



Minutes of the Teleconference Meeting of the CLC Canadian Council October 6, 2020

The meeting was called to order at 1:02 p.m. by Brother Hassan Yussuff, President of the CLC. The following were in attendance:

President:

Hassan Yussuff CLC

Suzanne MacNeil Atlantic Region
Labour Councils

Secretary-Treasurer:

Marie Clarke Walker CLC

Anthony Marco Ontario Region
Labour Councils

Executive Vice-Presidents:

Donald Lafleur CLC

Brenda McAuley CPAA

Larry Rousseau CLC

Gil McGowan AFL

Paul Meinema UFCW

Teri Mooring BCTF

Kenneth G. Neumann USW

Captain Tim Perry ALPA

Stan Pickthall IAMAW

Danielle Pohl Pacific Region
Labour Councils

Vice-Presidents:

Chris Aylward PSAC

Carl Pursey PEIFL

Harvey Bischof OSSTF

Lionel Railton IUOE

David Black COPE

Kevin Rebeck MFL

David Bob NTFL

Thomas Reid IBEW

Daniel Boyer FTQ

Candace Rennick CUPE

Larry Brown NUPGE

Dany Richard ACFO

Anita Bryan USW

Ian Robb UNITE HERE!

Danny Cavanagh NSFL

Ron Rousseau YFL

Bill Chedore CURC

Mary Shortall NLFL

Patty Coates OFL

Linda Silas CFNU

Anouk Collet UFCW

Jan Simpson CUPW

Laird Cronk BCTF

Stephanie Smith NUPGE

Debi Daviau PIPSC

Ainsworth Spence Workers of Colour

Sharon DeSousa PSAC

Liz Stuart OECTA

John Di Nino ATU

Scott Travers IFPTE

Danielle Dubuc Workers of Colour

Terri Van Steinburg NUCAUT

Paul Faulkner IAHFIAW

Ann Waller LIUNA

Dave Forget DGC

Alan Willaert AFM/CFM

James Given SIU

Pauline Worsfold CFNU

Sam Hammond ETFO

Mark Hancock CUPE

Lori Johb SFL

Fred LeBlanc IAFF

Daniel Légère NBFL

John Lewis IATSE

TOTAL: 58

Observers: Eric Bell (SFL), Mike Belmore (IFPTE), Len Bush (NUPGE), Rob Halpin (OFL), Mark Hennessy (UFCW), Louisette Hinton (CURC), Michelle Johnston (IFPTE), Danielle Marchand (NUPGE), Scott Marks (IAFF), David Robinson (NUCAUT), Mark Rowlinson (USW), Julee Sanderson (CUPW), Steven Schumann (IUOE), Sussanne Skidmore (BCFL), Emily Watkins (PIPSC), Matt Wayland (IBEW), and Liana White (AFM/CFM).

Staff: Lisa Bastien, Susan Bellamy, Darla Deguire, Joel Duff, Amira Elghawaby, Brent Farrington, Jane-Ann Graham, Orion Irvine, Lori McCarthy, Jasen Murphy, Susan Nosov, James Pratt, Chris Roberts, Vicky Smallman, Jennifer Tingley, and Natalie McNabb acted as secretary.

Brother Yussuff welcomed everyone to the Canadian Council meeting and gave regrets on behalf of Robert Ashton (ILWU), Eric Boisjoly (FTQ-Construction), Kevin Bryenton (IABSORIW), Jody Dukart (UMW), Robert Giguere (ACPA), Robert Kucheran (IUPAT), George MacPherson (SGWBC), Joseph Mancinelli (LiUNA), Patrick Murphy (ILA), Sylvie Nelson (SEIU), Martin O’Hanlon (CWA Canada), Casey Oraa (LGBTQ2SI Workers), Ron Piercey (BCTGM), Bill Pollock (UAW), Terry Snooks (United Association), David Sparrow (ACTRA), Arnie Stadnick (IBB), and Sharleen Stewart (SEIU).

Swearing In of New Members

The Oath of Office was administered to the following members:

- **James Given**, Seafarers' International Union of Canada
- **Captain Tim Perry**, Air Line Pilots Association, International – Canada Board Office

CLC Code of Conduct

Brother Yussuff referred to the CLC Code of Conduct linked in the meeting agenda, reminding Council members to abide by the Code by keeping the meeting space respectful during debates and discussions.

Adoption of Canadian Council Agenda

M/S/C to adopt the agenda.

Minutes of Previous Meeting

M/S/C to adopt the minutes of the January 27, March 16, April 7, and May 8, 2020, meetings.

