

THE CONVERSATION



FOR OPERATORS BY OPERATORS

Winter 2020



Anniversary Edition



Importance of Provincial Elections to Us

From President's Desk



Sisters & Brothers,

I want to update you on our recent fall union business.

We have been working with CMBC at least once a week, via teleconference. Within the meetings we have been discussing many issues regarding PPE and other safety protocols to protect our members. We also have put CMBC on notice regarding the older fleet to be retrofitted with plexi-glass barriers rather than temporary barriers.

In September, CMBC released a new policy on forward facing wheelchair positioning. We called CMBC for an immediate emergency meeting on September 25th and we challenged them about this forward-facing wheelchair memo. We were able to stop this policy from becoming a

reality. It is unacceptable to put our members in close contact with wheelchair passengers. Openly exposing them to other passengers, especially as we enter this second wave of COVID. Lee Stebner (VP2), Officer in-charge of Health & Safety along with Safety Committee Co-Chairs has been tasked to work with the company officials to find a solution to this problem.

Mediation: CMBC has filed for mediation with respect to the Mandatory Recovery times and penalties. Before the signup for the current sheets, CMBC approached us to defer the January 2021 timeline for the 45 Minutes Mandatory Recovery and 200% penalty. Since these two conditions would have changed the CBA, we rejected both proposals. CMBC has filed for mediation and we are ready to fight for our rights.

We appreciate all your questions and concerns brought to our attention while we were visiting each property, this past September, October and November. We are working hard to resolve most of these member issues. Also worth noting:

- Brighthouse Loop in Richmond has finally opened.
- Unifor Flags for each depot are now a work in progress.
- We received 22 applications for this year's "The Tommy Douglas" and "The Buzz Hargrove" bursaries. All the applications were sent to National in the beginning of September. Winners for this year are Urmi Patel and Maya Thiersch. Congratulations to both.
- Due to Covid, we were unable to hold two of our regular big events: Soccerfest and summer water fun picnic at Splash Down Park.
- We conducted our first Union bargaining session in December 2020. In this meeting, we discussed, reviewed and evaluated the previous collective agreement. We also discussed plans for our next round of bargaining. In 2021, Local 111 will be conducting a system wide survey to get members' input and find common ground on our top

issues.

- We have just finished our Winter Consolidated sign up which was triggered due to service level changes i.e. increase of 12%, (with the exception of VTC). An audit on all the sign up sheets was performed to ensure compliance with the CBA Section 0, Article 2.02.4. There will be no extension to the ongoing September sheet. The new sheet will be in effect from Jan 4, 2021 as scheduled.

- We have updated our union website. Members can now find the most up to date information, memos, and information about all elected and appointed committees.

Why was the Provincial Election on October 24th so important to transit workers?

We don't have to look too far back in history to the BC Liberal Government. We must continue to STOP the Liberals from ever seeing power again, from reduced funding and making impossible policies. We don't ever want to go back to the dark days of major service cutbacks. It is still fresh in the minds of our brothers and sisters.

It was only NDP Premier John Horgan that broke the log jam by providing 40% provincial funding to CMBC that finally got the transit expansion back on track. As a result, this enabled CMBC to hire hundreds of new workers.

When we look back just over a year ago, NOT a single BC Liberal candidate spoke out in favor of our membership, when we were fighting for our contract or fighting against lay offs.

Finally, Unifor Local 111 & 2200 have made a motion to request the postponement of the BCGEU engagement survey. Our members fall under the umbrella of the PPSP-PRGB.

Unifor 111 and 2200 feel that proposed changes to the plan are unacceptable and discriminatory. On the surface, the pension plan improves the PPSP-PGRB drug deductible for 95% of the members who are non high cost drug users, but negatively impacts our most vulnerable members

BCGEU has already endorsed these changes and is hoping that Unifor members will support their decision. Unifor 111 and 2200 wish to seek the support of the membership to postpone the BCGEU engagement survey. If you need more information, see the open letter or contact our office for more details.

We will keep you posted on this and all other issues. Thanks to our member involvement, it does represent who we are and what we can do when we come together. Let us all be aware the fight is never over. We are all in this together!

Happy Holidays to you and your family!

Stay healthy and Stay safe.

