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Brothers, Sisters, Friends,

I would like to take this opportunity to say THANK YOU! April 30, 2016, was one of the most exciting days in my life. I could not have gone through the day without ALL of your support, and good wishes. I am so grateful to be part of a movement that practices fair elections, and is open and honest in how "our" business is conducted. Thank you also to Brother Frank Lee.

I would like to take this time to thank: Sherrene, Tara, and Carmen for being my campaign managers; Amber, Ken, Sarah, Michelle, Trevor and Keith; my local and my family.

On another note....I will not be seeking re-election as VIDC Secretary at this time. I would also like to thank you all for your patience and support in my role as Secretary. It has been wild ride, and more to come....**IS, Ali**

I was pleased to be acclaimed for another 3-year term as Trustee for CUPE BC. I look forward to working with Alex Youngberg and Jose van Berkel to continue to ensure there is accountability and financial responsibility within CUPE BC. I will continue to initiate ideas to ensure the Trustees track and evaluate decisions and recommendations of a financial nature.

We look forward to working with Trevor Davies in his role as Secretary-Treasurer for CUPE BC. I would like to thank everyone that supported me in my campaign for re-election as a Trustee for CUPE BC. I would like to thank Frank Lee for nominating me and the Local 15 delegates who distributed out my campaign pamphlets at convention.

I look forward to bringing reports to VIDC on behalf of the three CUPE BC Trustees.
Thanks everyone! Laurie

I would like to take this opportunity to thank all of the Vancouver Island region delegates who elected me as your new Alternate Regional Vice-President. What a great convention and a pleasure meeting many of you!

As the VIDC rep for the Skilled Trades Working Group, I am happy we finally made it, after 6 years, onto the stage and had many great speakers on our report. It was great to see our Island delegates championing the mics on Wastewater Treatment Facilities, and demanding the government revoke permits given to South Island Aggregate to dump contaminated soil in the Shawnigan Lake area.

In addition, staving off the pay-for-plasma clinics that could have threatened BC's supply of blood materials; lobbying for the inclusion of the Truth and Reconciliation in the K-12 curriculum; the addition of two new Diversity Vice-Presidents, and through CUPE National, by lobbying the federal government to protect post-secondary academic freedom.

I look forward to working with our Regional Vice-President and the VIDC President in representing the Island Council.

**In solidarity,
Kirk Mercer**



HIGHLIGHTS FROM CONVENTION

CUPE BC CONVENTION 2016

In the know about VIDC

Agenda Items /Issues/Guest Speakers

Please submit agenda items or other pressing matters, and suggestions for guest speakers, in advance to the President, Amber Leonard. chiefshopsteward459@gmail.com or 250-642-1227.

Keep Our Meetings Scent Free

For the comfort of your fellow delegates who may be sensitive to chemicals found in scents, perfumes and aftershaves, please refrain from wearing heavy scents at the Council meeting. Thank you in advance for your cooperation.

Delegates Lunch

An informal lunch will be served in the meeting room, at the meeting hotel at 12:15pm, on the day of the General Meeting. Cost is \$10.00 per person payable to the Sgt.-at-Arms at the meeting. Lunch for 30 will be arranged and is on a first-come, first-served basis. Please let Craig or Ali know of any dietary allergies.

Island Views

Submissions (maximum 500 words) are invited for the forthcoming editions.

Send submissions to: Sherrene Ross – Chair
therosshut@shaw.ca

250 715-6734

And so the CUPE BC convention wraps up for It's 53rd year with a new President – Paul Faoro, a new Secretary/Treasurer – Trevor Davies, a new General Vice President – Alison Pringle, a new Trustee – Laurie Whyte, and a new Regional Vice-President Alt. – Kirk Mercer. How lucky is the VIDC to have such amazing representation on the CUPE BC Executive board. Congratulations to them all and to us for having such great people to work with.

And as all of you, the hard-working volunteers, head back to your piece of this ginormous puzzle we call the labour movement, we wish you a year of much success, easy negotiations, a calm workforce, and a great summer!



COMMUNICATORS BREAKFAST



Congratulations to Locals 439, 606, and 5101 for each receiving an award at the Communicators Breakfast. All three locals are affiliates of VIDC.



DAY OF MOURNING CEREMONY

Amber Leonard did a great job co-hosting the Day of Mourning ceremony at the legislature on April 28th. Convention broke for lunch early so delegates could meet on the legislature steps and participate in a moving ceremony. Firefighters were piped in for this very memorable event.



Bullies at Work: What to Know, What You Can Do

What is workplace bullying?