President’s Address

Brother Yussuff spoke of how the pandemic has changed the lives of Canadians and has forced the labour movement to shift its external and internal priorities. He provided an overview of the CLC’s response to the crisis, including pressing for enhanced public services, extraordinary economic support for impacted families, and health and safety

protections for frontline workers. Throughout the labour movement, conventions, events and schools were suspended, while tactics were quickly shifted to online platforms. The CLC’s robust digital campaign strategy and online educational platforms were already in place and were able to be rapidly retooled and deployed to meet the challenges of pandemic organizing.

Pharmacare

Brother Yussuff said that the need for pharmacare has become more important than ever since the pandemic has increased layoffs, which, in turn, has increased the number of Canadians dealing with inadequate or no prescription drug coverage. He informed the Council that the CLC has strengthened its efforts to fast-track the implementation of a national pharmacare program by mobilizing activists to send messages to members of parliament and by merging the “Pharmacare: A Plan for Everyone” campaign with the “Forward Together: A Canadian Plan” campaign.

Throne Speech

Brother Yussuff reported that the Throne Speech presented on September 23, which recognized the hardships of working people throughout the pandemic and recession, and focused on low-income workers, women, youth and workers of colour. Most notably, it highlighted the need for good job opportunities, investments in income supports and social programs, reversing inequality, as well as action on the climate crisis. He emphasized that it represented a victory for the labour movement as it rejected retrenchment and a return to fiscal austerity. He informed the Council that this will be discussed in more detail later in the meeting.

Court Challenges

Brother Yussuff reported on a few of the recent court challenges and indicated that the full report will be presented later on in the meeting.

- **Cambie Case in British Columbia**

Brother Yussuff explained that the Cambie Surgeries Centre case threatened the principle of universal and equal access to health care and that on September 10, the British Columbia Supreme Court upheld the integrity of the country’s single-payer health care system. He said that Court’s decision to reject the arguments made by Dr. Brian Day is significant for this country and that we owe a great debt to the British Columbia Health Coalition as well as Canadian Doctors for Medicare. He emphasized that all levels of government need to commit to properly funding the public system.

- ***Restoring Balance in Alberta’s Workplaces Act, 2020 (Bill 32)***

Brother Yussuff said that Bill 32, which amends the *Alberta Labour Relations Code* and *Employment Standards Code* as well as other statutes, was introduced on July 7, 2020, and received Royal Assent on July 29, 2020. He said the Act aims to restrict and diminish the rights of workers and unions while expanding the rights of employers, and intrudes on the internal governance and decision-

making of trade unions, interferes with a worker’s right to choose which trade union should represent them, and introduces severe restrictions on picketing. Brother Yussuff said that Brother Gil McGowan, President of the Alberta Federation of Labour, will provide an update on this topic later in this meeting.

- **Greenhouse Gas Pollution Pricing Act**

Brother Yussuff reported that on September 22 and 23, 2020, the Supreme Court heard a constitutional challenge to the federal government’s *Greenhouse Gas Pollution Pricing Act*. He said that the CLC is an intervenor in the Supreme Court appeal, and that the CLC’s legal counsel provided oral arguments in the hearing.

Upcoming Provincial and Municipal Elections

Brother Yussuff informed the Council that many elections are forthcoming in Canada: provincial elections in British Columbia on October 24 and in Saskatchewan on October 26; and, municipal elections in Nova Scotia on October 17 and in Saskatchewan on November 9. He stressed the need for online organizing to support the progressive candidates and said the CLC is working with the labour councils in both provinces with upcoming provincial elections to roll out a campaign. He encouraged all Council members to engage their members to support the NDP in British Columbia and Saskatchewan in order to get elected.

Anti-Black Racism

Brother Yussuff spoke of CLC’s commitment to combating anti-Black racism and advocating for accountability and systemic police change. He said the CLC has engaged its members through Webinars and statements, and that it has pressed governments for action. He reported that the CLC and the federal anti-racism secretariat are coordinating an upcoming town hall on Racism, Recovery and COVID-19. He said that a draft statement on this topic will be presented for adoption later in this meeting.

CLC COVID-19 Response

Brother Yussuff informed the Council that within days of the pandemic being declared the CLC created a COVID-19 Resource Centre on its website to provide vital information to workers and affiliates. He said that over the summer, the CLC launched a “Heroes Deserve Better” campaign to gather stories from frontline workers in order to help amplify the call for paid sick leave, better wages, and workplace protections.

