



Providing information by email to our members and fellow unionists

# ILWU Canada Waterfront eNews

Official e-newsletter publication of the International Longshore & Warehouse Union Canada

Aug 5th, 2016

## Greetings Brothers and Sisters,

In this issue there is a article regarding trends in the workplace. Precarious, part-time and contract work is on the increase in Canada. Whether it is apps that allow you to catch a lift or corporations finding ways not to pay their workers benefits by keeping their hours low, it all has serious consequences on society. Our social safety net and charities end up having to help people when they are underemployed and underpaid.

Unions prevent corporations from making work precarious by representing workers and negotiating fair wages and full time employment.

There has been a strong mandate from convention to organize workers into this union. Organizing the unorganized, fighting for a higher minimum wage and supporting locked out workers are just a few things we can do to stem the tide of precarious working conditions.

## Also in this issue:

- Support **Move Up** in the struggle for a fair contract
- The **Young Workers Video Contest** (deadline Oct 31, 2016)
- A new course for young workers from the **BC FED**
- September 19th to 23rd, **ILWU Local 500** will be celebrating **50** years since amalgamation. The event will run all week at the Maritime Labour Centre. Everyone is welcome.
- Latest industry articles put together by **Westac**
- The Fight for **\$15** continues...

In solidarity

**Bob Dhaliwal**

**Secretary Treasurer**

**ILWU Canada**



**A few of the ILWU Canada Officers have already had a chance to visit these workers on the pick line. Show your support when you get a chance.**

**This is a troubling case where one union is forcing a contract upon its staff that are also unionized but with another union. It is honestly appalling that such a thing would occur.**

Members of **MoveUP** employed by the BC Nurses Union are on strike for a fair agreement after having been locked out and asked to return to work under an imposed final offer contract.

**MoveUP is welcoming supporters to join its picket line located at 4060 Regent Street in Burnaby between the hours of 8:30am and 4:30pm Monday through Friday.**

When joining the picket line please remember to follow the direction of MoveUP Union Representatives and/or Picket Captains on site.

# ILWU CANADA

NOT YOUR AVERAGE UNION

Young Workers Contest

FIRST PRIZE  
\$1,000

COVER THE FOLLOWING THEMES AROUND THE WATERFRONT:

## SOLIDARITY, UNITY OR DIVERSITY

THIS CONTEST IS BY CREATIVE ENTRY SO FEEL FREE TO EXPRESS YOURSELF. BE CREATIVE AND KEEP IT SHORT.

MUST BE 35 YEARS OR UNDER TO ENTER AND BE A MEMBER OR CASUAL OF THE ILWU.

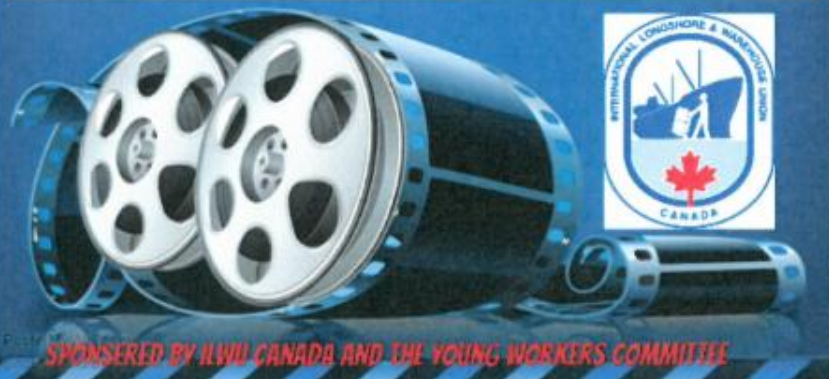
PRIZE WILL BE AWARDED TO THE BEST ENTRY WHICH MUST COVER ONE OF THE THREE THEMES.

