



CONVENTION 2014

November 24 to 28, 2014

TOGETHER GOOD JOBS BUILD A BETTER BC

TOGETHER

GOOD JOBS BUILD A BETTER BC

SUMMARY OF PROCEEDINGS

56TH CONVENTION

B.C. FEDERATION OF LABOUR

NOVEMBER 24-NOVEMBER 28, 2014



DISPOSITION OF RESOLUTIONS

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**EMERGENCY RESOLUTIONS HANDLED BY THE
RESOLUTIONS COMMITTEE
ADOPTED AT CONVENTION**

EMERGENCY RESOLUTION: 1-2014

THE FEDERATION WILL support the United Steelworkers' "Stop The Killing, Enforce The Law" campaign to lobby provincial and federal governments to take proactive action to enforce the Westray Law; and

THE FEDERATION WILL support the efforts of the workers who survived those blasts, their families and the families of the four men who died in their quest for accountability, justice and meaningful support for their healing.

EMERGENCY RESOLUTION: 3-2014

THE FEDERATION WILL support and protect services provided by members of CUPE Locals 1004 and 1936 working for the Portland Hotel Society (PHS) who offer a continuum of critical life-saving services to low-income residents of Vancouver's Downtown Eastside.

**RESOLUTIONS HANDLED BY THE
RESOLUTIONS COMMITTEE
ADOPTED AT CONVENTION
“CS” CONSTITUTION & STRUCTURE COMMITTEE**

RESOLUTION: CS: 1A AMENDED

THE FEDERATION WILL amend the Constitution as follows to bring it in line with correct terminology:

ARTICLE 9

EXECUTIVE COUNCIL

Section 1. (a) The Executive Council shall consist of the President, Secretary-Treasurer and:

(i) (1) Two (2) members designated by each of the fourteen (14) largest affiliated organizations. At least one (1) of the two (2) members designated by each of the affiliated organizations must be a member of an **equity seeking** group. For this purpose, **equity seeking** groups include women, workers of colour, aboriginal peoples, people with disabilities, **LGBTQ (lesbian, gay, bisexual, transgender and queer) persons**.

(iii) (4) **LGBTQ (lesbian, gay, bisexual, transgender and queer) persons**.

RESOLUTION CS: 3A COMPOSITE RESOLUTION TO COVER CS: 3 AND CS: 4 - 2014

THE FEDERATION WILL amend the Constitution as follows:

a) Under Article 4, Section 4, add "(iii) The B.C. Federation of Retired Union Members shall be entitled to a maximum of two (2) delegates", and

b) Under Article 9, Section 1 a), add new subsection (vi) "The President or designate of the B.C. Federation of Retired Union Members (BC FORUM)", and will renumber the following subsections accordingly.

**RESOLUTIONS HANDLED BY THE
RESOLUTIONS COMMITTEE
ADOPTED AT CONVENTION
“ED” EDUCATION COMMITTEE**

RESOLUTION ED: 2 AMENDED - 2014

THE FEDERATION WILL encourage all affiliates to advocate for a strong, stable public education system and call on all school trustees to stand up for the teachers, parents, students, support staff and public schools in their communities.

RESOLUTION ED: 6 - 2014

THE FEDERATION WILL endorse a campaign funded by the Federation of Post-Secondary Educators designed to address the crisis facing indigenous languages in our province.

RESOLUTION ED: 8 - 2014

THE FEDERATION WILL support the efforts of faculty and staff at private post-secondary institutions to unionize; and

THE FEDERATION WILL call upon the provincial government to overhaul the current regulatory mechanism for private post-secondary institutions by establishing more targeted regulations that deal specifically with private language colleges; and

THE FEDERATION WILL work to ensure that the voice of faculty is incorporated into that new, more targeted form of regulation and oversight.

**RESOLUTIONS HANDLED BY THE
RESOLUTIONS COMMITTEE
ADOPTED AT CONVENTION
“HR” HUMAN RIGHTS COMMITTEE**

RESOLUTION HR: 2 - 2014

THE FEDERATION WILL encourage its affiliates to send more members representing equity seeking groups to attend BCFED conventions, conferences, forums and workshops.

RESOLUTION HR: 5 AMENDED - 2014

THE FEDERATION WILL ensure that accommodation is provided to delegates with disabilities at all B.C. Federation of Labour Conventions, conferences and educationals; and

THE FEDERATION WILL ensure that needed resources are available to ensure accommodation for members with disabilities will be provided to all members with disabilities.

RESOLUTION HR: 7 AMENDED - 2014

THE FEDERATION WILL encourage its affiliates and membership to initiate discussions with employers about creating positive spaces by implementing all genders welcome washrooms and changing facilities where necessary.

RESOLUTION HR: 10A COMPOSITE RESOLUTION TO COVER HR 10, HR 11, AND HR 12

THE FEDERATION WILL work with the CLC to raise awareness of the need for a national public inquiry into missing and murdered Indigenous women in Canada; and

THE FEDERATION WILL, through the Canadian Labour Congress, demand the federal government implement a national public inquiry into missing and slain Aboriginal women and develop a national plan of action to improve the safety and security of these women, and will support the CLC national petition campaign.

**RESOLUTIONS HANDLED BY THE
RESOLUTIONS COMMITTEE
ADOPTED AT CONVENTION
“OH” OCCUPATIONAL HEALTH & SAFETY COMMITTEE**

RESOLUTION OH: 2A COMPOSITE RESOLUTION TO COVER OH: 2 AND OH: 4

THE FEDERATION WILL lobby WCB to develop comprehensive disability management programs that are effective for all workplaces, including those with 20 or less workers; and

THE FEDERATION WILL encourage affiliates to only support return to work programs that include all principles of a comprehensive disability management program.

RESOLUTION OH: 8 AMENDED- 2014

THE FEDERATION WILL actively advocate for just compensation for injured workers in BC including amendments to the *Workers Compensation Act* to adjust benefits to reflect the true amount of lost earnings for injured workers. This should include a removal of the earnings cap and adjustment for increases in the consumer price index.

RESOLUTION OH: 9 AMENDED TO COVER OH: 10 - 2014

THE FEDERATION WILL, through the Canadian Labour Congress, lobby the necessary political authorities to have the *Criminal Code* amended in order to enact stiffer penalties on persons who assault transportation workers, including transit drivers, transit supervisors, Skytrain operators, flight attendants, marine workers, etc.

**RESOLUTIONS HANDLED BY THE
RESOLUTIONS COMMITTEE
ADOPTED AT CONVENTION
“PA” POLITICAL ACTION COMMITTEE**

RESOLUTION PA: 1A COMPOSITE RESOLUTION TO COVER PA: 1, PA: 4, AND PA: 5

THE FEDERATION WILL undertake ongoing political action education in order to educate activists on how to work in political campaigns, properly participate in all candidates' meetings by asking labour-relevant questions, and educate their co-workers, friends, family and neighbours on the importance of electing labour friendly candidates; and

THE FEDERATION WILL work with the Canadian Labour Congress to make the federal Conservative government's support for anti-union measures and their abdication of responsibility for health care, vote-determining issues for working people in the 2015 federal election.

RESOLUTION PA: 3 - 2014

THE FEDERATION WILL reaffirm its support for the New Democratic Party and will actively oppose so-called strategic voting in provincial and federal elections.

RESOLUTION PA: 6 - 2014

THE FEDERATION WILL work to build strong union and public support for a vote in favour of improved transit and transportation in the binding referendum.

**RESOLUTIONS HANDLED BY THE
RESOLUTIONS COMMITTEE
ADOPTED AT CONVENTION
“WR”WOMEN’S RIGHTS COMMITTEE**

RESOLUTION WR: 1 - 2014

THE FEDERATION WILL support the mandate of Canadian Unions for Equality Onscreen to achieve gender equality and address misrepresentation of women in the production of screen-based media, both onscreen and at all levels of production.

RESOLUTION WR: 5A COMPOSITE RESOLUTION TO COVER WR: 5-7- 2014

THE FEDERATION WILL lobby the provincial government to enact pay equity legislation, including compensation based on skills, effort, responsibility, and working conditions.

RESOLUTION WR: 2A COMPOSITE RESOLUTION TO COVER WR: 2-4 - 2014

THE FEDERATION WILL demand funding for the \$10/day childcare plan of the Coalition of Childcare Advocates of BC (Community Plan for a Public System of Integrated Early Care and Learning) and will make it a provincial election issue; and

THE FEDERATION WILL, through the Canadian Labour Congress, make it an election issue, and continue to demand a nationally-funded childcare program that is:

- Universal and accessible;
- Delivered by public, community-based, non-profit groups, funded through transparent agreements, accountable to parents and communities;
- Established in a national childcare act; and
- Unionized and publicly delivered.

**RESOLUTIONS HANDLED BY THE
RESOLUTIONS COMMITTEE
ADOPTED AT CONVENTION
“GE” RESOLUTIONS COMMITTEE**

RESOLUTION GE: 1A COMPOSITE RESOLUTION TO COVER GE: 1-3, 7-8

THE FEDERATION WILL lobby the BC provincial government to undertake significant actions to repair the BC apprenticeship system including:

- establish an apprenticeship and skills training system that is organized by individual trades as opposed to industrial sector;
- improve the shared governance of the Industry Training Authority (ITA) by including greater union representation on the ITA, particularly trades qualified persons, and greater union input into trades programs, including equal representation of labour and employer representatives actively engaged in training on Sector Advisory Groups.
- ensure that equity-seeking groups are encouraged to participate in apprenticeship programs;
- reinstate a system of compulsory and sub-contractor trades to maintain high standards;
- re-introduce fixed ratios of apprentices to journeypersons on all work in BC, starting with the immediate introduction of apprenticeship ratios for Crown corporations and on public projects; and
- provide incentives to encourage public and private sectors to train apprentices.

RESOLUTION GE: 4 AMENDED - 2014

THE FEDERATION WILL launch a campaign calling for local, provincial and national procurement first on all LNG construction which will include incentives to use local materials and BC businesses that employ BC workers.

RESOLUTION GE: 6 AMENDED - 2014

THE FEDERATION WILL lobby the provincial government to revoke the BC Safety Authority's ability to assign other organizations the authority to issue certifications.

RESOLUTION GE: 14A SUBSTITUTE RESOLUTION TO REPLACE GE: 12, GE: 14-17, GE: 22, GE: 27-30, and GE: 35-37

THE FEDERATION WILL, in consultation with First Nations, lobby for rigorous environmental assessment processes and high safety standards on all major projects; and

THE FEDERATION WILL work with the CLC and affiliates to lobby provincial and federal governments and political parties to identify and take tangible and meaningful steps towards transitioning away from a carbon dependent economy; and

THE FEDERATION WILL gather evidence-based, environmental and economic research on BC's energy economy that identifies a benchmark, transition measures and sources of capital generation, and will raise awareness of the UN report on Climate Change released November 2, 2014; and

THE FEDERATION WILL continue to support and fund Green Jobs BC to bring labour and environmental groups together using research to develop a transition plan that moves BC away from carbon-based, non-renewable energy and work with stakeholders to promote this comprehensive sustainable energy transition plan.

RESOLUTION GE: 31A COMPOSITE RESOLUTION TO COVER GE: 24 AND GE: 31-34 - 2014

THE FEDERATION WILL lobby the provincial government and through the CLC, the federal government, to enact legislation that protects our watersheds and ensures that public interest overrides the corporate agenda and that current publicly-owned watershed lands remain publicly owned;

THE FEDERATION WILL work with affiliates to expose “for-profit” companies who are stealing public water to sell and thereby endangering the right to access free public water;

THE FEDERATION WILL, with the Canadian Labour Congress, lobby the federal and provincial governments to enact a plan that ensures that First Nations' peoples living on reserves have safe, reliable and easy access to healthy, clean drinking water provided through a public, not-for-profit system; and

THE FEDERATION WILL, with the Canadian Labour Congress, call on the provincial and federal governments to ensure that the necessary resources are made available to upgrade and maintain our water infrastructures so that all Canadians have access to sources of clean, safe, free drinking water.