Brother Yussuff said the CLC played a vital role in many significant victories for working Canadians, such as the Canada Emergency Response Benefit, the Canada Emergency Wage Subsidy, enhanced access to EI benefits, the Canada Recovery Benefit, the Canada Recovery Sickness Benefit, the Canada Recovery Caregiving Benefit, the Canada Emergency Student Benefit, the Safe Restart Agreement, and financial support for municipal governments. He spoke of the CLC’s interest rate campaign aimed at convincing Canada’s big banks and credit unions to cut credit card interest rates and permit mortgage and loan payment deferrals and the CLC’s campaign to reverse the Canadian Pharmacists Association’s decision to charge extra dispensing fees for prescriptions.

Brother Yussuff spoke of the impact of the pandemic across marginalized communities, with a distinctly gendered impact on job loss and caregiving, as well as a magnified impact on precarious and marginalized communities. He said the CLC has been taking this into account for advocacy work, which has accomplished a lot with affiliate support.

Members of the Canadian Council discussed the great work done by the CLC to support affiliates and by lobbying the government. A discussion ensued regarding the impact of the pandemic on affiliates, especially on sectors whose members were laid off and regarding the right to recall within those industries.

Brother Ian Robb (UNITE HERE!) requested that the CLC push the government to allocate funds to the hospitality sector, which has been hit very hard during the pandemic, in order to support the workers who have been laid off.

Forward Together Campaign

Brother Yussuff reported that the CLC’s campaign for a just and fair economic recovery “Forward Together: A Canadian Plan” launched on Labour Day. He said opinion research and message testing was conducted over the summer in order to develop the campaign framework and more information can be found on the campaign’s website “CanadianPlan.ca.” He thanked the CLC staff for their hard work on this campaign.

Brother Yussuff invited Brother James Pratt, Political Assistant to the President, to provide an overview of the campaign.

Brother Pratt spoke of the Congress’ campaign for nationalizing long-term care, enhancing Employment Insurance, and investing in an economic recovery plan that supports workers and their families. He said the campaign focused on “three elements” which are job creation, health care, and disaster proofing our social safety net. He reported that the campaign launch achieved an incredible reach with the videos gaining over one million views. He informed the Council of an upcoming digital lobby week and a national day of action in November. Brother Pratt presented the campaign videos to the Canadian Council.

Throne Speech 2020

Brother Yussuff reviewed highlights from the Throne Speech, including long-term care, additional support for personal support workers, stronger language on pharmacare, new investments in EI and Gig Economy workers, job creation through infrastructure investment, enhanced income supports and social programs, addressing the unequal impact of the pandemic on women, as well as racialized and marginalized communities, and action on the climate crisis. He said that most of these items were among the CLC’s Fall legislative priorities, in addition to child care, workers’ compensation, infrastructure investments, green economy investments, federal employment standards, and tax fairness. He asked the Council to support these priorities.

Brother Yussuff explained that the Throne Speech touched on all major issues brought up by the labour movement, but that there still needs to be a push to ensure the

government has the funds to allocate to these priorities. He also informed the Council that there is an upcoming meeting between the Prime Minister and provincial premiers to discuss health care funding, set to take place in November.

Brother Yussuff referred members of the Canadian Council to the CLC's 2020 Throne Speech Analysis included in the meeting documents for more information.

Brother Anthony Marco (Ontario Region Labour Councils) reported on the work of labour councils in promoting the CLC economic recovery campaign on Labour Day.

Sister Linda Silas (CFNU) urged affiliates to put pressure on the Prime Minister and premiers to allocate new funds to the health care sector with strings attached, in order to ensure safety for frontline health care workers, while also maintaining accountability.

Sister Jan Simpson (CUPW) emphasized the gendered impact of the pandemic and the need for pay equity.

Brother Mark Hancock (CUPE) called on affiliates to work collectively to influence the outcome of provincial elections in British Columbia and Saskatchewan.

Sister Liz Stuart (OECTA) called on affiliates to press provincial governments for proper funding and accountability within the education sector.

Interprovincial Trade

Brother Yussuff spoke of interprovincial trade, which was mentioned in the Throne Speech, and informed the Council that the CLC prepared a statement on this topic, which is included in the meeting documents. He stressed the importance of the labour movement having a seat at the decision table on this topic.

Brother Yussuff called for a motion to adopt the statement on Interprovincial Trade Barriers and Internal Free Trade in Canada, recognizing that it can be revised and revisited in the future.

M/S/C to adopt the statement on “Interprovincial Trade Barriers and Internal Free Trade in Canada.”

Recess

The meeting recessed at 2:20 p.m. and reconvened at 2:32 p.m.

Alberta Attack on Workers' Rights

Brother Yussuff spoke of the attack on workers' rights in Alberta and that this is causing a great deal of challenges for the labour movement. He said that the Alberta Federation of Labour (AFL) has been leading the fight in Alberta and invited Brother McGowan to provide an update on this situation.