SUBMIT ALL ENTRIES TO ILWU CANADA AT:

RECEPTION @ ILWU.CA OR IN PERSON AFTER SEPT 6 TO THE ILWU CANADA OFFICE

#180-111 VICTORIA DRIVE, VANCOUVER BC, V5L 4C4

CONTEST CLOSSES 4PM OCTOBER 31 2016



SPONSORED BY ILWU CANADA AND THE YOUNG WORKERS COMMITTEE

BC FEDERATION OF LABOUR YOUNG WORKER TRAINING

# STRATEGIC MEMBER ENGAGEMENT: BUILDING THE POWER TO WIN

AS YOUNG WORKERS WE HAVE A CRITICAL ROLE TO PLAY  
IN OUR UNIONS AS LEADERS AND CHANGE-MAKERS

Our challenge is to build high member participation unions that teach our co-workers the skills and value of collective struggle to improve working conditions.

LEARN THE FUNDAMENTALS OF ENGAGEMENT ORGANIZING:

Learn about strategic member engagement using the organizing for power methodology.

- One-on-one communication
- Taking action on worksite issues
- Building majority participation
- Designing a strategy and plan to win

DEVELOP A WORKSITE-SPECIFIC PLAN FOR ACTION ON  
A KEY WORKPLACE ISSUE:

Through a series of post-workshop conference calls and meetings we will stay in touch and share our successes and challenges with each other.



CONFERENCE CALL: AUGUST 31, 7:00 PM - 9:00 PM  
COURSE: SEPTEMBER 23-25 AT BCFED, 200-5118 JOYCE STREET  
CONFERENCE CALL: OCTOBER 12, 7:00 PM - 9:00 PM  
LUNCH SESSION AT BCFED CONVENTION  
COST: \$200

TO REGISTER, EMAIL [KMCGRATH@BCFED.CA](mailto:KMCGRATH@BCFED.CA)



*\*This training program is for young workers 30 and under. You must have the authorization of your local president/officer to attend. Space will be limited to 1-2 participants per affiliate.*

UBI 1000410

Here is a story that gives some indication of employment trends in Canada that are troubling. The statistics are from Ontario but they apply equally across the country.

The Toronto Star

July 28, 2016 Thursday

***Provincial gaps leave workers unprotected;  
Poor enforcement, loopholes leave many open to abuse, study***

## ***commissioned by Ministry of Labour says***

Sara Mojtahedzadeh Work and Wealth Reporter

Ontario faces "serious" and extensive problems enforcing basic employment rights, leaving thousands of vulnerable workers open to abuse, a government-commissioned study of workplace standards says.

The report is the Ministry of Labour's first stab at figuring out how to provide better protection for low-wage, contract and temporary workers. The carefully worded, 300-page analysis released Wednesday stayed mostly clear of recommending specific fixes - but made two exceptions: on loopholes that mean some employees don't get basic entitlements, and on shoddy enforcement of existing protections.

"We conclude that there is a serious problem with enforcement of (Employment Standards Act) provisions," the report reads. "While most employers likely comply or try to comply with the ESA, we conclude that there are too many people in too many workplaces who do not receive their basic rights."

The Star has reported extensively on that issue. An investigation earlier this year showed that Ontario workers filed thousands of successful claims against bosses who owe millions of dollars in unpaid wages and entitlements. But since 2009, the ministry has failed to collect about one-third of stolen wages in the province - leaving thousands of often low-wage workers out of pocket, the Star found.

"In my opinion, we don't have enforcement," construction worker and professional painter Veronica Torres said. "We don't have (anyone) checking what is happening in construction. And the workers know that. I feel, definitely, if the government wanted to change this area, they need to make stronger enforcement."