RESOLUTION GE: 40 TO COVER GE: 39 - 2014

THE FEDERATION WILL engage with its public sector affiliate unions to establish sufficient funds to support research and other work leading to the establishment of a strategy for a coordinated approach for the next round of BC public sector bargaining

that is based on solidarity and that will enable a return to true collective bargaining. This strategy will be developed by the end of 2017.

RESOLUTION GE: 44 TO COVER GE: 45

THE FEDERATION WILL lobby provincial and municipal governments to advocate for greater job security, working hours and benefits, and working conditions for precarious workers.

RESOLUTION GE: 46A COMPOSITE RESOLUTION TO COVER GE: 46, GE: 77-78

THE FEDERATION WILL:

- make available on its website a link to organizations campaigning against sweatshops; and undertake a member education campaign on the real cost of sweatshop manufacturing;
- on its own, through the CLC and with supportive NGOs like CoDevelopment Canada, lobby the provincial and federal governments to apply pressure to companies, i.e., Gildan, Hanes, etc., with Maquila factories in Central America to uphold occupational health and safety standards and laws and labour rights laws; and encourage Canadian garment manufacturers to sign the Accord on Fire and Building Safety, and to contribute to the funds for victims of Rana Plaza and similar preventable tragedies; and
- continue to support CoDevelopment Canada's work with Maquila factory workers and work together with them and international labour organizations to apply international pressure.

RESOLUTION GE: 47 - 2014

THE FEDERATION WILL reinvigorate a campaign to fight against CLAC.

RESOLUTION GE: 48 - 2014

THE FEDERATION WILL lobby the provincial government to institute a poverty reduction plan that will specifically address child poverty in BC.

RESOLUTION GE: 49 - 2014

THE FEDERATION WILL advocate for the government of British Columbia to immediately increase the Employment Assistance rates by \$400.00 per month per adult and \$100.00 per month per child and for an annual COLA increase; and

THE FEDERATION WILL also advocate to restore exemptions for Family Maintenance payments.

RESOLUTION GE: 50 - 2014

THE FEDERATION WILL lobby the provincial government to increase funding for assisted living units as well as subsidized housing for families.

RESOLUTION GE: 52 - 2014

THE FEDERATION WILL demand that the Registrar of the *Society Act of BC* enforce the rules of the *Society Act of BC*.

RESOLUTION GE: 53 AMENDED - 2014

THE FEDERATION WILL encourage affiliates with pension investments in British Columbia Investment Management Corporation (bcIMC) to advocate collectively for socially **and** environmentally responsible changes to its investment practices; and

THE FEDERATION WILL call on affiliates to develop consultation processes on social and environmental investment issues.

RESOLUTION GE: 54 - 2014

THE FEDERATION WILL oppose any effort by senior governments to reduce the autonomy of local municipal governments and their ability to determine the value of the services provided by their employees.

RESOLUTION GE: 56 - 2014

THE FEDERATION WILL, through the Canadian Labour Congress, lobby the federal government to:

- restore science research funding levels to those appropriate to a nation of Canada's means and status;
- return the granting system to one where basic research is funded appropriately;
- restore support for Canada's internationally recognized research institutions, programs, libraries, archives, and personnel;
- remove political constraints from all government scientists in order to develop policy based on science; and

THE FEDERATION WILL endorse the Canadian Association of University Teachers (CAUT) Get Science Right Campaign.

RESOLUTION GE: 57 - 2014

THE FEDERATION WILL undertake a community-based education program to inform British Columbians about the reality of public sector pension plans;

THE FEDERATION WILL lobby diligently to protect the current pensions for public sector workers; and

THE FEDERATION WILL continue to work in concert with the CLC to educate British Columbians about the value of good, defined benefit pension plans.

RESOLUTION GE: 58 - 2014

THE FEDERATION WILL call upon all elected parties in the Province of British Columbia to support *Bill M212: Poverty Reduction and Economic Inclusion Act*; and to work in a collaborative and bi-partisan way to develop a plan to reduce poverty that ensures targets, monitoring, transparency and accountability.

RESOLUTION GE: 59 - 2014

THE FEDERATION WILL, with the Canadian Labour Congress, intensify its public awareness campaign involving all affiliates for the purpose of informing the public of the perils associated with the CETA and to lobby politicians at all levels of governments to oppose this agreement.

RESOLUTION GE: 60 - 2014

THE FEDERATION WILL, through the Canadian Labour Congress, go on record opposing the maritime provisions of CETA and work with Canadian transportation unions to mitigate the worst effects of CETA on Canadian maritime and transportation workers.

RESOLUTION GE: 61A COMPOSITE RESOLUTION TO COVER GE: 61–63

THE FEDERATION WILL:

- call for legislation to establish an independent officer of the legislature to advocate for people with developmental disabilities and their families; and
- call for an independent public review and audit of Community Living British Columbia's (CLBC) budget, expenditures and service delivery model; and,
- call for an immediate moratorium on cuts to group homes, day programs, and community inclusion services; and stop the coercion of people with disabilities moving from group homes to home share situations; and
- continue to fight against the BC Liberals and CLBC's anti-union agenda.

RESOLUTION GE: 64A COMPOSITE RESOLUTION TO COVER GE: 64, 65, & 82-83

THE FEDERATION WILL purchase union and Canadian-made products whenever possible when selecting promotional items for distribution at community events; and

THE FEDERATION WILL encourage all affiliates and workers to recommit to supporting unionized products and services, including childcare, transportation and accommodations; and

THE FEDERATION WILL encourage all affiliates and workers to commit to using unionized labour when building, renovating or servicing their homes and properties; and

THE FEDERATION WILL promote the use of unionized workers on all public construction projects including the service and maintenance of public buildings and infrastructure; and

THE FEDERATION WILL encourage affiliates to incorporate a commitment to support union products and services in their collective agreements.

RESOLUTION GE: 66 - 2014

THE FEDERATION WILL lobby the provincial government to increase the level of emergency responders in the health care field, specifically in the northern and other remote areas.

RESOLUTION GE: 67A COMPOSITE RESOLUTION TO COVER GE: 67, GE: 69 & 71

THE FEDERATION WILL lobby the provincial government to:

- restore, enhance and expand health care services (both facility and community-based) for people living with mental health and addiction problems; and address inadequate training, low recruitment, low retention and high workloads for members in the mental health and substance use, and social services sectors; and
- provide increased funding and support for members with mental health and serious addiction problems; and develop educational material to ensure that union members are educated, equipped and empowered to deal with mental health and addiction issues in the workplace; and
- develop a strategy on mental health and addiction awareness in the workplace highlighting prevention, respectful representation and challenging stigma; and
- with the Canadian Labour Congress, lobby all levels of government to place an increased focus on mental health care, both acutely and in prevention, to provide the resources necessary to properly address the concern of mental health issues.

RESOLUTION GE: 68 - 2014

THE FEDERATION WILL work with affiliates to campaign for concrete funding linked to the provincial government's stated move to increase health care funding to the community health sector; and

THE FEDERATION WILL initiate a province-wide Community Health Working Group, incorporating affiliates and community coalition partners, with the aim of designing and implementing a coherent, single-issue community health campaign by the end of 2015; and

THE FEDERATION WILL advocate, through the CLC, to the federal government to establish a funded, national, publicly-accountable, home support program with governance.

RESOLUTION GE: 70 - 2014

THE FEDERATION WILL call upon the health authorities, police departments, AID societies and AIDS groups to work together to develop and expand fixed needle exchange sites and safe and supervised consumptions sites.

RESOLUTION GE: 73A COMPOSITE RESOLUTION TO COVER GE: 73-75

THE FEDERATION WILL continue to support the BC Health Coalition (BCHC) and allied organizations intervening to protect public health care in Brian Day's constitutional challenge to Medicare; and, to pressure the BC government to agree to settle the constitutional challenge, only if the settlement terms protect our public health care system.

RESOLUTION GE: 79 - 2014

THE FEDERATION WILL lobby the provincial government and undertake a public campaign to educate British Columbians on the true cost of removing from tree farm licenses, the requirement to mill raw logs in the community they were logged in and continue the 'social contract' that benefitted workers, families, communities and logging companies for decades.

RESOLUTION GE: 80 - 2014

THE FEDERATION WILL lobby the BC government to:

- end the practice of transferring responsibilities to local governments without a sufficient revenue stream;
- provide stable sources of revenue to local governments rather than short-term grants that do not recognize ongoing needs particularly for infrastructure;
- ensure that any cuts in provincial services do not lead to additional costs for local governments; and
- review the funding model for local governments to ensure resources are present to meet the challenges of the 21st century; and

THE FEDERATION WILL ask the Canadian Labour Congress to pursue this initiative at the federal level.

RESOLUTION GE: 81 AMENDED - 2014

THE FEDERATION WILL, through the CLC, lobby the Federal government for all road and bridge fees accumulated as a result of travelling to and from employment or in the performance of work to be tax deductible.

RESOLUTION GE: 84 - 2014

THE FEDERATION WILL lobby the provincial government to hire more probation officers and bail supervisors in order to increase public safety.

RESOLUTION GE: 85 AMENDED - 2014

THE FEDERATION WILL lobby the provincial government to increase the resources and funding allotted to the Ministry of Children and Family Development in order to specifically address the current staffing crisis.

RESOLUTION: GE: 86A COMPOSITE RESOLUTION TO COVER GE: 86-87

THE FEDERATION WILL continue to support the campaign to keep liquor stores public.

THE FEDERATION WILL lobby the provincial government and the Liquor Distribution Branch specifically to open a BC liquor store in the downtown core of Victoria.

RESOLUTION GE: 88 - 2014

THE FEDERATION WILL lobby the provincial government and undertake a public campaign to prevent the erosion of Ministry of Children and Families and other government ministries' programs and the contracting out of services to non-unionized employers.

RESOLUTION GE: 89 AMENDED - 2014

THE FEDERATION WILL, through the Canadian Labour Congress, support the current Coast Guard marine safety network on the BC Coast by lobbying all levels of government to stop the closure of the three Coast Guard Marine Communication and Traffic Services Centres in BC and creating public awareness of the dramatic reduction of Coast Guard resources on the BC Coast.

RESOLUTION GE: 90 - 2014

THE FEDERATION WILL oppose Canada Post's plan to eliminate door-to-door service, to close public postal counters, to drastically increase postage rates and to eliminate good jobs; and

THE FEDERATION WILL, through the Canadian Labour Congress, call on the government to reverse the changes to services announced by Canada Post, and to look instead for ways to increase service and revenues in areas such as postal banking; and

THE FEDERATION WILL call on municipalities to inform the Minister that they want to keep and expand door-to-door delivery.

RESOLUTION GE: 91 - 2014

THE FEDERATION WILL, through the CLC, lobby the federal government to increase Canada Pension Plan benefits, including the Canada Pension Plan disability benefits, including loss of earnings and lifetime pensions.

RESOLUTION GE: 93 AMENDED TO COVER GE: 94

THE FEDERATION WILL educate its affiliates about the effects of the cuts and changes to policy legislation with regards to Employment Insurance; and

THE FEDERATION WILL, through the Canada Labour Congress, pressure the federal government to reverse the cuts to Employment and Social Development Canada.

RESOLUTION GE: 95 TO COVER GE: 96

THE FEDERATION WILL lobby the provincial government to restore library funding back to at least 17.8 million annually from the current stagnant level of 14 million annually it has been since budget cuts in 2009; and

THE FEDERATION WILL lobby to restore the provincial budget line for public libraries as separate from the general education line of the Ministry of Education.

