



TEAMSTERS LOCAL UNION No. 31

AFFILIATED WITH TEAMSTERS CANADA AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
#1 GROSVENOR SQUARE, DELTA, BC V3M 5S1

May 15, 2020

Dear Sisters and Brothers,

I am writing in regard to Vancouver City Council's resolution of May 13, 2020 concerning the VPD budget and collective bargaining. This came as a result of an in-camera meeting where no notification was given to any interested parties. The resolution reads as follows:

THEREFORE BE IT RESOLVED

- A. THAT Council reduce the VPD budget for 2020 by 1% in line with the savings achieved by VFRS, to address the budget pressures created by COVID-19.
- B. THAT Council confirm its expectation that the Vancouver Police Board pursue collective agreements with all three unions representing VPD employees that result in a 0% increase in compensation costs for 2020, in line with recent COV labour discussions. And, subject to the outcome of any arbitration under the Fire and Police Service Collective Bargaining Act, that the VPD budget for 2020 be further reduced by any amount notionally budgeted for 2020 compensation adjustments.
- C. THAT this decision be released from in camera after it has been formally communicated to the Police Board, Police Chief, and Police Unions.

The Union is very concerned with how Council engaged in an in-camera meeting to discuss a motion and arrive at a decision without notifying or considering input from those directly involved and impacted. This would be concerning at any time, but more so in times such as these when the safety of the public and maintaining order should be a priority for Council. This decision of the Council clearly shows otherwise. The Union would also like to know how these motions came to be as well as who voted in support of them.

In an email to the City Manager and other City staff as well as in recent statements, Chief Palmer has expressed his concerns with this process and the lack of consultation, accountability and transparency, the approximate \$8.5 million cost associated with the resolution, current staffing levels and challenges the Department has faced this year – both before and since the pandemic, and cutting essential services to fund non-essential services. The Chief has made it clear that the VPD is a separate legal entity governed by the Vancouver Police Board and does not take

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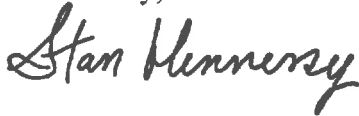
direction from City Council. The VPD is an essential service for the City of Vancouver with an “unwavering statutory requirement to maintain public safety, prevent crime, ensure the safety of victims and witnesses, apprehend offenders, and advance investigations.” Chief Palmer concluded his email by advising that he will not take further action until he receives direction from the Police Board.

In addition to the budget reduction, the section of the resolution pertaining to collective bargaining raises many issues. In our view, for Council to set out an expectation for the Police Board to pursue collective agreements that result in a 0% increase at this time and in this manner is objectionable. This impacts the parties’ ability to bargain freely and arrive at a settlement that is agreeable to both parties. Furthermore, the 0% increase is referred to as being “in line with recent COV labour discussions”, but there is no context setting out what those discussions were or who was involved.

There are many concerns with how Council has conducted itself of late and we intend to do what we can to ensure that these matters are addressed.

With respect to the next steps in our bargaining process, your Bargaining Committee will be in touch with an update by Friday, May 22, 2020.

Fraternally,



Stan Hennessy
President
Teamsters Local Union No. 31



For
Karlene Bateman
Business Representative
Teamsters Local Union No. 31