In Solidarity,

Balbir Mann

President

From Financial Secretary's Desk



Brothers and Sisters,

We have 4 different Accounts. At the end of the 3rd Quarter of 2020, we have a total balance of **\$ 2,341,858.21** Following is the Summary of the Accounts.

Balance as of September 30th 2020

- a. Chequing Account— **\$ 1,338,820.84**
- b. Death & Benefit Fund — **\$ 629,708.02**
- c. Gift & Retirement Fund — **\$ 160,551.41**
- d. Union and Politics Fund — **\$ 221,777.94**

Due to COVID-19, we unfortunately had to cancel all events. This includes our annual Soccerfest, Family picnic at Big Splash and honoring our Retirees at our Retirement Parties.

I want to take this opportunity to wish everyone a safe, healthy and peaceful Christmas. All the best in 2021!

In Solidarity,

Raj Purewal

Financial Secretary

From 2nd Vice President's Desk



We are looking for any discrepancies you are finding in your communications with Canada Life. We want to start documenting all interactions that seem unprofessional, for example if you put your claim in and you have informed OHG and now you find yourself waiting for a month before any type of communication we want to hear about this. If you are told they lost your forms we want to know this info. Anything that seems out the ordinary please forward your

- Name
- Enumber
- Seniority
- Depot

And the detailed information. When your claim was submitted, how long it took them to get your claim paid or denied. Please retain all the information with Canada Life and send us an email at: vp2@unifor.com

Lee Stebner

Unifor Local 111 VP2

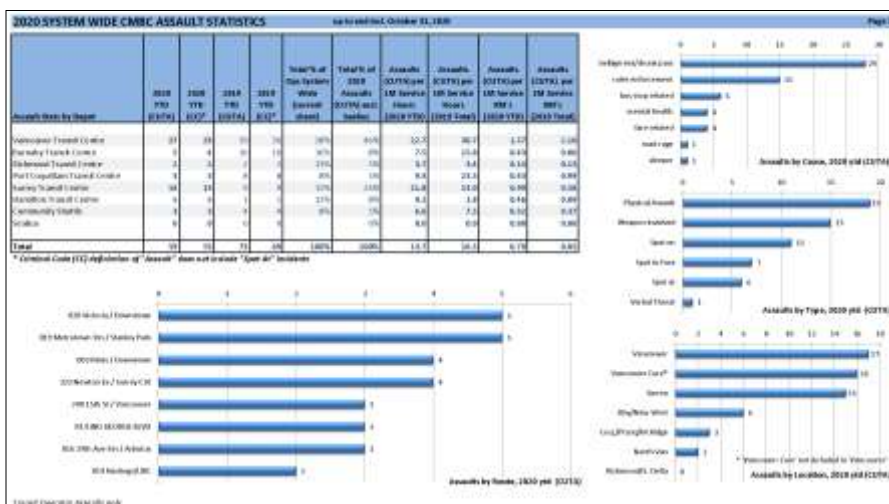
From Recording Secretary's Desk



The officers and the VIW committee members pushed hard about NOT enforcing masks being mandatory on the buses. The union's stand is to not engage or enforce masks.

The fact is that the ridership is down and the assaults are still hovering around the same numbers. We are pushing CMBC to put hard barriers on all buses. Our committee members have been working hard to get information out to the membership about diffusers and disengaging with the public.

I'd like to give a big thank you to our VIW reps who have been working extremely hard in getting out crucial information to our members. I'd like to welcome Amarjeet Barn as our newest VIW Rep for VTC and a big thank you to Elaine Yip along with best wishes in her new ventures.