Workplace bullying is a **repeated pattern** of negative behaviour aimed at a specific or group—the bully's **target**. Although it can include physical abuse or the threat of abuse, workplace bullying usually causes psychological rather than physical harm. Because workplace bullying is often psychological, it can be hard to recognize. The most harmful forms of bullying are usually subtle rather than direct, and verbal rather than physical.

Workplace Bullying is:

- spreading rumours and gossip
- making offensive jokes or comments, verbally or in writing
- using insults or put downs
- blaming, scolding, criticizing and belittling
- excluding or isolating
- intimidating by standing too close or making inappropriate gestures
- making unreasonable demands, constantly changing guidelines
- setting impossible deadlines and interfering with work
- discounting achievements and stealing credit for ideas or work
- disciplining or threatening job loss without reason
- withholding information or giving the wrong information
- taking away work or responsibility without cause
- blocking requests for training, leave or promotion
- using offensive language or yelling and screaming
- pestering, spying, stalking or tampering with personal belongings and equipment
- physically abusing or threatening abuse

Bullying is not:

- enforcing workplace policies and procedures
- evaluating or measuring performance
- providing constructive feedback
- denying training or leave requests with good reason
- discussing disciplinary action in private
- dismissing, suspending, demoting or reprimanding with just cause

People bully to:

- sideline someone they feel is a threat (the target)
- further their own agenda at the expense of others
- deny responsibility for their own behavior
- mask their lack of confidence and low self-esteem

What can you do if you're being bullied?

- Keep a factual journal of events.
- Record the date, time, witnesses, what happened (in as much detail as possible)
- Record the number and frequency of events to establish a pattern of bullying
- Keep copies of any letters, emails, memos or texts you receive from the bully
- Keep copies of performance appraisals or references that prove you can do your job
- Continue doing your job to the best of your ability

- If you feel safe doing so, tell the bully that the behaviour is unwelcome and unwanted:
 - Describe the bullying behaviour, explain why it's unacceptable and describe how it affects you
 - Focus on the problem not the person. Use "I" language and describe the outcome: "I feel like our customers lose confidence in my abilities when you criticize me in front of them"
 - Tell the bully firmly you want the behaviour to stop
 - Avoid being alone with the bully. When you communicate with this person, stick to the issues and stay as calm as possible. Walk away if the bully makes threats, scolds or puts you down
 - Stay connected with your co-workers and others. Don't let a bully isolate you
 - Resist the urge to retaliate. It can make you look like a bully
 - Contact your union

Present your concerns in a professional, factual way. Bring your record of the bullying with you, including the names of any witnesses. —Courtesy of: Alberta Government – Alberta Learning Information Service **Submitted by: Laurie Whyte**

MARK YOUR CALENDAR!



- **VIDC General Mtg. /Elections** May 28/16
-VICC Nanaimo
- **Miner's Memorial** June 16-18/16
- **VI Music Festival** July 8-10/16
- **Victoria Pride Parade** July 10/16
- **Island Folk Festival** July 22-24/16
- **Labour Day** September 5/16
- **VIDC General Mtg.** September 24/16
-VICC Nanaimo
- **Sectoral Conference** October 17-20/16
- **VIDC Steward's Conference** November 23-25/16
-VICC Nanaimo
- **VIDC General Mtg. /Christmas Social** November 26/16
-VICC Nanaimo



British Columbia

B.C.'s minimum wage workers are currently being paid \$10.45 an hour -- 20 cents more than they were last year. The increase in the general rate was implemented by the province's Liberal government in September. The Liberals also announced last year that the minimum wage would be adjusted annually based on changes in the B.C. consumer price index. While the B.C. NDP has criticized the lack of significant movement in the province's minimum wage, the party declined to support the local [Fight for 15 campaign](#) when asked about the movement during an interview with [The Tyee](#) in March 2015.

Alberta

Alberta's NDP government appears to be leading the way in minimum wage legislation improvements. The party, which campaigned on a four-year promise to reach a \$15 hourly rate, increased the province's general minimum hourly rate in October by \$1 to \$11.20. Its handling of its minimum wage promise is being scrutinized by both the party's critics and supporters. The absence of a substantive plan detailing the wage hikes needed over the next three years has also been a sore point for the young government.

Saskatchewan

Debate around a possible basic income scheme in Saskatchewan flared last year after an advisory group on poverty reduction -- appointed by the province's Conservative Saskatchewan Party government -- recommended implementing a pilot program. While both the local NDP and Green Party supported the recommendation, the Conservative government said after the report's release [further research into a pilot project was needed](#). At the moment, the general minimum wage in the province is \$10.50 an hour, including a 30-cent increase from October. Annual changes in the rate are based on changes in the Saskatchewan consumer price index and average hourly wage from the previous year.

