

President's Report
CUPE 391 AGM
May 6th 2018

Introduction

It's been a busy year! Much like previous years, the membership has had to face upheaval and change, including saying goodbye to the Chief Librarian, and the Directors of both Gibsons and Sechelt Public Libraries; and we expect this change to be ongoing. The CUPE 391 Executive and Committees have worked very hard to meet the inherent challenges of this and to position the Local to best advantages. We have also worked hard to ensure that the ordinary business of the Local continues with strength.

Bargaining

The biggest issue of the last year was the bargaining of the new Collective Agreement. This was an arduous and frustrating process, and was especially disappointing as we were informed the practice of a compressed work week was ending. With perseverance, determination, stubbornness, and the critical support of the membership, we were able to bring back a contract, certainly not ideal, but with some gains, some compromises, 18 EDOS, and most importantly, without job action.

Anniversary of the Civic Strike of 2007

It was 11 years ago that we pounded the pavement for pay equity and rights for precarious workers,. Sadly, these are still issues we are tackling today. We recognized this fact with a party prior to our last AGM, put together by our members Anne Dodington and Ed Dickson. There was lots of great memorabilia and reminders of the struggle, but also the incredible creativity and ingenuity of our members. That strike was an inspiration to many activists all over North America, and I was invited to speak about the strike on a panel at a the Museum of Vancouver as part of their City on Edge exhibition in January.

Conventions and Conferences

CUPE 391 joined other CUPE activists and library workers this year at the BCLA in May 2017, CUPE National Convention in Toronto, and just this last month at the CUPE BC Convention here in Vancouver. All of these occasions were great opportunities to meet other activists, library workers, and also decision makers in our Union and in government. No opportunity was lost to raise our profile, advocate for Libraries and Library workers, and participate in the democratic process of our Union.

Working with the Employer

We continue to meet with the Employer on a regular basis, at the formal Union Management meetings, and bi-weekly with the Chief Librarian and HR Director. These meetings are appreciated

by both parties as a way to discuss our issues and hopefully come to a resolve before things are escalated to the grievance process. We have also been able to resolve issues on a case by case basis when issues arise. However, turnover in HR and management has led to some growing pains and delays in getting some business done. When unable to find a resolve, or if necessary, we have had to file grievances. Since June last year we have filed 23. More details on these in the Grievance Committee report.

Branch Staffing Model

As the implementation of the branch staffing model continues, so does the hard work of reviewing new job descriptions, managing the impacts of new schedules, and advocating for appropriate training and a considered approach when introducing changes. We are still in dispute over some key issues including the compensation rate for the LPSA I, II, and SLPSA positions. Given the changes to duties and responsibilities of these positions (formerly LA II, III and Lib Tech II) we feel they need to be compensated at a higher level. We are also concerned about the reduction of staff in the branches and the impact this has on workload and service.

Gibsons' and Sechelt

Gibsons' has a new Director. Formerly a member of Local 391, we are working with Heather to build a successful working relationship, despite having had to file a rare grievance. Sechelt will also be getting a new a new Director, coincidentally, as the previous one just left at the end of last month. Both sub-locals are or will be going into Bargaining this year. Thanks to Tammie York, Gibsons Unit Chair, and Sophie Gawn, Sechelt Unit Chair, for representing their members so well.

Advocacy and Community Outreach

We participated in WORD Vancouver again in September, and it was a great success. We were thrilled to host author readings by our very own members, [Chalene Knight](#) and [Danielle LaFrance](#), who read from their published books of poetry. Our booth and the CUPE BC trailer and stage were resplendent in Rosie the Reader themed decor and we received many visitors. Thanks to all our volunteers!

Earlier this year, many of our members participated in a focus group as part of the [BC Government's Poverty Reduction Task Force](#). During that meeting we heard from library workers from Vancouver and Burnaby about how the work they do everyday helps to mitigate the impact of poverty, and how the precarity they face at work can have an impact on them and their communities. We were able to compile these stories and ideas into a submission to the provincial government. As the only submission from libraries, we are extremely happy to have been able to advocate for our work to be recognized as critical to the health, welfare and economic well being of our communities. ([link](#))

Every opportunity is taken to talk up the library and library workers, to government, to the Library Board, and to our neighbours and friends. Thank you to Kari Scott-Whyte for her eloquent and compelling speech to City Council on this year's budget.