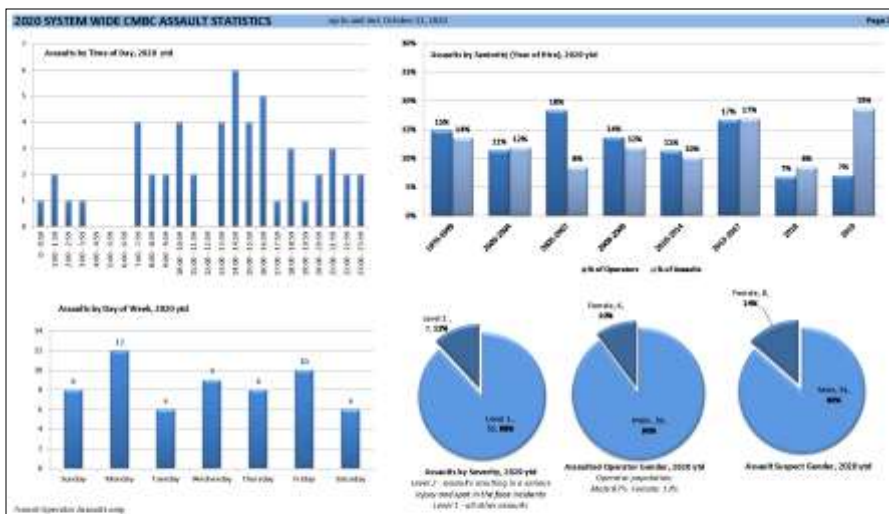


It is amazing to see how we are all coming together as a family and supporting each other during this pandemic. We as a committee are aware of the day to day struggles we have with masks and 6 feet distance while we are behind the wheel. I just want you all to know that you all are doing a fantastic job out there. Stay safe.

In Solidarity,

Jessie Rana

Recording Secretary



VIW Reps for Unifor Local 111:

- Mariano Dumitra, BTC
- Bryan de Leon, HTC
- Andy Johnson, PCTC
- David Magowam, RTC
- Amar Singh, STC
- Amarjeet Barn, VTC

A few days ago, George Schandl asked if I would like to put something in our local Newsletter. I was glad to be asked as, at this time, I feel quite sad and concerned.



Since the beginning of March, we Union Reps have had to deal with COVID-19, on top of everything else we are already dealing with. Since the start of this, I have seen the anxiety and worry on the faces of all my brothers and sisters in my own Depot. As a Property Rep, I and our Union Team at RTC have tried our best to find ways to ease the degree of worry among our co-workers. We still, every day, try to find ways to combat this situation, and to some degree we've been successful. For example, when it all started and CMBC couldn't provide us with the bare minimum materials to protect ourselves, we managed to solicit masks from different places for our operators. And, we were happy to share those masks with other Depots as much as we could.

Since that time, we've passed different ideas on to our Depot Management to provide us all with more protection. It has not been easy. Not all our ideas could be implemented for one reason or another but we have tried, and continue trying. I hope it is the same in the other depots. If not, I make this request to all my colleagues in other depots: "let's work together and come up with better ideas to protect our brothers and sisters, regardless of the Depot in which they are working". I ask every one to let us all be a part of the solution. If there are any good ideas out there from anybody, as to how we can do things better to come out of this situation alive and healthy, then let's put all those thoughts together and see if we can get them implemented.

We still have 14 to 16 months to go before the next election and I have noticed some of my colleagues have already started to campaign. It is my humble, personal opinion that this is not the time for people to begin campaigning, by introducing their thoughts and their ways as to how they can protect operators and improve working conditions, IF ELECTED, because such behaviour will create divisions. At this time, above all, what we need is solidarity and togetherness, if we are to survive COVID-19.

We have an elected President and Table Officers. They have been working hard since the day they were elected to office, and even more since the start of COVID-19. They are in the Union Hall to try to facilitate and help us to implement if we have any ideas. Let's all get together and help one another, and help and support our executive officers, in order for them to be able to help us.

This coming Christmas is not going to be same as previous years. Things will be different, and a lot more difficult, but, in spite of that, on behalf of the Union Team at RTC and myself, I wish everyone a Merry Christmas and a Very Happy New Year .

Stay safe, be safe, and look after yourselves and your families.

Abbas Mohajer,
RTC Property Representative



December 21, 2020



Attention ALL Unifor Members

Bylaws Special Meeting

Sisters & Brothers,

We will be conducting two special meetings for the by-law changes and amendments remotely. We will be using Microsoft Teams to conduct the meetings. The first meeting will be on **January 28th, 2021** for reading of all new submissions and the second meeting is on **February 25th, 2021** for the discussion and voting of the proposed changes.