RESOLUTION GE: 97A SUBSTITUTE RESOLUTION TO REPLACE GE: 97-100

THE FEDERATION WILL continue to support the Canadian Labour Congress' efforts to:

- reaffirm support for a fair immigration system that addresses Canada's significant demographic challenges, including an aging population;
- call for the government to provide pathways for current migrant workers to apply for permanent residency or citizenship in Canada;
- call for a full, open and transparent review of the Temporary Foreign Worker Program, including publicly posting the names of all businesses and corporations that hire temporary foreign workers on the government website;
- demand that strong eligibility requirements be put in place for employers seeking temporary work permits;
- call for the federal government to change the Labour Market Impact Assessment (LMIA) process to deal with qualified labour becoming available after the LMIA has been approved;
- call on the federal government to include labour in the LMIA application process;

- demand that employers post the *Employment Standards Act* in all worksites in the migrant workers' own language(s); and
- continue working with affiliates, human rights and community groups to demand full rights for temporary foreign workers and aggressive enforcement against violations of these rights by employers and labour brokers; and

THE FEDERATION WILL ensure British Columbians, particularly young people, women and First Nations, have access to adequate training and apprenticeships to ensure they have employment opportunities first.

**RESOLUTIONS REFERRED TO THE
EXECUTIVE COUNCIL
ADOPTED AT THE MARCH 5, 2015 MEETING**

RESOLUTION ED: 1 AMENDED - 2014

THE FEDERATION WILL lobby the provincial government to change the current system so that private, **for-profit** schools are not subsidized by our tax dollars.

RESOLUTION ED: 3 - 2014

THE FEDERATION WILL demand that the provincial government abandon the flawed K-12 per-pupil funding formula currently in use and work with partner groups, including the labour movement, to develop an adequate, stable and sustainable funding formula for British Columbia's public schools.

RESOLUTION: ED: 4A COMPOSITE RESOLUTION TO COVER ED: 4 AND ED: 7

THE FEDERATION WILL work with affected affiliates to lobby the provincial government and campaign for the restoration of previous funding and for ongoing sustainable funding to public post secondary institutions in British Columbia; and

THE FEDERATION WILL go on record as opposing the government's proposed radical re-engineering plan to either eliminate or drastically reduce its support for a wide range of undergraduate programs and will work with affiliates, student organizations, and supportive community allies to expose the failings of the government's proposed plan and spearhead efforts to draft an alternative that addresses the affordability and access problems that are undermining post-secondary education in BC.

RESOLUTION ED: 5 - 2014

THE FEDERATION WILL endorse the campaign efforts of affiliates in the public post-secondary education system to pressure the BC government to fully restore ESL programs delivered by public post-secondary institutions; and

THE FEDERATION WILL work with those affiliates to mobilize a broader public campaign that includes students and community organizations committed to maintaining affordable, high quality English Language training programs in BC's public post-secondary institutions.

RESOLUTION HR: 1 - 2014

THE FEDERATION WILL, through the CLC, work with Canada's aboriginal communities to ensure that the federal government fulfills its obligations under the *Kelowna Accord*; and

THE FEDERATION WILL, through the CLC, call on the federal government to reverse its shameful position on the UN Human Rights Council declaration on the Rights of Indigenous Peoples.

RESOLUTION HR: 3 - 2014

THE FEDERATION WILL lobby the provincial government to allow people with episodic disabilities to work without deductions or interruption in their disability benefits; and

THE FEDERATION WILL, through the CLC, lobby the federal government to allow people with episodic disabilities to work without deductions or interruption in their CPP disability benefits.

RESOLUTION HR: 4 - 2014

THE FEDERATION WILL demand the Minister of Social Development change income assistance guidelines to eliminate the current requirement of persons with disabilities to receive regular income assistance for a period of one year before being eligible to apply for Persons With Disabilities (PWD) income assistance; and

THE FEDERATION WILL demand that the Minister of Social Development abandon the three-week waiting period for all persons who apply for income assistance, and in particular for persons with disabilities who apply for income assistance.

RESOLUTION HR: 6 - 2014

THE FEDERATION WILL encourage affiliates to negotiate collective agreement provisions that protect workers from discrimination on the basis of gender identity and gender expression; and

THE FEDERATION WILL call upon provinces and territories to amend their human rights codes by including provisions that protect individuals from discrimination on the basis of gender identity and gender expression.

RESOLUTION HR: 8 - 2014

THE FEDERATION WILL lobby the provincial government to fully fund sex reassignment surgeries, hormone treatments and gender transitioning related procedures and develop access to health care services with the ability to approve surgeries in each jurisdiction.

RESOLUTION HR: 9 - 2014

THE FEDERATION WILL, through the Canadian Labour Congress, condemn the federal government policy, lobby Health Canada and work with all political parties to amend the regulations and policies that prohibit men, who have sex with men, from donating blood and make it difficult for them to be bone marrow and organ donors; and

THE FEDERATION WILL partner with social justice organizations to educate about why ostracizing men who have sex with men is discriminatory.

RESOLUTION OH: 5 AMENDED - 2014

THE FEDERATION WILL, through the Canadian Labour Congress, lobby the federal government to ensure that the minimum crew complement ratio remains at the regulated standard of 1:40 of flight attendants to passengers onboard aircrafts, that exemptions cease and that any exemptions that have been granted be immediately withdrawn.

RESOLUTION GE: 5 AMENDED - 2014

THE FEDERATION WILL oppose the expansion of front-end loaded training delivery for Red Seal trades, at this time.

RESOLUTION GE: 9 - 2014

THE FEDERATION WILL encourage affiliates with Red Seal members to bargain funding and ratios for apprenticeships into their collective agreements.

RESOLUTION GE: 10 - 2014

THE FEDERATION WILL lobby the provincial government to commit to Project Labour Agreements with the affiliates; and

THE FEDERATION WILL insist that the provincial government supports apprenticeship training on all LNG Projects.

RESOLUTION GE: 11 AMENDED - 2014

THE FEDERATION WILL contact the responsible government authorities to advise them of the necessity of reinstating the inspection of all trades workers on all job sites, including residential, commercial, industrial, and institutional, to insure that any and all construction work is performed only by qualified ticketed trades journey people and indentured apprentices who have both on-the-job and technical training, thereby insuring that all construction work is completed to industry standards in both a safe, professional, and cost saving manner.

RESOLUTION GE: 13 - 2014

THE FEDERATION WILL advocate for provincial construction standards for green technologies that include the input of organized labour; and

THE FEDERATION WILL advocate that curriculum be developed for the apprenticeship systems and new workers entering industry with an additional curriculum developed to upgrade the current skill set of the existing workforce and a final curriculum be developed to assist those who inspect, design and build energy efficient facilities on the new green standards being established.

RESOLUTION GE: 18 - 2014

THE FEDERATION WILL stimulate a debate among its affiliates as to whether the capitalist system can sustain the ecology and whether a change to socialism is imperative to saving our earth.

RESOLUTION GE: 19 - 2014

THE FEDERATION WILL, through the Canadian Labour Congress, write a letter to the federal government of Canada asking them to impose a ban on the import and sale of sharks and shark products related to the practice of shark finning.

RESOLUTION GE: 21 - 2014

THE FEDERATION WILL again call on the Canadian Labour Congress to renew and undertake its previous resolve to call on the federal government to nationalize the petrochemical industry.

RESOLUTION GE: 25 AMENDED - 2014

THE FEDERATION WILL recommend to Green Jobs BC that they add sustainable fisheries as an area of policy focus to the Green Jobs BC initiative.

RESOLUTION GE: 26 - 2014

THE FEDERATION WILL, through the Canadian Labour Congress, campaign against the de-listing of the Northern Right Whale and Humpback Whale under the *Species at Risk Act*.

RESOLUTION GE: 38 AMENDED TO COVER GE: 23 - 2014

THE FEDERATION WILL publicly denounce the regime of self-regulating the mining industry in BC; and

THE FEDERATION WILL publicly demand increased regulation of the mining industry, including restoring and expanding mine inspectors and inspection; and

THE FEDERATION WILL lobby for the environmental oversight and environmental inspection of mining to be moved under the jurisdiction of an impartial and independent practices board.

RESOLUTION GE: 41 - 2014

THE FEDERATION WILL graciously accept the Vancouver and District Labour Council's forgiveness of this \$9,190.19 debt in the spirit that the original \$50.00 loan was issued in 1909; that is, the spirit of solidarity, collaboration, and a desire for a strong and effective labour movement in BC.

RESOLUTION GE: 42 - 2014

THE FEDERATION WILL lobby the provincial government and local boards of education to ensure that all BC children learn their rights under the *BC Employment Standards Act* as part of the school curriculum; and

THE FEDERATION WILL undertake a campaign aimed at raising British Columbians' awareness of their labour and employment rights.

RESOLUTION GE: 55 - 2014

THE FEDERATION WILL, through the Canadian Labour Congress, call on the federal government to regulate the wireless and telecommunications industry by placing the entire telecommunications industry under democratic control of the Canadian people through the process of nationalization.

RESOLUTION GE: 72 - 2014

THE FEDERATION WILL lobby the provincial government to eliminate the Medical Services Plan premium.

RESOLUTION GE: 76 - 2014

THE FEDERATION WILL on its own, through its affiliates, the CLC and international labour organizations, put on and participate in forums which allow the diverse associations across BC, Canada, and worldwide to exchange ideas in order to develop a strategy and set of tactics that restore the balance between people's rights and governments and corporations.

RESOLUTION GE: 92 - 2014

THE FEDERATION WILL continue to support the campaign to improve the Canada Pension Plan; and

THE FEDERATION WILL work with affiliates to determine whether the BC labour movement should support the creation of a BC provincial pension plan for workers, if the Canada Pension Plan is not going to be expanded.

RESOLUTION LA: 2 - 2014

THE FEDERATION WILL lobby the BC provincial government to extend successorship rights to contract workers who work in the cleaning, food and security services.

**RESOLUTIONS REFERRED TO THE
EXECUTIVE COUNCIL**

**M/S/C “TO VOTE NON-SUPPORT OF THE RESOLUTIONS FROM COMMITTEE
RECOMMENDATIONS”**

AT THE MARCH 15, 2015 MEETING

RESOLUTION OH: 1 – 2014

THE FEDERATION WILL seek out money from WCB to form advocacy groups to assist injured workers in British Columbia.

RESOLUTION OH: 3 - 2014

THE FEDERATION WILL actively demand changes in the composition of the Board of Directors at WCB to include an even number of employer, worker, and public interest representatives.

RESOLUTION OH: 6 - 2014

THE FEDERATION WILL again inform Premier Christy Clark of the necessity for the repeal of Sections 22 and 23 of the *Workers Compensation Act*. The language of the 1993 *Workers Compensation Act* or similar financially sustaining language guaranteeing lifetime pensions of fair and adequate income for permanently disabled workers should then be implemented in the new Sections 22 and 23 of the *Act*.

RESOLUTION OH: 7 - 2014

THE FEDERATION WILL actively advocate for pensions for injured workers that extend the full life of the injured worker and extend to spouses and dependent children.

**RESOLUTIONS REFERRED TO THE
EXECUTIVE COUNCIL**

NOT ADOPTED AT THE MARCH 5, 2015 MEETING

RESOLUTION PA: 2 AMENDED - 2014

THE FEDERATION WILL co-ordinate a campaign and encourage affiliates to engage British Columbians in a consumer boycott of automated check-out machines that replace retail workers.

**RESOLUTIONS REFERRED TO THE
EXECUTIVE COUNCIL
TABLED AT THE MARCH 5, 2015 MEETING**

RESOLUTION GE: 20 - 2014

THE FEDERATION WILL, through the Canadian Labour Congress, lobby the federal government to enact legislation that will eliminate salmon farms in Canada.