Accommodations

This last year has resulting in a significant change in the way the Employer is handling medical accommodations. There is a much more empathetic and creative approach which has made our work easier in representing the rights of our members, and which ensures our members aren't having to bear the emotional toll of having to fight, as they have in the past. We hope this continues, and that it becomes more than just practice.

We believe there is still work to do on other kinds of accommodations, such a religious accommodations. We continue to push for more training for Supervisors and for members on Human Rights Laws and the Duty to Accommodate. This kind of advocacy continues and we will do what is necessary to ensure the Human Rights of our members are upheld.

Precarity

The right of our Part-time and Auxiliary members continues to be one of our most, if not the most, important issue. The reliance on this group of workers continues to be significant, and is further frustrated thanks to a freeze on the filling of Regular Part-time hours, and the often significant delays in posting and filling Regular Full-time and Temporary Full-time positions. We were able to make a few small gains for Regular Part-time members, but not in how hours are allocated. However, as the issue of precarity looms large, not only in our Local, but worldwide, and the effects of this are being felt on the bottom line, we hope there will be a change to more regular and certain work.

Pay Equity

Pay Equity seems like an old issue, but it is very much alive today, with women earning at least 87 cents to the dollar, and is compounded by the fact that more women are precarious than men. This issue does not only affect women but people from other equity seeking groups, such as people with disabilities, of colour, Indigenous and First Nations, and from the LGBTQ Community. After the release of the City of Vancouver's [Women's Equity Strategy](#), CUPE 391 is working on a report to our Library Board and City Council on the need for pay equity amongst all the City Services, and less precarity.

Thanks

Special thanks goes to the CUPE 391 Executive, Renee Milaney, Kari Scott-Whyte, and Anne Dodington for the essential support they have given in the office, Johnathan Dyer and Kari Scott-Whyte for acting in the role of President, the members of our hardworking committees and in particular the Chairs who lead the work, Tanya Ferry for Labour Line, our CUPE 391 Trustees, who, ensure critical accountability, and to our National Reps, Sherman Hillier and Tom O'Leary.

And to all of our members, who support and inspire us to make a difference.

Humbly submitted to the membership

Aliza Nevarie

President, CUPE Local 391

President's Activity Report – June 2017-June 2018

General

- Kept abreast of emails, and responded to queries by members, etc.
- Minimal maintenance of the Website
- Represented members in investigation, disciplinary and accommodation meetings
- Other tasks/correspondence/meetings related to the running of the Local and advocacy
- Met with the Employer on many occasions on top of list below, to discuss our issues, including numerous classification issues, and advocate for members.
- Several meetings with National Rep related to grievance and consultation with CUPE Legal
- Attended CUPE National Convention in Toronto, representing Local 391, along with Tanya Ferry, Renee Milaney, Kari Scott-Whyte, and Tammie York (Gibsons). We successfully got 391 resolutions around library passed and blogged daily updates.
- Attended CUPE BC Convention in April along with members with Julian Key, Gloria Hershorn, Anne Dodington, Johnathan Dyer, Inder Pannu and Lynda Carlson (Gibsons)
- Attending BCLA Conference 2018

Attended

- 11 OH&S meetings
- 15 meeting to represent members in meetings with the Employer
- 7 Metro Council meeting
- 10 Vancouver District Labour Council meeting
- 3 CUPE BC Library Committee meetings
- 3 Part-time and Auxiliary Committee meetings
- 1 COV Budget Briefing – Broad Strokes

Attended and prepared for:

- 6 GM/AGM
- 7 Bargaining Committee meetings
- 11 Executive Board meetings (as Chair)
- 29 grievance meetings w/ER
- 8 Grievance Committee Meetings
- 11 U/M meetings
- 11 (at least) bi-weekly meetings
- 11 Library Board meetings
- 2 Classifications Committee Meetings
- 3 meeting to discuss new physician's statement
- 1 Political Action Committee meeting
- 1 LTD Committee meeting
- 3 Joint Union Management Scholarship meetings
- 5 days of training (CLC Winter School Facilitators)
- 5 days Gibsons
- 1 day Sechelt

Absent

- 19 vacation day
- 12 sick days
- 3 EDO
- 1 stat day