In order for members to attend the meeting, an invite has to be sent. Please send the following info to officeadmin@unifor111.com as soon as possible:

- Name
- Sen #
- E #
- Email Address


In solidarity,

Bylaws Committee
Unifor Local 111




PSPP-PRGP Letter

November 16, 2020



326 12th Street, New Westminster, BC V3M 4J6
Phone: 604.519.1110 Fax: 604.519.1113



707 12th Street, New Westminster, BC V3M 4J7
Phone: 604.520.1122 Fax: 604.520.1443

**PSPP-PRGB DRUG PLAN, PROPOSED CHANGES & SURVEY:
OPPOSITION TO IMPLEMENTATION & INITIAL ACTION, BY UNIFOR
LEADERSHIP**

PSPPAC Motion: Requesting Postponement of "Engagement Survey" of members relating to PRGB and High Cost Drugs, Plan Design Changes.

Because:
The current proposed changes to the PSPP, Post Retirement Group Benefits (PRGB) drug plan, that is currently being "surveyed" for input - three (3) choices - by our retired members and certain "active members" (*those planning on retiring in the next five years*), in morally and ethically untenable to the 'Unions, other than the BCGEU' who are represented by the delegates of the PSPPAC and the two Trustees elect by this group, as per the JTA.

And Because:
There are a number of alternative options that need to be explored, other than the three (3) options proposed in the survey which would place an unfair burden of cost on retired members of the PSPP who required High Cost Drugs for to live their life with dignity.

And Because:
There exists the real possibility that the current Federal Government of Canada will likely be introducing a National PharmaCare Program during their term of office.

And Because:
The proposed changes to the PRGB Drug Plan have not adequately been canvassed, researched, debated and communicated by the PSPPAC Delegates to their respective Unions.

PSPP-PRGP Letter

Therefore: Be It resolved

"That the delegates of the PSPPAC direct the Trustees elected by this body (PSPPAC), to seek a "postponement" to any changes that are being proposed in the "PSPP engagement survey", currently being conducted of our members, until such time as "alternative" cost containment options can be fully researched - and the "impact" of any National PharmaCare Program implementation, by the Federal and Provincial Governments, can be assessed for the impact on the sustainability of the current PRGB drug plan".

(Note: This motion is intended to "buy some time" for a greater analysis of alternatives, prior to implementing any of the 'draconian', unacceptable and discriminatory options, that are being proposed. We note that the options proposed in the survey would strongly favour support from the participants for any option that would enhance the deductible (70% to 80%) for 95% of members who are **non-High Cost Drug users**, while all of the options would negatively burden those most vulnerable **members who require High Cost Drugs (from 70% to 50%)**. In short, we believe that the survey is designed to get the endorsement for a decision that the Trustees have already made and are seeking complicity by our members, many who may be ill-inform of the hurt it will cause some of our retired Brothers & Sisters. We also note that the suggested "Grandparenting" clauses – for current retired members only - may give some comfort to some members. However, it would appear to be a desperate attempt to limit the obvious damage to this small group and ease the conscience of the Trustees, on any option that they select.

In Solidarity,



Balbir Mann
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Mike Smith
Unifor L2200 President
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president@unifor2200.ca

November 26, 2020



Attention Local 111 Members

MASK ENFORCEMENT BY TRANSIT POLICE

Sisters & Brothers,

The Table Officers have been in conversations with the Company regarding mandatory mask enforcement.

Transit Police have developed a task force to deal with mask compliance. They will be working with transit security to enforce Dr. Bonnie Henry's new orders. They will be riding buses, visiting loops and riding the sky trains.

Please remember, it is NOT our job to enforce masks and we do not want our members putting themselves at risk at any time. Your safety is our utmost priority.

There is now screening at all Depots prior to the start of your shift. We have secured the screening positions for our members and we need to take this position very seriously. It is for our own protection.

We understand this is a very difficult time for everyone. If you need advice or someone to talk to, please do not hesitate to speak with our Mental Health Reps or Women's Advocate Reps.

In Solidarity,



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 20.NOV26.4902

November 12, 2020



Attention Local 111 Members

Random Annual Vacation

Sisters & Brothers,

Random Annual Vacation (RAV) Days for January 4, 2021
Sheets has been increased to the following:

Depot	2020	2021
BTC	3	4
HTC	1	3
PCTC	3	3
RTC	2	3
STC	4	5
VTC	2	5

This formula is calculated by looking at the RAV intent for each Depot for the year and then divide the weeks by 5 to get the total numbers of days of intent for the year. Then divide the total number of days by 365 and round up to arrive at a quota per day (same quota every day of the week).

