

From: Harold-Linda YOUNG <harold.linda.young@gmail.com>
Sent: Monday, March 19, 2018 9:36 PM
To: LRC Review LBR:EX; haroldyoung@hotmail.com
Subject: Labour Review Submission

My Submission to the Labour Review

2018-03-20

MY UNION EXPERIENCE

My concerns, my desire for change come out of what I believe to be unfair actions taken by the system - union and management. Below is the text of a letter I emailed to both union and management - local and higher up. As of today no one has responded.

2018-02-01

To Whom It May Concern:

This email is to ask the system to make some changes in respect of 25 years seniority. I started with Vernon Transit in 1992 - after several years I arrived at the top of the spare list. The first two First Group contracts (UNIFOR Local 114) respected that status and Red Circled me.

The third contract was led by people new to local union leadership. Both Roy and I, the two senior people both in terms of years of service and age were set aside with no advance notice. Every subsequent change to spare board rules has pushed me further out. All changes have occurred without prior notice or consultation. Current rules confine me to the bottom.

My attempts to get the system to address my concerns have been rebuffed. Three separate promises by leadership people remain unfulfilled.

So the question remains - is there any willingness to make some procedural adjustments so I can feel there is some fairness in the system?

Respectfully Submitted,

Harold Young

4408 - 15th Ave

Vernon, BC V1T-6X9

Harold.Linda.Young@Gmail.com

I repeat - no one has acknowledged or responded to my communication

SOME THOUGHTS ABOUT POSITIVE CHANGE

#1 - NOTIFICATION - of meetings should be given electronically to all members plus an announcement on the bulletin board - 2 weeks in advance.

#2 - AGENDA - Notification to include detailed info of everything up for discussion - a second or third reading is desirable for most business arising from the floor.

#3 - MINUTES - to be distributed ASAP after each meeting

#4 - RESPONSIBLE SENIORITY - there should be some limits on what a union can do to re-define or ignore hire date seniority. I believe my union has taken systemic unfair action against those over age 65.

#5 - BALANCE RIGHTS - between Majority and Minority - every contract should have such a policy statement. My experience is unions go by majority desire and ride roughshod over minorities. The only justification ever given me is - "this is what the majority wanted."

#6 - INFORMATION - include Section 12 in all contract booklets. My union lists all the options available if management mistreats a member - nothing is said about options available when the union mistreats a member. The contract booklet should include - section 12, small claims, human rights etc.

#7 - COMMUNICATION - generally when a change occurs some people gain, others lose. Every union should be required to give notice to those who will lose along with a timeline and a process to register any objection. Change should become effective only after the process has been observed.

#8 - DEADLINES - Submission deadlines for such as section 12, a grievance, a human rights complaint, a court action - need to be pushed back. I found I needed more time to find out what changes had been made, to mentally assess if and how I wanted to respond, to do some research to find out what my rights are and to ascertain that I'm prepared to handle the emotional strain of any push-back from leadership or other union members.

CONCLUSION - as previously stated, I believe my union has been unfair. I have no way of knowing if there are others in my or other unions who share my concerns. I have been tight-lipped. We have issues that cause division so it has seemed best not to air my grievances among my fellow drivers. However, this seems to be an appropriate time and venue to express some of my hurts hoping there may be some changes prescribed by government.

Respectfully Submitted

Harold Young

Vernon. BC V1T6X9

HOPEFULLY THIS WILL OPEN A CHANNEL OF REDRESS!