Quebec

Quebec's Liberal provincial government is investigating options for a basic income program. Employment and Social Solidarity minister François Blais -- a veteran economist supportive of basic income guarantee -- has been tasked with the job by premier Philippe Couillard. The Liberal government has also announced the general minimum wage is scheduled to increase by 20 cents to \$10.75 in May. The wage has increased in small amounts each May since 2004.

New Brunswick

The Liberal government has set a general minimum wage target of \$11 an hour by next year. Currently set at \$10.30, the rate is due to increase to \$10.65 next month. The Liberals also support annual increases in the minimum wage based on inflation. At the moment, the rate must be reviewed every two years, however any adjustments are optional. While the previous Conservative government did not believe in scheduling regular rate changes, the province's Green party -- which has one MLA -- wants the minimum wage completely phased out and replaced with a living wage.

Nova Scotia

Annual changes in Nova Scotia's minimum wage are based on the previous year's consumer price index for Canada. The next rate hike, due to be implemented on April 1, will increase the general minimum wage by 10 cents to \$10.70 an hour. While the province's Liberal government and the NDP are supportive of ongoing increases to the rate, the NDP has endorsed the Fight for \$15 campaign.

Manitoba

Manitoba's general minimum wage, currently \$11 an hour, has increased each year since 2000 under the leadership of the provincial NDP government. In 1999 -- when the NDP took over from the Progressive Conservative party -- minimum wage workers were earning just \$6 an hour. While there is no mandatory requirement to adjust the minimum wage, the province's minimum wage board -- appointed by the labour minister -- regularly reviews it. The province's Liberal party, which holds only one seat in the legislature, has also stated it wants to launch two basic income pilot programs, if elected to office in next month's provincial elections.

Ontario

The creation of a basic income pilot program for Ontario was tabled as part of the Liberal government's 2016 budget. According to budget documents, the government will work with community groups and experts to design a pilot program. Meanwhile, the province's general minimum wage earners will find out next month how much their pay -- currently \$11.25 an hour -- is due to increase by this year. Annual increases in the minimum wage are tied to changes in the Ontario consumer price index. Legislation ensuring this yearly change was enacted in November 2014.

Newfoundland and Labrador

The province's recently elected Liberal government has promised to review rules around minimum wage. There is no legislation mandating regular increases in the minimum rate, however, the government is required to review the rate every two years. In 2012, a government-appointed committee undertook a review of the province's minimum wage and recommended tying annual increases in the rate to changes in the provincial consumer price index. While the Progressive Conservative party did not adopt this recommendation, both the current Liberal government and the provincial NDP were supportive of indexing of the minimum wage to the cost of living and the consumer price index. The general minimum wage in the province was raised by 25 cents to \$10.25 an hour in October.

Prince Edward Island

Unlike other provinces in Canada, the concept of a basic income scheme has drawn widespread support among PEI politicians. During last year's provincial election campaign, all four main parties supported investigating how a basic income scheme would work in P.E.I. The Liberal government, which promised to undertake research into a pilot program, has also scheduled two increases in the general minimum wage rate for this year. In June, a 25-cent raise will increase the hourly minimum pay to \$10.75. Another 25-cent hike is scheduled for October. The minimum wage is reviewed annually by the government.

The territories

The general minimum wage in the Yukon is \$10.86 an hour. Annual increases in the rate are based on changes in the consumer price index for Whitehorse. For minimum wage workers in the Northwest Territories, the current hourly rate is \$12.50 -- the highest in Canada. The previous NWT \$10 hourly rate, set in 2011, was increased in June after a government review found it equalled only 36 per cent of the average hourly wage in the province. In other Canadian jurisdictions, the minimum wage accounts for about 45 per cent of the average hourly wage. The wage increase in NWT brought its minimum wage in line with this national average. In Nunavut, an increase in the general minimum wage has been scheduled for next month. The new rate of \$13 an hour, up from \$11, was announced last year following a government review.

Meanwhile, leaders at the municipal level in all three territories have been supportive of basic income policy. The mayors of Whitehorse, Yellowknife and I told [leadersandlegacies.com](#) investigating how a basic income program would be useful in tackling problems associated with the high cost of living in the North.

From the Canadian Association of Labour Media -- Article Teulia Fuatai

Submitted by: S. Ross