In Solidarity,



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#INTHISTOGETHER



Official Unifor Local 111 page

Local 111 members on Campaign Trail



Local 111 members on Campaign Trail





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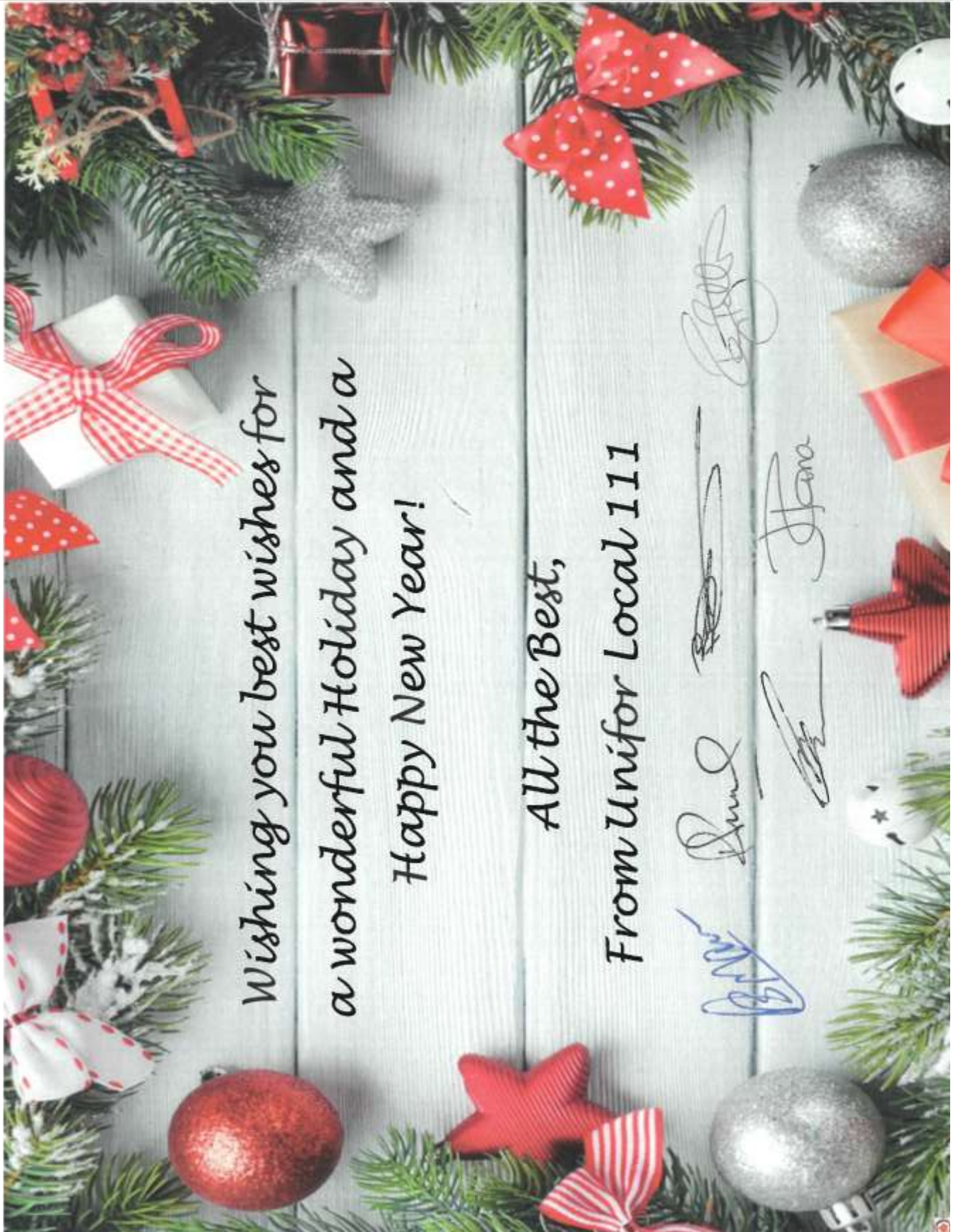
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*Wishing you best wishes for
a wonderful Holiday and a
Happy New Year!*

*All the Best,
From Unifor Local 111*

[Handwritten signatures in blue and black ink]