Brother McGowan reviewed the most alarming aspects of the Alberta government’s attack on organized labour through Bill 32, which passed in July. He said that this law represents the first introduction of right-to-work in Canada and allows for a certain portion of union dues to be optional. He explained that the bill has an impact on the *Employment Standards Code*, eliminating overtime and rolling back other hard-fought rights of workers. The bill also impacts the *Alberta Labour Relations Code*, forcing unions to report their finances in one of two categories: union core spending or political action. All of this is designed to reduce or eliminate the ability of labour unions and labour centrals from organizing public campaigns of any kind. The bill also rolls back core union rights, including picketing. He said that the Boilermakers are currently locked out, and that their employer has made it very clear that they will use Bill 32 to weaken the picket line.

Brother McGowan provided an overview of the AFL’s response so far and said that a coalition has been created, made up of a total of 20 CLC-affiliated and non-affiliated unions. The coalition has raised close to \$300,000 to fund this effort, and a partnership agreement has been drafted to lay out the terms of support for legal action. He reported that the AFL is working with affiliates and partners in civil society to launch a new online campaign called “Stand Up to Kenney” to mobilize Albertans.

Brother McGowan made an appeal for funding to the Council and asked that Council members encourage their Alberta locals to join the coalition. He said that in order to take part in the coalition, there is a per capita-like payment of \$5 per member.

Brother Yussuff assured Brother McGowan that the AFL has the CLC’s support and opened the floor for comments.

The Canadian Council discussed the challenges facing the labour movement and that resources need to be sent to the AFL.

Draft Statement on Racism and Police Violence

Brother Yussuff presented a draft statement on Racism and Police Violence for consideration by the Canadian Council, which was recommended by the Executive Committee. He opened the floor for comments.

Brother Larry Brown (NUPGE) spoke in favour of the statement but expressed concern about the use of the “defund the police” language, arguing that the demand should instead be framed around the reallocation of funds.

Sister Simpson applauded the statement and urged affiliates to honour those who have died by actively and vocally supporting the movement against racism and police violence.

Sister Marie Clarke Walker (Secretary-Treasurer) spoke in support of the statement and called on affiliates to publicly join the campaign against racism and police violence.

Sister Danielle Dubuc (Workers of Colour) spoke in support of the statement and thanked the Congress for drafting it. She applauded the CLC for showing leadership on this issue. She argued in favour of retaining the explicit demand to “defund the police” because of its importance to the movement and urged affiliates to help define that demand through the public advocacy.

Brother Hancock strongly supported the campaign and called on all affiliates to make public their support.

Sister Sharon DeSousa (PSAC) informed the Canadian Council that the PSAC will be abstaining from the vote to adopt this statement.

Brother Larry Rousseau (Executive Vice-President) spoke in support of the statement, and thanked Brother Yussuff, Sister Clarke Walker, and the CLC staff for their leadership and hard work on this issue.

M/S/C to adopt the Statement on Racism and Police Violence.

Anti-Racism Secretariat Town Hall

Brother Yussuff called on Sister Amira Elghawaby, his new Political Assistant, to provide an update on a town hall with the anti-racism secretariat and informed the Council that invitations have already been sent out. He thanked Brother Larry Rousseau for his work on this.

Sister Elghawaby informed the Council that there is a town hall on racism on October 8, which will provide a platform to discuss the effects of the pandemic on racialized and Indigenous workers. She asked the Council to encourage their members to register for this town hall.

Survey on Workplace Sexual Harassment

Brother Yussuff spoke of the CLC Survey on Workplace Sexual Harassment, which has been created in coordination with partners at Western University and the University of Toronto. He called on Sister Elghawaby to provide an overview of the survey.

Sister Elghawaby informed the Council that the survey will be a tool to inform policy on workplace sexual harassment and will provide guidance to employers on workplace remedies. She said this is the first survey of its kind in Canada and it will be launched the third week of October and open for six months.

Sister Clarke Walker added that all affiliates should inform their members of the importance of this survey and that participation should be strongly encouraged. She thanked CLC staff for their hard work, with a special mention to Sister Tara Paterson, National Representative in the Women’s Department, and added that the previous survey on Domestic Violence was very successful and that this new survey may be even more powerful. She said that everyone’s help is needed for the promotion of this survey.

Sister Stephanie Smith (NUPGE) thanked the CLC for the hard work on this survey.

Financial Report / Audit, Fiscal 2019

Brother Yussuff invited Sister Clarke Walker to present the CLC’s 2019 Financial Report and Audit.