ELECTIONS

PRESIDENT:

- Irene Lanzinger, **BCTF**

SECRETARY TREASURER:

- Aaron Ekman, **Unifor**

TRUSTEES:

- Lynette Patton, **COPE 378** (four-year term)
- Steve Ironside, **ILWU 514** (two-year term)
- Terri Van Steinburg, **FPSE** (two-year term)
- Kelly Knox, **HEU** (Alternate)

LABOUR COUNCIL REPRESENTATIVES FOR EXECUTIVE COUNCIL:

Lower Mainland Representatives:

- Brian Harder, **Fraser Valley Labour Council**
- Joey Hartman, **Vancouver & District Labour Council**

Vancouver Island and Sunshine Coast Representative:

- Ellen Oxman, **Nanaimo, Duncan & District Labour Council**

BC Interior Representative:

- John Hall, **Kamloops District Labour Council**

Northern BC Representative:

- Doug Dykens, **Kitimat, Terrace District Labour Council**

EQUITY REPRESENTATIVES FOR EXECUTIVE COUNCIL:

- Paul Croes, **PSAC, LGBT Representative**
- Jennifer Chieh Ho, **PSAC, Workers of Colour Representative**
- Joyce Galuska, **COPE, Aboriginal Workers' Representative**
- Sheryl Burns, **CUPE, Workers with Disabilities Representative**

BCFED STANDING COMMITTEES**CONSTITUTION & STRUCTURE COMMITTEE:**

Tim Armstrong **CUPW**
 David Black **COPE**
 Jim Chorostecki **BCFED**
 Victor Elkins **HEU**
 Walter Gerlach **IAM&AW**
 Amber Hockin **CLC**
 Dusty Kelly **IATSE**
 Ivan Limpright **UFCW**
 Lee Loftus **IAHFIW**
 Scott Lunny **USW**
 Moira Mackenzie **BCTF**
 Gavin McGarrigle **Unifor**
 Keith Reynolds **CUPE**
 John Savage **Unifor**
 Stephanie Smith **BCGEU**
 Monica Staff **UFCW**
 Ron Stipp **CLC**
 Joie Warnock **Unifor**
 Dave Wilson **UFCW**

EDUCATION COMMITTEE:

George Davison FPSE (Chair)
 Paul Albrecht **CUPE**
 Tim Armstrong **CUPW**
 Greg Burkitt **CUPE**
 Jim Chorostecki **BCFED**
 Andy Cleven **IBEW**
 Gwenne Farrell **COPE**
 Martin Fisher **Unifor**
 Jenny Garrels **BCTF**
 Walter Gerlach **IAM&AW**
 Ben Goglin **Unifor**
 Suzanne Hall **BCTF**
 John Henry Harter **SFU**
 Pat Hodgson **FPSE**
 Orion Irvine **CLC**
 Bob Jackson **PSAC**
 Patrick Johnson **UFCW**
 Doug Kearney **Unifor**
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 Gord Lechner **BCFED**

Leila Lolua **HSA**
 Ian Maslin **HEU**
 Lynda Morrice **BCGEU**
 Krista Lee Munro **Unifor**
 Steve Nasby **ILWU**
 Kim Novak **UFCW**
 Jacques Percival **BCFMWU**
 A.D. Al Phillips **UA**
 Joanne Quirk **IATSE**
 Juli Rees **HEU**
 Ruth Scher **CUPE**
 Deb Seaboyer **PSAC**
 Manjit Sidhu **USW**
 Dayna Sykes **USW**
 Gary Teeple **SFU**
 Mervyn Van Steinburg **United Way**

HUMAN RIGHTS COMMITTEE:

Nora Butz UFCW (Chair)
 Michele Alexander **CUPE**
 Bruce Armstrong **UFCW**
 Tim Armstrong **CUPW**
 Monty Bartlett **USW**
 Kari Beppe **BCGEU**
 Christina Brock **IBEW**
 Ardell Brophy **USW**
 Sheryl Burns **CUPE**
 Carlos Carvalho **United Way**
 Wally Chan **UFCW**
 Jennifer Chieh Ho **PSAC**
 Kassandra Cordero **BCFED**
 Paul Croes **PSAC**
 Joyce Galuska **COPE**
 Eliza Gardiner **FPSE**
 Cheryl Gilbert **BCGEU**
 Kathy Hartman **BCTF**
 Natasha Heughan-Tony **IATSE**
 Sean Hillman **FPSE**
 Arnold Horan **Unifor**
 Steve Houston **PSAC**
 Lyndon Johnson **IAHFIW**
 Frank Lee **CUPE**
 Tamara Marshall **TWU**

Agata Matyszczyk **Unifor**
 Sharryn Modder **HEU**
 Earl Moloney **BCGEU**
 Kelly Moon **IATSE**
 Carlos Moreira **Unifor**
 Brian Nasu **UFCW**
 Annie Ohana **BCTF**
 Eileen Ryan **Unifor**
 Mario Santos **Unifor**
 Rick Singh **IAM&AW**
 Sussanne Skidmore **BCGEU**
 Robert Strang **PSAC**
 Angela Talic **ILWU**
 Louella Vincent **HEU**
 Karen Whyte **BCTF**

OCCUPATIONAL HEALTH & SAFETY COMMITTEE:

Dusty Kelly IATSE (Chair)
 Dal Benning **CUPE**
 Paul Bergin **CEU**
 Nicole Biernaczyk **IBEW**
 Romeo Bordignon **ILWU**
 Dan Burroughs **SMWIU**
 Brian Campbell **BCFED**
 Chris Cheung **IAM&AW**
 Ron Corbeil **USW**
 Dave DiMaria **TWU**
 David Durning **HSA**
 Tony Evangelista **UFCW**
 Gwenne Farrell **COPE**
 Jan Florian **BCFMWU**
 Nina Hansen **BCFED**
 Linda Harding **PSAC**
 Ron Hinksman **Unifor**
 Ray Hudon **BCFED**
 Jasmine Hunter **BCTF**
 Tom Jackson **CUPW**
 Brian Leavold **IAFF**
 Gord Lechner **BCFED**
 James Little **PSAC**
 Lee Loftus **IAHFIW**
 Nelson McCabe **Unifor**
 Steve Milne **COPE**
 Sheila Moir **BCGEU**

Mike Nuyens **BCGEU**
 Merrill O'Donnell **BC Building Trades**
 Paul Pelletreau **IAM&AW**
 Ana Rahmat **HEU**
 Laura Snow **CEU**
 Leah Squance **FPSE**
 Russ St. Eloi **UA**
 Bryan Stocking **UA**
 Larry Stoffman **UFCW**
 Josh Towsley **OPCMIA**
 Carolyn Unsworth **HEU**
 Les Veale **USW**
 Shawna Walsh **BCFMWU**
 Michael Wisla **BCTF**
 Vanessa Wolff **CUPE**

POLITICAL ACTION COMMITTEE

David Black COPE (Chair)
 Robert Ashton, Jr. **ILWU**
 Brynn Bourke **BC Building Trades**
 Patrick Bragg **PSAC**
 Colin Brehaut **TWU**
 Brenda Brown **BCGEU**
 Lynn Bueckert **BCGEU**
 Frank Carr **IUOE**
 Tim Cheung **Unifor**
 Summer Crosson **BCFED**
 Trevor Davies **CUPE**
 Robert Demand **UNITE HERE!**
 Bob Dhaliwal **ILWU**
 Cordell Draayers **IAM&AW**
 Stephen Gale **CUPW**
 Walter Gerlach **IAM&AW**
 Glen Hansman **BCTF**
 Brian Harder **USW**
 Janelle Ho-Shing **PSAC**
 Nick Humphreys **PSAC**
 Raj Janjua **Unifor**
 Tania Jarzebiak **CUPE**
 Gord Larkin **BC FORUM**
 Phillip Legg **FPSE**
 Lee Loftus **IAHFIW**
 Scott Lunny **USW**
 Jack MacDermot **BCTF**
 William Macpherson **IAM&AW**

Marcel Marsolais **CUPE**
 Lori Mayhew **COPE**
 Gavin McGarrigle **Unifor**
 Barb Nederpel **HEU**
 Mike Old **HEU**
 John Pesa **IBEW**
 A.D. Al Phillips **UA**
 Frank Pozzobon **UFCW**
 Sharon Prescott **CUPE BC**
 Carolyn Rice **New Westminster & DLC**
 Carol Riviere **HSA**
 Frank Scigliano **ILWU**
 Monica Staff **UFCW**
 Ron Stipp **CLC**
 Fred Svensson **MWBIU**
 Bruce Temple **UFCW**
 Terri Van Steinburg **FPSE**
 Nelson Vega **BCFMWU**
 Brad West **USW**
 Diane Wood **BC FORUM**
 Nathan Woods **Unifor**

Trena Legge **USW**
 Cindy McDonnell **CUPW**
 Kelly Moon **IATSE**
 Christine Morrison **Unifor**
 Sheena Murdoch **CUPE**
 Chantel O'Neill **CLC**
 Susan Orr **COPE**
 Marion Pollack **BC FORUM**
 Sabrina Prada **UBCP/ACTRA**
 Carolyn Rice **New Westminster & DLC**
 Susan Ruzic **BCTF**
 Viji Shanmugha **BCTF**
 Stephanie Smith **BCGEU**
 Lenora Stenersen **Unifor**
 Angela Talic **ILWU**
 Barbara Tetu **UA**
 Deirdre Torrence **BCTF**
 Donna Tremblay **UFCW**
 Virginia Vaillancourt **PSAC**
 Terri Van Steinburg **FPSE**
 Brenda Wagg **USW**
 Michelle Wilson **Unifor**

WOMEN'S RIGHTS COMMITTEE:

Donisa Bernardo **HEU (Co-Chair)**
Joie Warnock **Unifor (Co-Chair)**
 Ticha Albino **IBEW**
 Janet Andrews **IAM&AW**
 Susan Blair **CUPE BC**
 Angela Brathwaite **IAM&AW**
 Brenda Brown **BCGEU**
 Lesley Burke-O'Flynn **FPSE**
 Susan Butler-Gray **IATSE**
 Betty Carrasco **TWU**
 Kassandra Cordero **BCFED**
 Anne Davis **HSA**
 Melinda Driedger **UFCW**
 Michelle Fedosoff **UFCW**
 Joey Hartman **Vancouver & DLC**
 Natasha Heughan-Tony **IATSE**
 Janelle Ho-Shing **PSAC**
 Lori Joaquin **BCGEU**
 Lynnette Kingston **HEU**
 Rysa Kronebusch **COPE**
 Irene Lanzinger **BCFED**

YOUNG WORKERS' COMMITTEE:

Nadia Santoro **Unifor (Co-Chair)**
Stephen Von Sychowski **COPE (Co-Chair)**
 Georgi Bates **USW**
 Charissa Bryant **BCFMWU**
 Ralph Bursey **Unifor**
 Josh Charette **HEU**
 George Christou **UFCW**
 James Coccola **BCGEU**
 Gregory Corbin **CUPW**
 Cody Crick **Unifor**
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 Morgan Curry **UA**
 Caitlin Davidson-King **Unifor**
 David Fleming **CUPE**
 Zaineb Ghlayem **IAM&AW**
 Devin Gillan **UA**
 Travis Harrison **Unifor**
 Shane Kallusky **HEU**
 Deanna Kimball **PSAC**

Kyle Knapton **ILWU**
Laura Lajoie **BCFMWU**
Kari Michaels **BCGEU**
Vanessa Miller **PSAC**
Denise Moffatt **BCFED**
Stuart Neatby **UNITE HERE!**
Kim Novak **UFCW**
Liz Oliphant **PSAC**
Shanee Prasad **BCTF**
Cassandra Sahay **CUPE**
Amandeep Sandhu **USW**
Erin Searle **COPE**
Stephanie Smith **COPE**
Aaron Young **CUPE BC**

