaining committee consists of Megi Koroveshi and Barry Hodson, Union Representative.

COLLEGE OF REGISTERED NURSES OF BC

The collective agreement for the members at this unit expired on September 30, 2010. A meeting of the membership was held to go over bargaining proposals. The parties met in November and are scheduled to meet again on February 1 and 8 for bargaining. *The bargaining committee consists of Maxine Munro and Glen MacInnes, Union Representative.*

CORAL CABS

The collective agreement expired on December 31, 2011.

As of press time for Local Voice a bargaining committee has not yet been struck. Chief spokesperson for the bargaining committee is Jackie Brown, Union Representative.

CUPE LOCAL 454

The union has had discussions with the employer regarding a collective agreement. The employer is considering the union's proposal that they join the CUPE BC & Locals collective agreement. The parties are scheduled to meet on February 10, 2012.

The bargaining committee consists of Kathleen Ladislaus and Barbara Junker, Union Representative.

CUPEBC AND LOCALS

The collective agreement expired on December 31, 2010. The union has met with the employer and exchanged proposals. The employer has responded to some of the union's proposals. The parties were not able to meet in January for bargaining and are looking at dates in February of 2012.

The bargaining committee consists of Nadine Ford, Lori Watt and Barbara Junker, Union Representative.

DA TOWNLEY & ASSOCIATES

The collective agreement for this unit expired on December 31, 2010. The parties met at the Labour Relations Board to attempt to settle an unfair labour practice complaint filed by the union. The Labour Board has yet to make a decision.

The bargaining committee consists of Colleen Finn, Lina Johal and Glen MacInnes, Union Representative.

FORTISBC

Bargaining is in abeyance pending merger discussions.

The bargaining committee consists of Kari Campbell, Richard Gaylard, Kate Koczor, Rick Meakes and Kevin Smyth, Union Representative.

FORTIS ENERGY INC.

We have selected a bargaining committee and anticipate surveying the members soon. We've held a round of membership meetings across the province to start building awareness.

The bargaining committee consists of Tim Bouzovetsky, Darlene Freeman, Norm Stickelmann and Kevin Smyth, Union Representative.

GREYHOUND

Bargaining surveys have been completed and proposals are currently being formulated. The parties have tentative dates set to commence bargaining.

The bargaining committee consists of Norquita Kevin Payne, Union Representative.

GULF & FRASER FISHERMEN'S CREDIT UNION

The collective agreement expired June 30, 2011. The negotiations were under the auspices of Mediator Mark Atkinson. GFFG had a material concession demand on the table – the employer wanted the unilateral right to extend the normal work day from 5:15 pm to 8:30 pm without any regard to seniority or personal circumstances. At the eleventh hour, GFFG withdrew the demand. The withdrawal led to the tentative settlement of the dispute, which is still subject to membership ratification as of Local Voice press time. The collective agreement includes a 2.75 per cent general wage increase in each year of a four year agreement. Additionally improvements were made to RRSP's, bereavement leave, vision care, severance pay and care days.

The bargaining committee consists of Arvid Vimble, Robin Manolson, Linda Banxachai and Jack Gerow, Union Representative.

ICBC

The collective agreement expired on June 30, 2010. ICBC has indicated that they are not prepared to come back to the table until March 29, 2012. The bargaining committee is now in the process of scheduling strike vote meetings. The meetings will start in late February and to be finalized when we return to the table in March. The outstanding issues remain: workload, wages, benefits and job security.

The bargaining committee consists of Mike Ferguson, Karin Cirez, Joyce Galuska, Trevor Hansen, Yasmin Carroll, Jeff Gillies, COPE 378 Vice President and Jaime Zygmunt, Senior Union Representative.

ITT FLYGT

The collective agreement for the members at this bargaining unit expired on April 30, 2011. Proposals have been exchanged and the first meeting of negotiations was held on September 29, 2011. The parties met again on January 10 and 25, 2012.

The bargaining committee consists of Mark Ashdown and Barry Hodson, Union Representative.

KONICA MINOLTA

The collective agreement expires on March 31, 2012.

As of press time for Local Voice a bargaining committee has not yet been struck. The spokesperson for bargaining is Jackie Brown, Union Representative.

LU'MA NATIVE HOUSING SOCIETY

The collective agreement expired on December 31, 2011. Members' bargaining survey responses have been received and tabulated and a members meeting was held at the workplace. Dates have been tentatively set for January 2012 to commence negotiations.

The bargaining committee consists of Doreen Mayer and Jackie Brown, Union Representative.

OPEN SOLUTIONS

The collective agreement expires on February 29, 2012. Notice to commence bargaining has been served.

The bargaining committee consists of Gregory MacDonald and Jack Gerow, Union Representative.

PVT

The collective agreement expired on March 31, 2011. The next step will be to survey members so proposals can be drawn up.

As of press time for Local Voice a bargaining committee has not yet been struck. The spokesperson for bargaining is Kevin Payne, Union Representative.

