



Via email: paul.mochrie@vancouver.ca
christina.decastell@vpl.ca

October 28, 2021

Paul Mochrie, City Manager
City of Vancouver
453 West 12th Avenue
Vancouver, BC V5Y 1V4

Christina de Castell, Chief Librarian & CEO
Vancouver Public Library
350 West Georgia Street
Vancouver, BC V6B 1B1

Dear Mr. Mochrie and Ms de Castell:

Thank you for providing notice to the undersigned unions in reference to the Employers' intention to implement a mandatory vaccination policy on December 6, 2021.

Given that this policy applies to all members of CUPE's three bargaining units and IAFF Local 18 and explicitly contemplates termination of employment, we take the collective position that Section 54 of the Labour Relations Code requires that the Employer provide 60 days notice prior to implementing this policy. Furthermore, that it meets with the Unions in a good faith process to consider alternatives to this policy and ways to mitigate its impact.

We look forward to meeting with you at your earliest convenience.

In the event you take the position that Section 54 does not apply, please advise us promptly, and we will file an application with the Labour Relations Board without further notice to you.

Signed,

Warren Williams
President, CUPE Local 15

Andrew Ledger
President, CUPE Local 1004

Liza Saayman
Acting President, CUPE 391

Rob Weeks
President, Vancouver Fire Fighters' Union – IAFF Local 18

tt/BCUWU

copy: Pam Warner, Labour Relations Consultant, City of Vancouver (pam.warner@vancouver.ca)
Andrew Naklicki, Chief Human Resources Officer, City of Vancouver (andrew.naklicki@vancouver.ca)