**2014
CONVENTION
COMMITTEES**

TOGETHER

GOOD JOBS BUILD A BETTER BC

**56TH CONVENTION
B.C. FEDERATION OF LABOUR**

NOVEMBER 24-NOVEMBER 28, 2014



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Safar Alikhani **COPE**

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Marg Beddis **HSA**

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Connie Buckner **UFCW**

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George Tomlinson **Unifor**

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Crystal Warner **PSAC**

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Hartman Joey Vancouver & DLC

Mayhew Lori COPE 378

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John Christopherson **HSA**

Brian Clark **Unifor**

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Gemma De Jesus **HEU**

Debb Enyinnah **HEU**

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Paul Simpson **CUPE**

Lara Stroud **BCGEU**

Karen Tankard **BCGEU**

Susan Yaciw **PSAC**

RESOLUTIONS COMMITTEE

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Bob Jackson PSAC

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Nina Hansen **BCFED**
Orion Irvine **CLC**
Tania Jarzebiak **CUPE**
Dusty Kelly **IATSE**
Brian Lefebvre **IUOE**
Phillip Legg **FPSE**
Andrea MacBride **Unifor**
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Lori Mayhew **COPE**
Gavin McGarrigle **Unifor**
Jamey Mills **PSAC**
Teri Mooring **BCTF**
Mike Nuyens **BCGEU**
Frank Pozzobon **UFCW**
Mary Rowles **BCGEU**
Joe Shayler **UA**
Tom Sigurdson **BC Building Trades**
Carolyn Unsworth **HEU**
Adam Van Steinburg **IBEW**
Joie Warnock **Unifor**
Brad West **USW**

SERGEANT-AT-ARMS COMMITTEE

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Joanne Quirk, PSAC

Mandi Ayers **HSA**
Heather Barschel **HEU**
Ken Bellows **UFCW**
Bryan Bickley **CUPE**
Geordie Birch **RWU**
Jason Brown **FPSE**
Valentin Cadamia **CUPE**
Brian Campbell **BCGEU**
Korleen Carreras **New Westminster & DLC**
Keith Carson **HEU**
Wally Chan **UFCW**

Brett Chapman **IUOE**
Lisa Crema **HEU**
Cordell Draayers **IAM&AW**
Sherry Earl **UFCW**
Gregory Fjetland **BCGEU**
Joyce Galuska **COPE**
Kathy Grant **HEU**
Randy Grisewood **IUOE**
Nicky Hamilton **BCGEU**
Jennifer Horsley **PSAC**
David Johns **HEU**
Laurie Kirk **COPE**
Jim Knibbs **HEU**
Klaus Kraft **IBEW**
Rysa Kronebusch **COPE**
Kurt Langdon **BCGEU**
Howard Lin **CEU**
Laurence Magtoto **CUPE**
Gordon McGrath **Unifor**
Kathy McMahon **CUPE**
Karen McVeigh **HEU**
Leslie Molnar **FPSE**
Dale Nixon **IBEW**
Keith Parkinson **COPE**
Adele Peters **CEU**
Keith Roenspiess **BCGEU**
Les Rowe **BCTF**
Jim Sadlemyer **Unifor**
Richard Saunders **CSWU**
Roy Scafe **BCGEU**
Shane Scott **IBEW**
Stuart Seifert **BCGEU**
James Sidel **PSAC**
Anil Singh **CUPE**
Binny Sivia **BCGEU**
Robert Starcevich **COPE**
Bryan Stocking **UA**
Ken Turpin **PSAC**
Richard Vollo **North Central LC**
Stacy Wakfer **Unifor**
Ken Waldron **PSAC**
Tom Wiebe **CUPE**

**2014
CONVENTION
DELEGATES**

TOGETHER
GOOD JOBS BUILD A BETTER BC

56TH CONVENTION
B.C. FEDERATION OF LABOUR

NOVEMBER 24-NOVEMBER 28, 2014



TOGETHER GOOD JOBS BUILD A BETTER BC

EXECUTIVE OFFICERS

Val Avery **HSA**
 David Black **COPE 378**
 Lynn Bueckert **BCGEU**
 Brian Cochrane **IUOE 115**
 Laird Cronk **IBEW**
 Robert Demand **UNITE HERE! 40**
 Victor Elkins **HEU**
 Mark Gordienko **ILWU**
 Mark Hancock **CUPE BC**
 Steve Hunt **USW District 3**
 Jim Iker **BCTF**
 Bob Jackson **PSAC AGR**
 Dusty Kelly **IATSE 891**
 Irene Lanzinger **BCFED**
 Ivan Limpright **UFCW 1518**
 Lee Loftus **BC Building Trades**
 Gavin McGarrigle **Unifor**
 Cindy Oliver **FPSE**
 Bonnie Pearson **HEU**
 Karen Ranalletta **CUPE 2950**
 Jim Sinclair **BCFED**
 Stephanie Smith **BCGEU**
 Joie Warnock **Unifor**

EXECUTIVE COUNCIL

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 Tim Armstrong **CUPW**
 Kari Beppe **BCGEU**
 Donisa Bernardo **HEU**
 Susan Blair **CUPE BC**
 Brenda Brown **BCGEU**
 Sheryl Burns **CUPE 1936**
 Nora Butz **UFCW 247**
 Chris Carolan **TNG/CANADA/CWA 30223**
 Andrea Craddock **Campbell River, Courtenay & DLC**
 Cecil Damery **IW 97**

George Davison **FPSE**
 Shelly Ervin **UNITE HERE! 40**
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 Paul Finch **BCGEU**
 Roger Fitzpatrick **SEIU 244 Local 2.on, Branch**
 Walter Gerlach **IAM&AW 250**
 Rav Ghuman **IBEW 213**
 Cheryl Gilbert **BCGEU**
 Glen Hansman **BCTF**
 Joey Hartman **Vancouver & DLC**
 Crawford Hawkins **DGC**
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 Amber Hockin **CUPE BC**
 Michael Hurley **BCPFFA**
 Robin Jones **CUPE BC**
 Jason Karpuk **BCTF**
 Frank Lee **CUPE 1004**
 George MacPherson **MWBIU 1**
 Bob Matters **USW 1-405**
 Lori Mayhew **COPE 378**
 Scott McCannell **PEA**
 Gavin McGarrigle **Unifor**
 Mark Olsen **CSWU 1611**
 Carolyn Rice **New Westminster & DLC**
 Lee Riggs **TWU**
 Mary Rowles **BCGEU**
 Alvin Sanders **UBCP/ACTRA**
 Joe Shayler **UA 170**
 Miriam Sobrino **HSA**
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 Stephen Von Sychowski **COPE 378**
 Brent Voss **South Okanagan Boundary LC**
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 Sandra Wright **CEU**
 Troy Zohner **North Central LC**

DELEGATES**ATU 134**

Geoff Devlin

ATU 1724

Bob Chitrenky

Tyler Felbel

Albert Melenius

BCFMWU

Gregg Dow

Michael McNevin

Nelson Vega

Shawna Walsh

BCGEU

Kathryn Adams

Kiri Adams

Tyler Ahern

Gordon Akerly

Andrea Alföldy

Silke Allard

Gilly Alook

Sonya-Janet Anand

Beverly Anderson

Chris Anderson

Frank Anderson

Shelly Anderson

Cliff Andstein

Ron Anganu

Shelly Appleton

Jennifer Armitage

Jennifer Arnold

Megan Ashbury

Ranj Atwal

Lana Austin

Stefan Babchuck

Cherie Baekkelund

Paul Bains

Janine Balogh

Lorinda Banks

Sharon Bard

Rick Barnett

Cindy Battersby

Will Beale

Beverly Beaurone

Marcel Beerkens

Shawn Bell

Susanne Bellefontaine

Gary Bennett

Kathy Bergman

Mauricio Bermudez

LaVerne Bernier

Rupinder Bhullar

Susan Bird

Chad Blackey

Jason Blackman-Wulff

Fateh Born

Caitlin Boutin

Tina-Marie Bradford

Gloria Brown

Jeff Brown

Jan Brunelle

Crystal Brunet-Laughlin

Claudia Buendia

George Buis

Scott Bumphrey

Linsay Buss

Dan Cahill

Nanette Caldwell

Yvonne Caldwell

Keith Cameron

Brent Camiliari

Brian Campbell

Tammy Campbell

Kelly Carnochan

Diane Carter

Denise Castonguay

Carole Chan

Wayne Chee

David Cherry

Francine Chippeway

Ursula Clark

Mike Clarke

Amena Cleveland

James Coccola

Janice Cochrane

Aleisha Coles

Teresa Collins

MJ Colquhoun

Michael Connolly

CJ Conroy
 Margaret Corcoran
 Vivian Coubarakis
 Dawna Cousens
 Brandon Cox
 Malcolm Crockett
 Daniel Cross
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 Dave Cumming
 Ken Curry
 Matt Damario
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 Sam Dauch
 Stu Davies
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 Emet Davis
 Michelle Davis
 Robert Davis
 Laarni de los Reyes
 Larry Dea
 Cherie Delainey
 Scott DeLong
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 Oliver Demuth
 Jacqueline Denis
 Satinder Dhani
 Dragana Djordjevic
 Paula Dribnecki
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 Andrea Duncan
 Brenda Dunn
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 Cynthia Egli
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 Gale Engstrom
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 Christopher Firstner
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 Theresa Forsythe
 Susanne Foster
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 Judy Fox-McGuire
 Michele Freethy
 Leah French
 Richard Frick
 Erlinda Frijas
 Christine Fuller
 Gayle Furgala
 Brian Gardiner
 James Gareau
 Kris Garneau
 Greg George
 Cameron Gerard
 Glen Gibson
 Jeff Gilchrist
 David Gill
 Raj Gill
 Nancy Gillis
 Shelley Gladstone
 Hank Glover
 Ernie Gorrie
 Souie Gorup
 Ken Grant
 Amanda Greenlay
 Frank Greenlay
 Kelly Grohs
 Mark Guolo
 Kevin Hagglund
 Sonja Haigh
 Gary Hall
 Nicky Hamilton
 Wynn Hartfelder
 Dawn Haward
 Earl Haward
 Lois Hawkes
 Kristina Hayes
 Shelly Haynes-Marrelli
 Mark Hillicke
 Richard Holzapfel
 Louise Hood

Sarah Hossack-Redden
 Colleen Howe
 Kimberlee Howse
 Emily Hunter
 Laurie Irvine
 Chris Jack
 Brent Jackson
 Amanda Jensen
 Lori Joaquin
 Anna Johnson
 F. Andy Johnson
 Faith Johnston
 Jennifer Jordan
 Nebojsa Jorgacevic
 Charlene Kamensek
 Robert Kary
 Russell Katzer
 Kenneth Kay
 Shirley Kay
 Amber Keane
 Robert Keddie
 Flint Keil
 Simon Kelly
 Drew Kingston
 Doug Kinna
 Steve Kitcher
 Katherine Klint
 Troy Knox
 Selena Kongpreecha
 Lexis Kross
 Ho Ying Kui
 Jessica Kuzyk
 Michele Lamontagne
 Brenda Landry
 Kurt Langdon
 Laura Leadbetter-Fuoco
 Thelma-Jean Lee
 Billy Leung
 Donna Leung
 Wei Min Liew-Lafaille
 Heather Lilburn
 Colleen Loguisto
 Danny Loubert
 Linda Lucier
 Ken Macaulay
 Dave MacDonald