SEASPACE MARINE CORPORATION

The collective agreement expired on February 28, 2011. Preparations are underway and bargaining dates have been set for early January 2012.

The bargaining committee consists of Dale Gibson and Jackie Brown, Union Representative.

SEIU

The collective agreement expired on December 31, 2010. The union has served notice to bargain and exchanged proposals with the employer. The Parties are close to signing off a tentative agreement.

The bargaining committee consists of Cathy Conley and Kerrie Irving, Union Representative.

TEAMSTERS 31 AND TEAMSTERS 213

The collective agreements for both bargaining units expired on March 31, 2011. Surveys were sent to the membership and returned to the union office. Bargaining will begin after the Teamsters elect their officers.

Bargaining committees have not yet been struck. Chief spokesperson for bargaining for both locals will be Glen MacInnes, Union Representative.

TEAMSTERS 213 MEMBERS BENEFIT PLAN

The collective agreement expired on March 31, 2011. Bargaining will begin after the Teamsters elect their officers.

The bargaining committee consists of Glen MacInnes, Union Representative.

TELETHEATRE BC

The collective agreement expired on January 15, 2012. Notice to bargain will be served shortly.

As of press time for Local Voice a bargaining committee has not yet been struck. The spokesperson for bargaining is Kelly Quinn, Union Representative.

TRANSLINK

Proposals are currently being formulated from the survey results. Bargaining with this unit is on hold until the separation between Translink and the Transit Police is complete.

The bargaining committee consists of Pat Keeping, Rob Gladwin, Dave Bunderla, Sara Dhaliwal, Dan Dickhout and Kevin Payne, Union Representative.

TELECOMMUNICATION WORKERS PENSION PLAN

The parties met on January 16, 20 and 23, 2012 and and February 7, 2012.

The bargaining committee consists of Mabo Mui, Beverly Victor, Richard Vorstenborch and Barry Hodson, Union Representative.

TELECOMMUNICATION WORKERS UNION

The collective agreement will expire on July 31, 2012. The bargaining committee met and finalized proposals. Dates have yet to be scheduled to meet with the employer.

The bargaining committee consists of Glen MacInnes, Union Representative.

VANCOUVER TAXI (ADBA CENTRAL TAXI DISPATCH)

The Collective Agreement expired on June 30, 2011. Bargaining surveys have been completed by the members and negotiating dates will be scheduled soon.

The bargaining committee consists of Bernie Stroh and Jackie Brown, Union Representative.

VICTORIA TRADE UNION

The collective agreement expired on July 31, 2011. The union has given written notice to the employer, in accordance with the Labour Relations Code of B.C., to commence collective bargaining for a renewed collective agreement. Bargaining surveys have been sent to members for their input. The initial meeting date with the employer's group was on January 10, 2012 with an exchange and discussion around some proposals.

The bargaining committee consists of Haylee Dhillon and Bonnie Merriman, Union Representative.

WORKING ENTERPRISES

The collective agreement expired May 31, 2011 and was ratified on October 20, 2011. The draft agreement will be reviewed early in 2012.

The bargaining committee consists of Pauline Yaeger and Jackie Brown, Union Representative.

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Enter the Dragon COPE 378 at the Lunar New Year Parade



In late January COPE 378 members rang in the Year of the Dragon by walking in the Vancouver Chinatown New Year Parade. President David Black, Vice-President Heather Lee, several Executive Board Members, members of COPE's Multicultural Committee, and a group of COPE members wearing our trademark red scarves joined thousands of spectators for this important event.

After the parade the COPE 378 members and their families warmed up while eating dim sum in a local restaurant. The group played trivia games about the Year of the Dragon and solved puzzles.

For the second year, COPE's multicultural committee wanted to use the occasion to raise funds for a community group. Members were asked to make a donation

to attend the dim sum, with all proceeds raised going to the Green Club, a non-profit Chinese-Canadian educational organization in the Metro Vancouver area dedicated to promoting cross-cultural understanding of our unique ecosystems.

"I'm glad the Multicultural Committee chose this group," said Multicultural Committee member Eric Liu. "The Green Club does a lot of good work."

"I was very pleased at how things went for Lunar New Year," said Multicultural Committee Chair Randy Cheung. "The Multicultural Committee has lots of plans for the year ahead and this is a very good start."

If you are interested in getting more information on the COPE 378 Multicultural Committee please email cmc@cope378.ca. ■