Sister Clarke Walker provided an overview of the financial report and audit, highlighting the statement of revenues and expenses, which showed a surplus and explained that the surplus should be double the amount shown, but those funds were reallocated to the pension plan, as was agreed to in the last round of bargaining. She pointed out that the statement of financial position showed a surplus as well, which helped to prevent staff layoffs throughout the pandemic. She reported that the Labour College of Canada still owes the CLC for a past operating deficit and that they will be repaying that amount once assessed at the end of the year. She invited Council members to send any questions by email.

Brother Yussuff called for a motion to adopt the Financial Report and Audit, Fiscal 2019.

M/S/C to adopt the Financial Report and Audit, Fiscal 2019.

Internal Financial Report 2020 Q2

Brother Yussuff invited Sister Clarke Walker to present the CLC’s 2020 Q2 Internal Financial Report.

Sister Clarke Walker provided an overview of the report and explained that this is an internal document. She highlighted the per capita receivables as being high but are expected to be lower going forward, as this was recorded at the end of the first quarter. She highlighted the higher than budgeted revenues and explained the savings on staff salaries by not posting vacant jobs and that initiatives have been put on hold during the pandemic. She added that the Pension Advisory Committee has been asked to provide feedback on this report.

She thanked the Accounting Department and Brother Jasen Murphy, Assistant to the President and Secretary-Treasurer, for their hard work.

Brother Yussuff called for a motion to adopt the Internal Financial Report 2020 Q2.

M/S/C to adopt the Internal Financial Report 2020 Q2.

Update: Convention 2021

Brother Yussuff said that it is highly unlikely that hosting an in-person convention by June 2021 will be possible. He said that CLC staff have been compiling information on best practices for a virtual convention as well as reviewing the CLC Constitution to ensure compliance with current requirements for various aspects. He said that once a plan is drafted, it will be shared with the Canadian Council at a special meeting in order to pass a motion to allow a virtual convention.

Brother Yussuff asked Council members to inform the CLC of any upcoming affiliate virtual conventions, so that a CLC staff member can attend and observe.

Legal Challenges Coordinating Committee Report

Brother Yussuff informed the Council to refer to the report linked in the agenda for more information. He invited Brother Larry Brown, Co-Chair of the Legal Challenges Coordinating Committee, to present the report.

Brother Brown reviewed the highlights of the report.

Brother Yussuff thanked Brother Brown and Brother Chris Roberts, Social and Economic Policy, for their hard work.

CLC Departmental Reports

Brother Yussuff referred members of the Canadian Council to the report linked in the agenda for more information.

Labour College of Canada Annual General Meeting

Brother Yussuff reminded the Council that the Labour College of Canada’s Annual General Meeting (LCC AGM) takes place once a year, usually during the spring as part of the Canadian Council meeting, which was cancelled due to the pandemic. He also reminded everyone that all members of the Canadian Council are also members of the Labour College and are entitled to vote. Brother Yussuff referred Council members to their agenda for more information and invited CLC Executive Vice-President Larry Rousseau to chair the LCC AGM.

Brother Yussuff called for a motion to recess the Canadian Council meeting in order to convene the LCC AGM.

M/S/C to recess the Canadian Council meeting at 4:07 p.m. for the LCC AGM.

Brother Yussuff called the Canadian Council meeting back to order at 4:18 p.m.

Other Business

Brother Yussuff informed the Council of the passing of Brother James Jackson (SMART), who had been struggling with health issues. He said that a Celebration of Life will take place at a later date and that donations can be made to the Hospital for Sick Kids in memory of Brother Jackson in lieu of flowers.

Brother Yussuff spoke of the need for Food Bank contributions during the Thanksgiving season. He thanked Brother Ken Neumann (USW) for his past contributions to the Food Bank and asked that Council members donate since donations have decreased significantly during the pandemic.

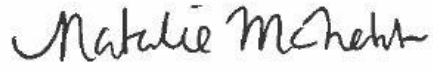
Brother Yussuff reminded Council members to provide their support to the NDP in British Columbia and in Saskatchewan for the upcoming elections.

Adjournment

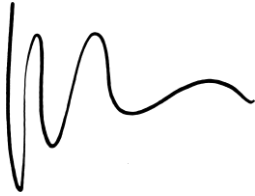
M/S/C to adjourn the meeting.

The meeting adjourned at 4:22 p.m.

Respectfully submitted by:



Natalie McNabb
Secretary



Hassan Yussuff
President



Marie Clarke Walker
Secretary-Treasurer



Donald Lafleur
Executive Vice-President

Larry Rousseau
Executive Vice-President

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