Teresa MacDonald
 Kimberlee Macgregor
 Angela Mahlmann
 Earl Maloney
 Katherine Manner
 Deb Marsall
 Roxanne Martel
 Chantel Mather
 Carl Mayer
 Lisa (Lee) McArthur
 Kelly McDonald
 Lisa McDonald
 William McKerrow
 Megan McKinney
 Ian McLeod
 Kelly McNulty
 Brad McVittie
 Peter Mehling
 Russell Metro
 Karilysa Michaels
 Maria Middlemiss
 Chris Mikulasik
 James Moe
 Sheila Moir
 Kim Moldowan
 Marilyn Mons
 Sandra Moran
 Jeff Morgan
 Lucia Morton
 Chris Mullen
 Amir Nazary
 Denise Neigel
 Vicki Nelmes
 Maureen Nelson
 Tiffany Nelson
 Jennifer Newman
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 Kathy Nichols
 David Noble
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 Lea Oliver-Cross
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Mike Orders
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Angie Panoulas
R .Scott Parker
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Tina Pederson
Caitlin Pells
Sharon Penner
Tereena Perfitt
Ralph Perrich
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Terra Plut
Danielle Pohl
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Laurie Proudfoot
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Dean Purdy
Pamela Pye
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Sian Raphael
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Amrita Sanford
Rianne Sarginson
Roy Scafe
Rick Schaeffer
Ilona Schaufler
Patty Schlafen
Ryan Schmid
Adele Schmidt
Mike Schmidt
Leslie Schulze
Jill Karen Schwab
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Shirley Shiagetz
Erin Sikora
Irene Singh
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Binny Sivia
Sussanne Skidmore
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Rory Smith
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Pierre-Andre Sonolet
Jonny Sopotiuik
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Evan Stewart
Ryan Stewart
Keith Stone
Ron Storm
David Streb
Fred Street
Lara Stroud
Sue Stroud
Donna Stubbe

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 Bhajan Tathgar
 Rob Taylor
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 Julie Thacker
 Brandon Thistle
 Sandy Thon
 Kathryn Thorbergson
 Peter Thrift
 Shawna Tolhurst
 Richard Tones
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 Ana Treijs
 Lisa Trolland
 Deki Tsering
 Heather Turner
 Brenda Vaillancourt
 Lance Valcourt
 Barry Vaness
 Sheila Veller
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 Mario Vucinovic
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 Chris Walker
 John Warner
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 Monique Wemhof
 Phil West
 Jaci White
 Michelle Whyte
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 Pamela Willingshofer
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 Dale Wood
 Jodi Woods
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 Guangli Zhang

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 Sue Heuman
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 Jeremy Inscho
 Parween Irani
 Sylvia Jackson
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 Kavan Johal
 Clint Johnston
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 Gurp Mahil
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 Marietta Muna
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 Brenda O'Dell

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 Grant Osborne
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 Dominic Pistor
 Kris Poole
 Petr Pospisil
 Kevin Potvin
 Shanee Prasad
 Sarah Prien
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 Grahame Rainey
 Heidi Ravenel
 Calvin Ravening
 Nigel Reedman
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 Roxann Reid-Rojas
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 Leanne Robertson
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 Donald Rodin
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 Salochna Segrán
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 Mike Silverton
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 Paul Steer
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Darren Storsley
 Tobey Streeves
 Sally Struthers
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 Henry Thiessen
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 Lynda Toews
 Jane Turner
 Sean Turner
 Shaun Van der Hoop
 Christy Van Ieperen
 Glenn Vockeroth
 Kevin Vowles
 Jennifer Wadge
 Carl Walker
 Matt Westphal
 Sarah Wethered
 Robyn Wharram
 Gina Widzinski
 Aimee Williams
 Vicki Willis
 Brian Wilms
 Harry Wong
 Naleen Wong
 Denise Wood
 Kip Wood
 Susan Yao
 Ken Zydyk

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 Brad Dahl
 Trevor Fletcher
 Rob Ricci
 Gregg Turkington

Campbell River LC

Marietta Bippes

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 Ed Dergousoff
 Carole Diaz
 Christine Dimofski

Susan Epp
Noel Gulbranson
Michael Hess
Dawn Ianson
Jennifer Leung
Matt Levy
Howard Lin
Ashley Lough
Debbie Naidu
Deborah Payment
Adele Peters
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Laura Snow

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Safar Alikhani
Scott Arnold
Cenen Bagon
Brad Bastien
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Helen Cameron
Dave Campbell
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Karen Caston
Bobby Chand
Heather Christie
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Trevor Hansen
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Kirsten James

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Cheryl Jones
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Petro Koromvokis
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Lilia Laskov
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Glen MacInnes
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Chuck Chatten
Bruce Ferguson
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Manuel Figueiredo
Eduardo Gomes
Sarina Hanschke
Danny Klein
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Nav Malhotra
Tom Miller
Shelley Moore
Tony Parkinson
Oscar Sanchez
Richard Saunders
Merrick Walsh

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Dierdre Bradshaw
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Cheryl Colborne
Brenda Coombs
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Kamal Gautam
Bill Harper
Lois Holmlund
Craig Hopkins
Rob Jandric
Susan Jansen
Linda Kennedy
Ravina Lal
Rob Limongelli
Ralph Loxterkamp
Duke Mason
Thomas McKean
Renee Milaney
Mike Moore
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Amanda Rogers
Santino Scardillo

Leanne Toderian
Warren Williams
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Peggy Wong

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Josh Berson

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Doug Graham
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Maja Jurcevic
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Cleo Neville
Larry Oakley
Ryan Quast
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Drew Parris
Paul Simpson
Mike Vanderlans

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Gilles Larose

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Jessica Landgraff
Ken Landgraff
Dimitria Tolusso
Carolyn Turpin
Gord Willis

CUPE 387

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Maiggen Dutka
George Habib
Hardeep Maghera
Kathy McLeod

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Greg Burkitt
Joyce Griffiths
Dinesh Kapoor
Laurence Magtoto
Tracey Mathieson
Kathy McMahon
Cindy McQueen
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Rod Smele
Vanessa Wolff
Aaron Young

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Gloria Hershorn
Gary Jarvis
Vania Tse

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Tom Knowles
Stephen Mulgrew

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Gary Campbell

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Blaine Gurrie
Robert Palmer
James Shortman

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Huguette Jacques
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Jeannie Kilby
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Rick Tanaka
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Marcel Marsolais

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CUPE 411

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Harprit Khaira
Madhu Prasad
Sophia Yap

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Jennifer Clarke
Hugh Cullinan
Tamara Laza
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Bobby Clarke
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Colin Askey
Paul Dayson
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Ian Norton

CUPE 498

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Kevin McConnachie

Harry Nott

Clay Suddaby

Kathryn Sutton

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Karen Garrett
Cindy Major

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Don Duncan
Allison Hardman
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Bruce Richardson

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Tricia Cooper
Kelly Dunaway
Rob Griffin
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Stuart Strang
Nimmi Takkar

CUPE 622

Val Silva
Danielle Toth

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George Forsythe
Jason Franklin
Karen Kuxhouse

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Gord Friesen
Ian Hillman
June Kaiser
Ross McLuskie

Bob Paris
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Sophia Salem
Kamran Salmasi
Dennis Stock
Jason Wait

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Lucas Blanche
Valentin Cadamia
Ryan Groundwater
Donald Jackson
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Edward Parsotam
Cassandra Sahay
Justin Schmid
Anil Singh
Graeme Stewart
Janet Szliske
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CUPE 779

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Cameron Eby
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Sherman Hillier
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Tom Manz
Bob Parkinson
Aaron Shapiro
John Strohmaier
Scott Sywake
Shari Thomas
Lorraine Till
James Towle

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Andy Healey
Andrew Ledger
Michael Lupo

Michael McGahey
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Dan Egan
John Louangxay
Eileen Penney
Patti Price
Ian Reade
Jasbir Singh

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CUPE 1285

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CUPE 1570

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CUPE 1622

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CUPE 1698

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Zoe Magnus

CUPE 1760

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CUPE 1816

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Beth Miller
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Johanne Kemmler
Helen Turnquist

CUPE 1908

Kirk Graham

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Cindy Cichecki
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Lucia Rincon
Tanja Siljevic
Carmen Toth

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Jochinski Colin
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Matthew De Marchi
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Carli Hliva
Keenan Hughes
Brett Livingstone

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Mike Bocking

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Kristi Bounegru
Darci Schmid
Gursham Thandi
Lori Watt

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Al Ens

CUPE 2309

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Christina Tolentino

CUPE 2769

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Shehnaz Motani
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CUPE 5101

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CUPE 5523

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Anneke O'Brien
Mark Olsen

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Bill Magri
Tony Rebelo
Randy Stuart
Rob Williams

CUPW Courtenay

David Mills

CUPW Elk Valley

Bernie Podrasky

CUPW Fraser Valley West

Stephen Gale
Coleen Jones

CUPW Golden

Chris Pleasants

CUPW Kamloops

Dale Wereschuk

CUPW Kelowna

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David Klappe

CUPW Nanaimo

Becky Skipsey

CUPW Royal City

Kerisma Vere

CUPW Vancouver

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Aneglito Decena
Luc Julien
Rebekah Mahar
Daniel Perley
Aaron Spires

CUPW Victoria

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Jason Brown
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Laura Chomiak
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Bob Davis
Gillian Dearle
Sarbjit Deepak
John Demeulemeester
Kevin Drager
Tom Friedman
Eliza Gardiner
Lyne Gareau
Pat Hodgson
Mark Kunen
Elena Kuzmina
Raphael Lagoutin
Phillip Legg
Chris Maguire

Helga Mankhof
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 Len Millis
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 Stephen Phillips
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 Tim Walters
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 Melanie Wilke
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 Brian Harder
 David Murray

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 Gerry Gault
 Howard Huntley
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 Julio Alzu
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 Romuel Balayan
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 Shelley Bridge
 Treeva Brown
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 Keith Carson
 Mike Cartwright
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 Monica Chursinoff
 Enrico Clar
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 Kelly Coldwell
 Mairin Couto
 Mark Crawford
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 Gemma De Jesus
 Talitha Dekker
 Mary Ann Desjardins
 Aurora Dolla
 Jonathan Donaldson
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 Janice Dove
 Debbie Dyer
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 Kim Eang
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 Gan Eilene
 Ivy Eriksen
 Maria Fe Infante
 Natalie Fletcher
 Deborah Fraess
 John Fraser
 Laureen Freayh
 Heather French
 Brandi Gademans
 Esme Gard
 Anahita Garman
 Jodi George

Jackie Gerard
 Domenica Giannone
 Kathy Grant
 Judi Griffin
 Nahid Gul
 Kristina Hagen
 Janet Hall
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 Bonnie Hammermeister
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 Robbert Heijnen
 Lynn Holden
 Lydia Houle
 Peter Howell
 Debbie Hoyles
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 Trudy Hulley
 Naomi Inglehart
 Nikki Inouye
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 Becky Jacobson
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 Jim Knibbs
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 Robbin Knox
 Adri Kroll
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 Walter Joseph Kynoch
 Chrystal Latham
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 Darcy Leeworthy
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 Elaine May
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 Adam McClean
 Stuart McCready
 Gina McLane

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 Tanya McRae
 Karen McVeigh
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 Tammy Meise
 Sheila Mennie
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 Maya Mirovski
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 Patti Neufield
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 Ronnie Nicolasora
 Elton Nordmarken
 Heidi Osborne
 Ken O'Keefe
 Marie Pantelis
 Leslie Parker
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 Gino Porco
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 Rene Recuenco
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 Frances Roche
 Randall Rolling
 Suzi Rothenburger
 Valerie Sailer
 Alena Sather
 Scarlet Scheibel
 Lynn Serhan
 Michael Seigny
 Carmella Shields
 Joy Sisson
 Carol Spicer
 Donna Stolk
 Tracy Struck
 Ernie Tanguay
 Donna Thibeault
 Sarah Thom

Dawn Thurston
 Diane Tomei
 Senad Topalovic
 Beverly Trynchy
 Carol Tunney
 Carolyn Joy Unsworth
 Gillian Valentine
 Betty Valenzuela
 Avelina Vasquez
 Osvaldo Villeda
 Louella Vincent
 Ian Walker
 Joanne Walker
 Brenda Whitehall
 Delores Willoughby
 Lisa Wulfhorst
 George Yeulett
 Olga Zavaleta