Vancouver's Chinatown New Year Parade



Accenture Business Services	Coral Cabs (Richmond Taxi)	MacLure's Cabs Ltd.
Union Reps: Barry Hodson, Pat Junnila, Sarah Melsness, Brian Nelson	Union Rep: Jackie Brown	Union Rep: Jackie Brown
Alma Mater Society	CUPE 3338	Marine Workers & Boilermakers
Union Rep: Sarah Melsness	Union Rep: Barbara Junker	Union Rep: Bonnie Merriman
Avis Car	CUPE 454	Master Trade Office
Union Rep: Glen MacInnes	Union Rep: Barbara Junker	Union Rep: Bonnie Merriman
BCAA SC & ERS	CUPE 374	New Democratic Party
Union Rep: Pat Junnila	Union Rep: Barbara Junker	Union Rep: Brad Bastien
BC Computerized Dispatch (Yellow Cab)	CUPE 1978	Open Solutions
Union Rep: Barry Hodson	Union Rep: Barbara Junker	Union Rep: Jack Gerow
BC Federation of Labour	CUPE BC & Locals	Pacific Vehicle Testing
Union Rep: Kevin Smyth	Union Rep: Barbara Junker	Union Rep: Kevin Payne
BC Ferry & Marine Workers Union	DA Townley & Associates	Schneider
Union Rep: Kevin Smyth	Union Rep: Glen MacInnes	Union Rep: Glen MacInnes
BCGEU	Dollar Thrifty	Seaspan International Ltd.
Union Rep: Bonnie Merriman	Union Rep: Glen MacInnes	Union Rep: Jackie Brown
BC Hydro (including Powertech Construction Services)	EcoJustice	SEIU 244
Union Reps: Barry Hodson, Pat Junnila, Barbara Junker, Glen MacInnes, Brian Nelson	Union Rep: Kerrie Irving	Union Rep: Bonnie Merriman
BC Nurses' Union	Electrical Industry Training Institute	Southern Railway
Union Rep: Bonnie Merriman	Union Rep: Brian Nelson	Union Rep: Jackie Brown
BC Transit	Enterprise Rent-A-Car	Teamsters Local 31
Union Rep: Kevin Payne	Union Rep: Glen MacInnes	Union Rep: Glen MacInnes
Beach Place Ventures	FortisBC Inc.	Teamsters Local 155
Union Rep: Jackie Brown	Union Rep: Kevin Smyth	Union Rep: Glen MacInnes
Berlitz Canada	Greyhound	Teamsters Local 213 & 213 Member Benefit Plan
Union Rep: Sarah Melsness	Union Rep: Kevin Payne	Union Rep: Glen MacInnes
Bonny's Taxi	Gulf & Fraser Fishermen's Credit Union	Telecommunications Workers Union (TWU)
Union Rep: Jackie Brown	Union Rep: Jack Gerow	Union Rep: Glen MacInnes
Burvic Holdings	Handy Pack	Telecommunications Workers Union Pension Plan
Union Rep: Barry Hodson	Union Rep: Kevin Smyth	Union Rep: Barry Hodson
Canadian Freightways Ltd.	Hastings Entertainment Inc.	Teletheatre BC
Union Rep: Kevin Payne	Union Rep: Kelly Quinn	Union Rep: Kelly Quinn
Canadian Northern Shield/RSA	Hertz	Trade Union Research Bureau
Union Rep: Jackie Brown	Union Rep: Glen MacInnes	Union Rep: Barry Hodson
Capilano University	ICBC	TransLink
Union Rep: Sarah Melsness	Union Reps: Vic Foth, Kerrie Irving, Kelly Quinn, Karen Rockwell	Union Rep: Kevin Payne
Carpenters Local 1928	Island Savings Credit Union and Insurance	Tree Island
Union Rep: Bonnie Merriman	Union Rep: Jack Gerow	Union Rep: Kevin Smyth
Catalyst Paper	Zylem (formerly ITT Flygt)	United Fishermen & Allied Worker Union
Union Rep: Barry Hodson	Union Rep: Barry Hodson	Union Rep: Bonnie Merriman
CIATU	IWA Forest Industry PP	Vancouver Shipyards Ltd.
Union Rep: Bonnie Merriman	Union Rep: Barry Hodson	Union Rep: Jackie Brown
Coastal Community Credit Union:	Kekinow Native Housing Society	Vancouver Taxi Ltd. (Central Taxi Dispatch)
Union Rep: Jack Gerow	Union Rep: Jackie Brown	Union Rep: Jackie Brown
Coastal Community Insurance	Kelowna Cabs Ltd.	VantageOne Credit Union
Union Rep: Jack Gerow	Union Rep: Barry Hodson	Union Rep: Jack Gerow
Coast Mountain Bus	Konica Minolta	Victoria Shipyards Ltd.
Union Rep: Kevin Payne	Union Rep: Jackie Brown	Union Rep: Jackie Brown
College of Pharmacists of BC	Kruger Products (Scott Paper)	Victoria Trade Union
Union Rep: Barry Hodson	Union Rep: Karen Rockwell	Union Rep: Bonnie Merriman
College of Registered Nurses	Ladysmith & District CU	Westminster Savings Credit Union
Union Rep: Glen MacInnes	Union Rep: Barry Hodson	Union Rep: Jack Gerow
Columbia Hydro	Lu'Ma Native Housing Society	Working Enterprises
Union Rep: Brad Bastien	Union Rep: Jackie Brown	Union Rep: Jackie Brown
		Yellow Pages
		Union Rep: Jack Gerow

“Organized Laughter”

CUSTOM CARTOONS FOR
COPE378 MEMBERS

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