

## Metro Vancouver Labour Relations Bureau

The Labour Relations Bureau of Metro Vancouver has provided labour relations services up to 15 member municipalities and to Metro Vancouver. The structure of this organisation has allowed the employers to participate in coordinated bargaining. Another 20 plus organizations that are related to these member municipalities - such as commissions, boards, (**our library board for example**) and associations can also choose to use these services for free if the municipality that funds participates with Metro Vancouver Labour Relations Bureau. On behalf of its members, the Labour Relations Department:

- negotiates collective agreements
- evaluates and reclassifies jobs
- assists in managing human rights issues
- provides WCB-related expertise
- researches key collective bargaining information like pay and benefit levels in the marketplace.

Port Moody gave notice to withdraw in 2005 from participation in these services, followed by the City of Burnaby and the City of Vancouver. **A motion was passed a Vancouver City Council on Thursday, November 5, 2009 to withdraw from membership with the GVRD (Metro) Labour Relations Bureau. This motion was formally sent November 25, 2009.**

### Notice to Bargain – Labour Relations Board British Columbia

The City must give two years notice if it wishes to withdraw from the Metro Vancouver Labour Relations Bureau. Complicating this matter is that the **“Notice to Bargain, Notice before expiry of agreement, Part 4 Collective Bargaining Procedures, Division 1 - General**

**46 (1) Either party to a collective agreement, whether entered into before or after the coming into force of this Code, may at any time within 4 months immediately preceding the expiry of the agreement, by written notice require the other party to commence collective bargaining.**

(4) If a notice is not given under subsection (1) by either party 90 days or more before the expiry of the agreement, **both parties are deemed to have given notice under this section 90 days before the expiry.**

Here is our conundrum. Because of clause 44, CUPE 391 are deemed to have given notice 90 days before the end of our contract, December 31, 2011. That date October 1<sup>st</sup>, 2011, puts us inside the two years deemed necessary for notice to withdraw from the Metro Vancouver Labour Relations Bureau.

CUPE 391 supported the election of the COPE/Vision team based on the promise to pulling out of this organisation. The City has given notice to withdraw and neither the City nor CUPE 391, 15 or 1004 has given notice to bargain. **More information will be provided at the ratification of proposals meeting, December 4, 2011, 6.30 pm at the Maritime Labour Centre, 1880 Triumph Street (corner of Victoria and Triumph).** The meeting will start at **6:30 pm** to allow all members to be able to attend. The agenda has been sent via your 391 email.