HSA

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 Ramzan Anjum
 Ann Anstee
 Maureen Ashfield
 Mandi Ayers
 Anita Bardal
 Colette Barker
 Val Barker
 Marg Beddis
 Tonie Beharrell
 Nicole Bishop
 Dennis Blatchford
 Pat Blomme
 Pam Bush
 Carol-Lee Campbell
 John Christopherson
 Cathy Davidson
 Anne Davis
 Dani Demetlika
 Jessica Derynck
 Rosemary Deyagher
 Jenny Fujita
 Fatemah Ghanipour
 Geri Grigg
 Veryan Haid
 Lesley Hammond

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 Denise Harvey
 Nancy Hay
 Karin Herbert
 Alison Hietanen
 Ernie Hilland
 Tilly Hiscock
 Benson Ho
 Derrick Hoyt
 Stephen Hutchison
 Agnes Jackman
 Kathleen Jay
 Adesh Kahlon
 Leah Kawa
 Alka Kundi
 Brenda Kuntz
 Sharon Link
 Bruce MacDonald
 Cathy Magee
 Madhu Maharaj
 Rebecca Maurer
 Pattie McCormack
 Jeanne Meyers
 Janice Morrison
 Anna Morton
 Susan Nelson
 Mandy Nickerson
 Randy Noonan
 Dan Parent
 Allen Peters
 Adam Picotte
 Penny Regier
 Josef Rieder
 Carol Riviere
 Rita Rong
 Gurleen Sahota
 Erin Seatter
 Joe Sebastian
 Christine Singh
 Owen Soroake
 Laura Sworn
 Nancy Tse
 Derek Wong

IAFF 1183

Brian Leavold

IAFF 1271

Saverio LaHanzio
Mike McNamara
Mark McRae

IAFF 18

Gordon Ditchburn

IAFF 323

Rob Lamoureux
Miles Ritchie

IAHFIW 118

Garrett Gronick
Ken Jakobsson
Sigurdson Tom

IAM&AW 16

Brian Bethell
Tanya Canniff
Al Cyr
Ron Fontaine
Marsha Gentile
Leonidas Kokkinis
Donna Kropinak
Lester Lavers
Trevor Naylor
Yovan Ramyeard
Janet Trudell
Igor Vasilev

IAM&AW 1857

Chris Brown
John Humphrey
Bill Macpherson
Alan Zavaglia

IAM&AW 764

Janet Andrews
Angela Brathwaite
Alexi Chubati
Ben Commin
Ed Delaporte
Glenn Girard
Steve Keiser
Beverly Poznachuck

Dale Poznachuck

Angela Schira
Ben Stuiver
Peter Varga
Alan Wheatley

IAM&AW 11

David Betker

IAM&AW 692

Reo Elkin
Dale Gentile
Alastair Haythornthwaite
John McGougan
Amanda Pascizzi
Paul Pelletreau
Donna Pickthall
Roland Sturt-Smith
Andrew Tricker

IATSE 891

Tom Adair
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Duncan Bell-Irving
Thomas Boon
Angela Boyd
Jose Carrillo Mendoza
Gavin Craig
Mitch Davies
James Fantin
Dana Gaudet
Natasha Heughan-Tony
Paul Klassen
Brendan Mckenzie
Kelly Moon
Dominika Nasilowski
Julia Neville
Charles Newson
Joanne Quirk
Tanysha Robinson
Derrick Rockhill
Trevor Storm
Justin Tocher
Robin West

IBB D385

Phyllis Van Rhyn

IBEW 1003

Raymond Keen

Jordan Witham-Carroll

IBEW 213

Patricia Albino

Dan Arseneault

Scott Ashton

Sandra Brynjolfson

Andy Clevon

Dave Craig

Mike Duffels

Jim Dyball

Brandon Dyck

David Ford

Brian Jacobs

Steve Kelly

Jason Lane

Lisa Langevin

Jim Lofty

Ian Lowrie

William Maarsman

Steve Meers

Chris Morrison

Timo Pirhonen

Steve Redey

Len Rousseau

Mandeep Saggu

Jeff Self

Chris Sherman

Greg Steinmann

Adam Van Steinburg

Mervyn Van Steinburg

Ken Wigard

IBEW 230

Cheryl Arseniuk

Chuck Gilbert

Greg Gyorfi

Shane Scott

Alan Sotkowsky

Phillip Venoit

IBEW 258

Jesse Adams

Nicole Biernaczky

Michelle Boudreau

Larry Byhre

Lisa Cardarelli

Chris Carter

Greg Fanning

Carolyn Furler

Justin Gerrard

Rick Gerrard

Dan Giesbrecht

Walter Goodwin

Shaun Greenwell

Brian Gueldenstern

Robert Hamilton

John Heinrichs

Dan Klassen

Klaus Kraft

Ed McEwen

Doug McKay

Jim McKay

John McMinn

Don McNabb

Gerald Pope

Benjamin Receveur

James Romas

Kimberley Sortwell

Cathy Tagseth

Trevor Williams

Regan Yeadon

IBEW 993

Ronald Bourdois

Lorne Fisher

Glen Hilton

Colin Johnson

Dale Nixon

IBT 155

Shawn Henter

Ken Marsden

ILWU 400

Terry Engler

Gary Hagan

Paul Lumsden

ILWU 500

Mark Keserich
Steven Ross
Chuck Zuckerman
Rob Ashton
Tina Brooks
Bill Hoadley
Albert LeMonnier
Antonio Pantusa
Trudie Woodard

ILWU 502

Tom Doran
Tim Farrell
Dan Kask
Kal Uppal
Chrystal Yanoshewski

ILWU 505

Darcy Lesueur

ILWU 514

Steve Ironside
Mike Isinger
Frank Scigliano

ILWU 517

Jeff Marshall
Raymond Tsow

IUOE 115

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William Baron
Art Bergstrom
Brynn Bourke
David Britton
Stan Bruce
Kelvin Campbell
Frank Carr
Steve Carter
Brett Chapman
Gary Coulter
Patrick Crowe
Everett Cummings

Dave De Sousa

Chip Dhaliwal
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Jennifer Graham
Randy Grisewood
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Garry Jabs
Tom Kinnear
Gary Kroeker
Dan Krutz
Brian Lefebvre
Arlene Lindsay
Leonard March
Craig McIntosh
Jim McWilliams
Wayne Mills
John Munro
Malcolm Oliver
Richard Olivier
Bryan Railton
Lionel Railton
Brad Randall
Ian Roberts
Deric Scott
Howard Skinner
Dave St. Jean
Darren Suehsschlaef
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Josh Towsley
Mike Turchyn
Dennis Van Den Hooff
John Vosbough
Dennis Waunch
Pete Zanatta

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Adrian David
Chris Feller
Dan Jajic
Lance Lane
Darryl Westfall

IUOE 963

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Tim Chester
Tim De Vivo
Harjit Khangura

IW 712

Eric Bohne
William Branchfield
Thomas O'Donnell
Thomas O'Neill

IW 97

Laurence Baker
Cecil Damery

Kamloops DLC

John Hall

Kitimat Terrace & DLC

Doug Dykens

MFHIU 3

Michael Carlow
Des Rogers
Ron Wickett

MWBIU 1

Peter Borzillo
Fred Simmons
Fred Svensson

Nanaimo Duncan & DLC

Betty Avaiki
Ellen Oxman
Lucy Oxman

New Westminster DLC

Korleen Carreras

North Central LC

Russ Day
Richard Vollo
Ron Bobowski
Ronn Dunn
Cheryl Stone

PEA

John Foxgord
Brett Harper
Harry Jennings
Frank Kohlberger

Port Alberni DLC

Jim Lockhart

PSAC

Jennifer Anderson
Albert Bevacqua
Paramjyot Bhango
Brian Boughton
Cynthia Brooke
Sandra Bryce
Ron Burton
Nicole De Cambra
Fred Delgiglio
Brian D'Souza
Joanne Foote
Terry Frado
Carmen Fronzo
Rav Garcha
Celia George
Paddy Gibson
David Goodrick
Farwhaha Gurdarshan
Alison Harry
Cliff Henderson
Mirza Hussain
Ben Kendall
Kim Keskinen
Nav Khaki
Ken Krause
Marianne Neill
Mike Old
Mark Pedrose
George Popp
Louise Robinson
Kenneth Than
Marcia Toms

PSAC 20041

Ray Cattell

PSAC 20729

Alex Charles

PSAC 20007 UTE

Patrick Bragg
 Emma Fleetham
 Jayne Johns
 Tracy Shudo

PSAC 20008 GSU

Linda Harding

PSAC 20027 UTE

Jamey Mills

PSAC 20029 UTE

Maggie Humen
 Marion McLarty

PSAC 20030U VAE

Virginia Vaillancourt

PSAC 20040 CEUDA

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 Jessica Kerek
 Trish Martin
 Cheryl Oenema
 Kristin Schnider
 Craig Steinhauser

PSAC 20043 AGR

Bob Kingston

PSAC 20044 AGR

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PSAC 20076 ENV

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PSAC 20088 UNE

Amit Deo
 Steve Houston

PSAC 20095 UPCE

Joannie Hay

PSAC 20147 ENV

Jennifer Chieh Ho
 Jennifer Horsley
 Vanessa Miller
 Susan Yaciw

PSAC 20169 UEW

Stephen Klaver

PSAC 20220 UCTE

David Clark
 Bert Farwell
 Ruby Langan

PSAC 20221 UCTE

Ron Chohan
 Barry Tchir
 Elmer Turcios

PSAC 20378 UNE

Theresa Marion

PSAC 20500 DCL

Bert Plumb
 James Sidel

PSAC 20901 CEIU

Joshua Miller

PSAC 20914

Justin Curran

PSAC 20915 CEIU

Kelly Megyesi

PSAC 20937 CEIU

Shannon Brierley
 Jennetta Foley

PSAC 20938 CEIU

Paul Croes

PSAC 20939 CEIU

Ramona D'Costa

PSAC 20941 CEIU

Julie Bussiere

PSAC 20942 CEUDA

Patty Ducharme

PSAC 20943 CEIU

Sandra Wasilewski

PSAC 20947 CEIU

Christine Walker

PSAC 20949 CEIU

Sargy Chima

PSAC 20960 CEIU

Mandy Chahal

PSAC 20964 CEIU

Luc Guevremont

PSAC 20974 CEIU

Crystal Warner

PSAC 21007 UNDE

Kevin Hunt

PSAC 21008 UNDE

Dwayne Erickson
Ian Wiggs

PSAC 21009 UNDE

Josh Peterson

PSAC 21010 UNDE

Ken Turpin

PSAC 21013 UNDE

Ken Waldron

PSAC 21016 UNDE

Marcelo Lazaro

PSAC 21017

Christine Alpin

RWU 517

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Jared Zazubek

RWU 580

Frank Allison
Geordie Birch
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Rick Janzen
Sukhmeet Kajla
Shawn Lakusta
Chris McCuaig
Mike Molag
Tyler Renney
Gail Watson

SEIU 244

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Blair Smith
John Vogel

SJCIU 9

Richard Lata

South Okanagan Boundary LC

Terry Green
Lynn Kelsey
Greg McGowan

Sunshine Coast & DLC

Shauna Gourlay
Robert Hood
Richard Sauve

TWU

Brett Barden
Colin Brehaut
Jenn Bucholtz
Betty Carrasco
Dave DiMaria
Mike Lucas
Tamara Marshall
Perry Pasqualetto

Karen Phillips

UA 170

Philip Bailey
Jeff Chapman
Morgan Curry
Dale Kisch
Barry Mooney
Bob Olson
Al D Phillips
Al Phillips Sr.
Bryan Stocking
Barbara Tetu
John McKnight