"The latest findings are part of the government's interim report on its so-called Changing Workplaces Review, and suggest there is "significant non-compliance with basic legal obligations" at employers across Ontario. The study also reveals that more than 90 per cent of the approximately 15,000 complaints made to the ministry are filed by people who have left or lost their jobs - bolstering criticism that workers struggle to come forward without risking their livelihood. When these complaints are investigated, about 70 per cent prove to be valid, the report says. **Ministry blitzes regularly find violations in more than 75 per cent of workplaces inspected.**

"I think this is fundamentally about making lives better and creating a level playing field," said Deena Ladd, head of Toronto-based labour rights group, the Workers' Action Centre. "Clearly, enforcement is not working. Clearly, people are not accessing their rights. Clearly, there are massive gaps and loopholes that are not ensuring there is a level playing field for decent employers and for workers."

"Labour Minister Kevin Flynn said he hoped more resources could be devoted to targeting law-breaking bosses and allowing good employers to prosper. "If we can zero in on problem areas, I think we can get a lot done," he told the Star.

In addition to tackling enforcement, the report sets out an early position on loopholes that exempt at least 45 occupations from basic rights like minimum wage and overtime pay.

Although the report says it will not recommend the loopholes be completely eliminated, it does suggest several of them may warrant "immediate changes." These include exemptions for IT workers, pharmacists and building superintendents, whose plight was highlighted last year by the Star. The remaining exemptions should be carefully reviewed by government with input from both workers and employers, the report says. "Some exemptions are decades old and have been present in some form since 1944," it reads.

"Many were introduced ad hoc over the years, largely as a result of lobbying by stakeholders in opaque processes and with no or little significant employee involvement."

A range of other issues, including freedom of association, erratic scheduling and temp agency work also featured prominently, but the report mostly limited itself to summarizing what it heard in public consultations and written submissions. It also commissioned academic research into the scale of precarious work in Ontario, which showed that temporary employment has grown faster than any other form, expanding by 3.5 per cent annually since 1997.

"Part of the reason we're doing the report in the first place is the world of work is changing so quickly in ways we could never have imagined," Flynn said. Employer association the Ontario Chamber of Commerce, said in a statement it was "concerned" about the impact of many policy options set out in the study and urged government to "consider the impact these changes will have on Ontario's competitiveness and workers."

"But Chris Buckley, head of the Ontario Federation of Labour, called on the government to adopt a "bold and ambitious plan to tackle precarious work." "To the critics out there, they need to take a look at the landscape of this province. It has shifted dramatically," he added. "There has been enormous job loss for over a decade now and the only jobs that have been created are low-paying jobs, temporary hiring agencies, contract workers. And you can't build a strong economy on those types of jobs."

"Precarious employment statistics 22 Percentage of Ontario workers who are not fully protected by employment laws because of exemptions

**71%** of low-income workers who do not have full access to overtime pay

**77%** of precarious workers who do not get medical benefits through their job

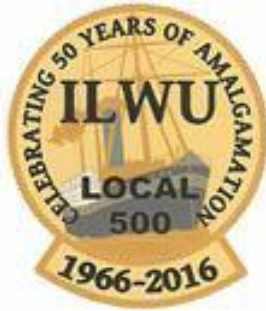
**84%** of precarious workers who do not have an employer pension plan

**14%** of private-sector jobs that are unionized

**27%** of workers who are in temporary, contract, casual or "non-standard" employment

**\$24** Median hourly wage for workers in standard employment

**\$15** Median hourly wage for workers in non-standard employment



INTERNATIONAL LONGSHORE  
& WAREHOUSE UNION

[WWW.ILWU500.ORG](http://WWW.ILWU500.ORG)

In the 1960's many smaller ILWU locals were working on the docks, independent of each other. With the help of ILWU Canadian Area [now ILWU Canada], the independent locals 501, 506, 507, 509 and 510 voted to amalgamate.

By **1966**,  
**Local 500**  
was born.

Join us September 19-23 to  
learn more about our history.

#### ABOUT THE EVENT

This is a public, family friendly event that will let our own families, as well as the public, see what the ILWU and stevedoring are all about. All are welcome!