UBCJA 1541

Derrek Autzen
Ken Podgornik

UBCJA 1907

Mike Christensen
Mark Derton

UBCJA 2404

Dan Jillings
Kurt Kashuba

UBCP

Jo Bates
Winnie Hung
Russ Neely
Sabrina Prada
Christine Willes

UFCW 1518

Malik Ahmed
Christine Anderson
Coral Ashe
Daryl Barnett
Elizabeth Barstow
Sue Bayly
Ken Bellows
Chris Bentley
John Bilinski
Debbie Boles
Richard Bonneville

Doug Boychuk
Anthony Bruchesi
Connie Buckner
Rosalia Calla
Debbie Cameron-Fawkes
Ashley Campbell
Marvin Campbell
Anthony Castro
Darrell Causey
Anne Champagne
Wally Chan
Laureen Chand
Fran Christie
Laura Cipolato
Heather Cross
Connie Davis
Valbona (Val) Dervari
Ravi Dhindsa
Karen Domke
Sherry Earl
Rebecca Easley
Melanie Elsener
Tony Evangelista
Michelle Fedesoff
Jessica Fitch
Brad Fordyce
Don Fordyce
Nan Fredericks
Richard Free
Deanne Friesen
Terri-Lynn Geurrero
Amandeep Gill
Jim Grant
Russell Gueco
Raymond Harris
Brett Hodgins
John Howarth
Colleen Inniss
Chritine (Tina) Jameson
Jenny Jiang
Brad Johnson
Rory Johnston
Rose Johnston
Alex Kae
Justin Koh
Steve Kun Lee

Gerry Labelle
 Danette Lankmyer
 Gord Larkin
 Raymond Lau
 Courtney Lavoie
 Andrew Leah
 Ivan Leung
 Jacqueline Lowe
 Felix Ma
 Eva MacAllister
 Jason Mann
 Megan (Simka) Marshall
 Kaci Martens
 Jodi Matheson
 Adam Matran
 Chris McDonald
 Britaneigh McIntosh
 Erin Miller
 Mary-Anne Misura
 Samanth Monckton
 Erin Moore
 Linda Morrow
 Terry Muirhead
 Joy Myles
 Brian Nasu
 Dayna Nicoll
 Kim Novak
 Rose Olson
 Steve Orcherton
 Connie Oxales
 Sarah Parnettll-Jones
 Andrea Piccioni
 Dave Porteous
 Mike Porteous
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 Jodie Prentice
 Shireen Ramsdell
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 Robin Rauhala
 Dale Robertson
 Brittany Roche
 Matt Rose
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 Eleanor Smith
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 Larry Turner
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 Jennifer Vecchio
 Bruce Viage
 Niska Vollert
 Michelle Whidden
 Jeff Wiley
 Dave Wilson
 Reno Wong
 Derek Woo
 Cathy Wutke
 Emily Zheng
 Jeff Zhou

UFCW 247

Christine Abbott
 Silvia Ashleigh
 Rafael Barrera
 Stephen Borgen
 Fatima (Tima) Burgess
 Shane Dawson
 Nolan Eddy
 Jackie Fentie
 Dave French
 Dan Goodman
 Bruce Jackson
 Ivana Kecman
 Ximena Mastrodonato
 Emerson Mayer
 Cheryl McDaniel
 Kelly McGillivray
 Heather McLaverty
 Charles Pratt

John Sabeau
Eric Seto
Cathy Shannon
Dawn Stevenson
Sophy Tung
Lena Wosnack
Susan Campbell
Susan Espin
Guy Fraser
Debbie Harvie
Johnny Khakh
David Mowatt
Dean Patriquin
Mike Rose
Kim Rowe
Tom Szabo
Brian Taylor

Unifor 1
Federico Carvajal

Unifor 10-B
Daryl Moen

Unifor 111
Ruth Armstrong
Dil Aulakh
Rene Bourdin
Mat Bursey
Randy Gorman
Raj Janjua
James McCabe
Carlos Moreira
Bill Muirhead
Krista Lee Munro
Raj Purewal
Wendy Ratcliffe
Kirk Rockwell
George Tomlinson
Michelle Woods
Nathan Woods

Unifor 1115
Sandra Brice
Peter Smith
Cody Crick

Unifor 1119
Noel Collins
Rob Giroux
Bruce McNevin
Don Rheaume

Unifor 1133
George Gidora

Unifor 114
Angela Adams
Robert Ages
Patty Barrera
Ian Boyko
Jerry Burns
Mark Cameron
Gavin Davies
Karen Dean
Scott Doherty
Bill Gaucher
Kevin Hancock
Stuart Laidlaw
David Lane
Vince Lukacs
Gordon McGrath
Sandi McManus
Peter McQuade
Jim Sadlemyer
Mario Santos
Gord Sheppard
Bruce Snow
Susan Spratt
Cathy Walker
Barbie Zipp
Karen Mayrs

Unifor 1928
Louis Acker
Jim Britton

Unifor 2000
Susan Croll
Kerri Fisher
Jenny Garrels
Anne Guthrie Warman
Richard Hoover

Sarbinder Lalli
Andrea MacBride
Nancy Nickerbocker
Kerry Richardson
Patti Turner

Unifor 2002

Mark Misic
Laura Neil
Tim Cheung
Simon Lau
Ross McConkey
Luis Melendez
Fred Whiting

Unifor 2006

Paul Johal
Paul Uppal

Unifor 2182

Allan Hughes

Unifor 2200

Paul Burritt
Jeff Cusker
Joe Elworthy
Travis Harrison
Leanne Marsh
Mike Smith
Curt Toolsee

Unifor 2301

Don MacLeod
Paul McKane
Jose Pires
Sylvia Simpson

Unifor 2303

Debbie Noseworthy
Richard Kendrick

Unifor 3000

Shanna Abonitalla
Paramjit Birak
Caitlin Davidson-King
John Ehinger

Kathy Hartman
Doug Kearney
Larry Kuehn
Ron Mill
Ellen-Marie Moreira
Marianne Neil
Susan Ruzic
Chris Stewart
Chad Stroud
Robyn Trask
Jean Van Vliet
Stacy Wakfer
Mike Wisla
Bobbie Yalowica

Unifor 3000

Luiz Fontanezzi
Neil Monckton

Unifor 3019

Brian Clark
Chris Widner

Unifor 333

Terry Dosanjh
Mike Galego
Tim Robins
Ben Williams

Unifor 4275

Dave Boros
Roy Klein
Debra Elless
Denise Weideman

Unifor 4276

Toby Gabriel
James Griffin
Patty Ross

Unifor 433

Jacquie Janum
Brent Reid
Otto Wittenberg

Unifor 456

Janine Brooker
Nina Dhillon
Chris May

Unifor 464

Jack MacDermot

Unifor 465

Nadia Santoro

Unifor 466

Scott Rush
Bryce Viitanen

Unifor 467

Aaron Ekman
Melissa Moroz

Unifor 468W

Bob Wilson

Unifor 514

Karen Cooling
Bill Kerr
Don Vye

Unifor 525G

Edward Geppert

Unifor 592

Travis Goodyear

Unifor 601

Dave Code
Cam Juzda
Wayne Westcott

Unifor 603

Rick Corrigan
Andy Duperron
Blair Westgaard

Unifor 686

Randy Cyr
Susan Fonseca

Unifor 76

Mike Rumley
Brett Vizzutti

Unifor 862

Randy Jorgenson

Unifor UFAWU

Nick Carr
Don McBain

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Naden Abenes
Rachel Adams
Harley Augustino
Robert Bader
Rey Balce
Christina Bencze
Velvet Brown
Octavian Cadabeschi
Fe Casas
Pat Cataban
Zailda Chan
Raul Cruz
Daniel Denis
Roger Deseo
Richard Dietl
Lorrie Dyer
Alberto Eng
Cyndi Eng
Heather Flatt
Roger Gibson
Teresita Gonzales
Gulzar Grewal
Louie Guevarra
Dave Hendry
Larry Jandu
Jimmy Khan
David Klainbaum
Cecilia Laano
Lisa Larson
Joe Leong
Karla MacIntyre
Dianne Melville
Leine Neilsen

Swathi Nirmal
 Surinder Owan
 Ernina Oxida
 Bruna Padularosa
 Noy Paguio
 Leniza Patricio
 Jim Pearson
 Margaret Prieston
 Ferdinand Ramos
 Brendan Riggs
 Abraham Rodriguez
 Chris Sano
 Mekedes Senbete
 Shadyar Shirmast
 Ben Shockey
 Teresa South
 Tim Stanway
 Fortunado Tica
 Thien Tran
 Michelle Travis
 Rocio Vasquez
 Karen Whyte
 Fipe Wong
 Anthony Ye

USW 1-85
 James Greenard
 Monty Mearns
 Rick Neuwirth
 Dale Oberg
 Ron Corbeil

USW 1-417
 Kevin Fraser
 Mike Iaccino
 Paul Petchnick
 Karen Wilson

USW 1-423
 Katie Crane
 John McKnight
 Joanne Sheridan
 Ian Truesdell

USW 1-424
 Sean Ball

Tawinder Dhak
 Frank Everitt
 Sylvain Minville
 Brian O'Rourke
 Joey Santos
 Dayna Sykes
 Jessie Uppal

USW 1-1937
 Brian Butler
 Fred Girling
 Byron Howard
 Janis Howard
 Sarah Konig
 Wilf McIntyre
 John Mountain
 Rick Nelson
 Kay Noonan
 John Radosevic
 Shelley Siemens
 Rick Wangler
 Gary Wong
 Scott Lunny

USW 480
 Steve Como
 Leigh Creegan
 Kyle Jorgensen
 Karen McRae
 Gord Menelaws
 Ken Toth

USW 816
 Earl Graham

USW 898
 Alvin Lukinchuk

USW 2009
 Karen Adams
 Joanne Banfield
 Tony Calla
 Adele Earwalker
 Barry Hodson
 Pat Junnila
 Cindy Lee

Shelley Lockhart
Michelle Michaichuk
Steve Milne
Kim Smith
Cathy Vogel
Monty Bartlett
Pablo Guerra
Jim Kilty
Michelle Laurie
Trena Legge
Scott McRitchie
Peter Peats
Hans Raagner
Manjit Sidhu
Les Veale

USW 7619

Yudon Garie
Randy Gatzka
Colleen Jones
Doug Jones
Carole Landry
Richard Landry
John Weir
Garie Yudon

USW 7884

Sergio Arrambide
Oralia Casso

Napoleon Gomez
Patrick Johnson
Dorothy Lampshire
Mona Sykes
Brad West

USW 9346

Thomas Hunt
Jeff Laurie
Glenn Pollock
Kim Pollock
Nick Howard
Steve Kallies

USW 9705

Jeff Davis
Marty Gibbons
Andrew Radzik

Vancouver & DLC

Murray Martin
Louise Sloan

Victoria LC

Stan Dzbik
Darlene Gallant

West Kootenay LC

Sean Smith

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Jim Sinclair **President**

Irene Lanzinger **Secretary-Treasurer**

Rafael Anderson **Bookkeeper Assistant**

Dianne Baker **Administrative Assistant**

Sylvia Brow **Administrative Assistant**

Judy Cavanagh **Director**

Jim Chorosteck **Executive Director**

Kassandra Cordero **Director**

Summer Crosson **Director**

Ingrid Ericson **Bookkeeper Assistant**

Judi Fillion **Administrative Assistant**

Nina Hansen **Director**

Deanne LaRocque **Operations Manager**

Sian Madoc-Jones **Director**

Jaime Matten **Director**

Kate McGrath **Executive Assistant**

Denise Moffatt **Director**

Susan Orr **Executive Assistant**

Maria Peralta **Executive Assistant**

Kelly Smith **Administrative Assistant**

Carole Sundin **Office Manager**

Kelly West **Administrative Assistant**

Shayla Williams **Bookkeeper**

Marisha Zuckerman **Executive Assistant**