#### PUBLIC HOURS

Mon, September 19	9 am - 9 pm
Tue, September 20	9 am - 9 pm
Wed, September 21	9 am - 9 pm
Thu, September 22	9 am - 9 pm
Fri, September 23	9 am - 5 pm

THE MARITIME LABOUR CENTRE  
1880 TRIUMPH STREET | VANCOUVER BC V5L 4C4

For more information, contact Steve Ross 604.254.7131



# Advisory Council

**WESTAC** is a non-profit society of major transportation organizations in Western Canada represented by business, labour, and government decision-makers. The ILWU is a founding member and holds two positions on the Executive Board, one is ILWU Canada President Rob Ashton and the other through the ILWU Affiliate in Saskatchewan the Grain Services Union General Secretary Hugh Wagner.

[Click here for the weekly information package we receive from Westac, with links to many interesting articles that relate to transportation.](#)

## **WESTAC Info Service July 23 to 29, 2016**

### **Bulk Products**

Containers can ease shipping woes - Winnipeg Free Press (Canada)

Manitoba grain elevator shutdown could mean more port business locally - TB News Watch

### **Energy**

Green energy revolution still a long way off - The Province

Swapping deficits for pipelines - National Post

As Alberta moves off coal, who pays to clean up the mines? - CBC

### **Environment**

Carney fears climate change, not Brexit - Toronto Star, The (Ontario, Canada)

### **Marine**

DP World Strikes Deal to Operate Canada East Coast Port - The Wall Street Journal

B.C. ports hungry for bigger slice of container cargo pie - Business in Vancouver

What the closure of an Arctic seaport in Manitoba could mean for Canada - Bunker Ports News Worldwide

### **Rail**

Canada needs further rail safety reforms: Editorial - Toronto Star, The (Ontario, Canada)

Canadian railways hit with steady drop in crude oil carloads - Ottawa Citizen

### **Transportation General**

Wind, tide or hydro, clean energy projects are not immune from local opposition - Canadian Press DataFile

Total cost of ground transportation declines - TruckNews.com

### **Transportation Policy**

Feds won't extend mid-harvest deadline on Transport review - IPolitics



## FIGHT FOR \$15 Minimum Wage



It is time to increase the minimum wage and address income inequality in BC.

At \$10.45/hr BC's minimum wage is one of the lowest in Canada. As the cost of living continues to go up, workers earning minimum wage cannot make ends meet.

BC's minimum wage leaves full-time workers living below the poverty line.

The BC Federation of Labour believes that work should lift you out of poverty. It's time for the BC government to increase the minimum wage so that nobody is left behind.

Help us fight for \$15/hr. It's only fair!

**Sign the petition!**

**[Click the image below to visit the Fight For \\$15 website.](#)**



## Waterfront News



### Reminder

The Waterfront News is the newsletter produced by ILWU Canada and mailed to members several times per year. The Dispatcher is the newsletter produced by our International Union and is also mailed to members several times per year. ILWU Canada keeps an address database for both of these, but we only receive addresses from the Locals or the Members directly.

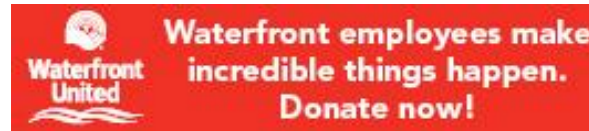
**[Copies of past editions of the Waterfront News are available here:](#)**

**[Copies of past editions of the Dispatcher are available here:](#)**

If you are a Member of the ILWU in Canada, or on the A or B boards in any of the Longshore Locals you are entitled to receive one or both of these. If you are not

receiving it now you should contact your Local to make sure they have your current address.

You can also send us an e-mail at [communicate@ilwu.ca](mailto:communicate@ilwu.ca) or phone us at 604-254-8141 to update us.



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[Second Vice President Steve Nasby](#)  
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