

TOGETHER
GOOD JOBS BUILD A BETTER BC



56th
CONVENTION
NOVEMBER 24-28, 2014



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56TH CONVENTION November 24–28, 2014

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O Canada

O Canada! Our home and native land!
True patriot love in all thy sons command.
With glowing hearts we see thee rise,
The True North strong and free!

From far and wide, O Canada,
we stand on guard for thee.
God keep our land glorious and free!
O Canada, we stand on guard for thee.
O Canada, we stand on guard for thee.

Solidarity Forever

When the Union's inspiration,
through the workers' blood shall run,
There can be no power greater
anywhere beneath the sun.
Yet what force on earth is weaker
than the feeble strength of one?
For the Union makes us strong.

CHORUS

Solidarity forever!

Solidarity forever!

Solidarity forever!

For the Union makes us strong

It is we who ploughed the prairies,
built the cities where they trade,
Dug the mines and built the workshops,
endless miles of railroad laid.
We shall never stand outcast from
all the wonders we have made,
For the Union makes us strong.

CHORUS

They have taken untold millions,
that they never toiled to earn,
But without our brain and muscle,
not a single wheel could turn.
We can break their haughty power,
gain our freedom when we learn
That the Union makes us strong.

CHORUS

We are the women of the union,
we have just begun to fight.
We have learned of women issues,
we have learned of women's rights.
We no longer will tolerate injustices and wrongs,
For the Union makes us strong.

CHORUS

In our hands is placed a power
greater than their hoarded gold,
Greater than the might of armies
magnified a thousand fold.
We can bring to birth a new world
from the ashes of the old
For the Union makes us strong.

CHORUS

Rules of Order

THE RULES OF ORDER OF BUSINESS GOVERNING THE CONVENTION SHALL BE:

1. The President or, in his/her absence or at his/her request, an Executive Officer, shall take the Chair at the time specified at all regular and special Conventions. In the absence of both the President and the designated representative, a Chairperson shall be chosen by the Executive Council.
2. There will be "no smoking" in the Convention hall.
3. No question of a sectarian character shall be discussed.
4. When a delegate wishes to speak, he/she shall proceed to one of the microphones provided for this purpose. When recognized by the Chairperson, the delegate shall give his/her name and the organization he/she represents and shall confine his/her remarks to the question at issue. A delegate wishing to speak in favour on a particular resolution must speak at a mike labelled "Pro". A delegate wishing to speak against the resolution must speak from a mike labeled "Con".
5. Speeches shall be limited to 3 minutes.
6. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
7. A delegate shall not interrupt another except to call a point of order or for a question of privilege.
8. If a delegate is called to order, the delegate shall, at the request of the Chair, take his/her seat until the question of order has been decided.
9. Should a delegate persist in unparliamentary conduct, the Chairperson will be compelled to name the delegate and submit his/her conduct to the judgment of the Convention. In such case, the delegate whose conduct is in question, shall explain, then withdraw, and the Convention will determine what course to pursue in the matter.
10. When a question is put, the Chairperson, after announcing the question, shall ask: "Are you ready for the question?". If no delegate wishes to speak, the question shall be put.
11. Questions may be decided by a show of hands, or a standing vote on the basis of one vote per delegate. A roll call vote may be demanded by one-third of the delegates present.
12. In the event of a roll call vote, such vote shall be conducted in accordance with the Canadian Labour Congress Constitution: i.e. one delegate, one vote.
13. Two delegates may appeal the decision of the Chair. The Chairperson shall then put the question thus: "Shall the decision of the Chair be sustained?". The question shall not be debatable except that the Chairperson and the challenger may make an explanation for their decision.
14. The Chairperson shall have the same rights as other delegates to vote on any question. In case of a tie vote, he/she shall cast the deciding vote.

15. When the previous question is moved, no discussion or amendment of either motion is permitted. If the majority vote that "the question be now put", the original motion has to be put without debate. If the motion to put the question is defeated, discussion will continue on the original motion.
16. Committees may combine resolutions or prepare a composite to cover the intent of the question at issue. Reports of Committees are not subject to amendment except such as is acceptable to the Committee, but a motion to refer back to the Committee for reconsideration shall be in order.
17. A delegate shall not move a motion to refer back after he/she has spoken on the question at issue.
18. A motion to refer back is not debatable and, when properly seconded, the question shall be immediately put to the Convention.
19. If the report of a Committee is adopted, it becomes the decision of the Convention. If defeated, it may be referred back to the Committee for reconsideration.
20. When a question is pending before the Convention, no motion shall be in order except to refer, for the previous question, to postpone for a definite time. If any of the foregoing motions is negated, it cannot be renewed until after an intermediate proceeding.
21. A motion may be reconsidered provided the mover of the motion to reconsider voted with the majority and notice of motion is given for consideration at the next sitting, and said notice of motion is supported by two-thirds of the delegates qualified to vote.

22. The Executive Council is empowered to establish the hours of the Convention.
23. In all matters not regulated by these Rules of Order, Bourinot's Rules of Order shall govern.

ALTERNATE DELEGATE STATUS

- An alternative delegate replaces a regular delegate.
- If an alternate delegate is replacing a regular delegate, the regular delegate must present his/her badge to the Convention office before the office can issue an alternate badge to the replacement. The regular delegate and his/her replacement (alternate) delegate will not be on the floor at the same time.
- If different alternate delegates are attending each day for a union, the same procedure is followed. Each alternate delegate must turn their badge into the Convention office if they are not returning the following day. Alternate delegates, once they have replaced a regular delegate, have full voice and vote.

VISITOR STATUS

- Visitors are welcome to attend Convention. They have no voice or vote and are not allowed on the Convention floor.

Statement on Harassment

THE FOLLOWING STATEMENT WILL BE READ AT THE COMMENCEMENT OF ALL BC FEDERATION OF LABOUR CONVENTIONS AND CONFERENCES:

Solidarity is the foundation of the labour movement.

Any conduct which undermines that solidarity, which undermines the dignity of our fellow members, and prevents us from achieving our goals.

Sexual harassment and harassment based on religion, race, sexual orientation or other grounds, contradict the words of equality and justice that we so often use in our resolutions and speeches.

As long as we tell sexist and racist jokes, or indulge in behaviour that degrades women, gays and lesbians, visible minorities or other groups, they will never be able to participate fully in the labour movement or claim their place as equals in our society.

Harassment can include comments, slurs and jokes about sex, race, religion, sexual orientation, disability, ethnic or national origin.

It can include displaying degrading or pornographic pictures or graffiti and, in the case of sexual harassment, includes unwanted physical contact or sexual demands.

If you experience harassment here or at any Federation event, do not feel you have to put up with it — let us try to resolve the problem.

There is a simple process to follow.

1. Contact the Ombudsperson appointed for the duration of the event. At Convention, you can contact them by approaching any Federation staff member or Officer, or you can leave a message for the Ombudsperson at the Convention office.
2. The Ombudsperson will investigate and try to resolve the problem. They may take any action required to stop the harassment and may ask that the harasser be removed from the event.

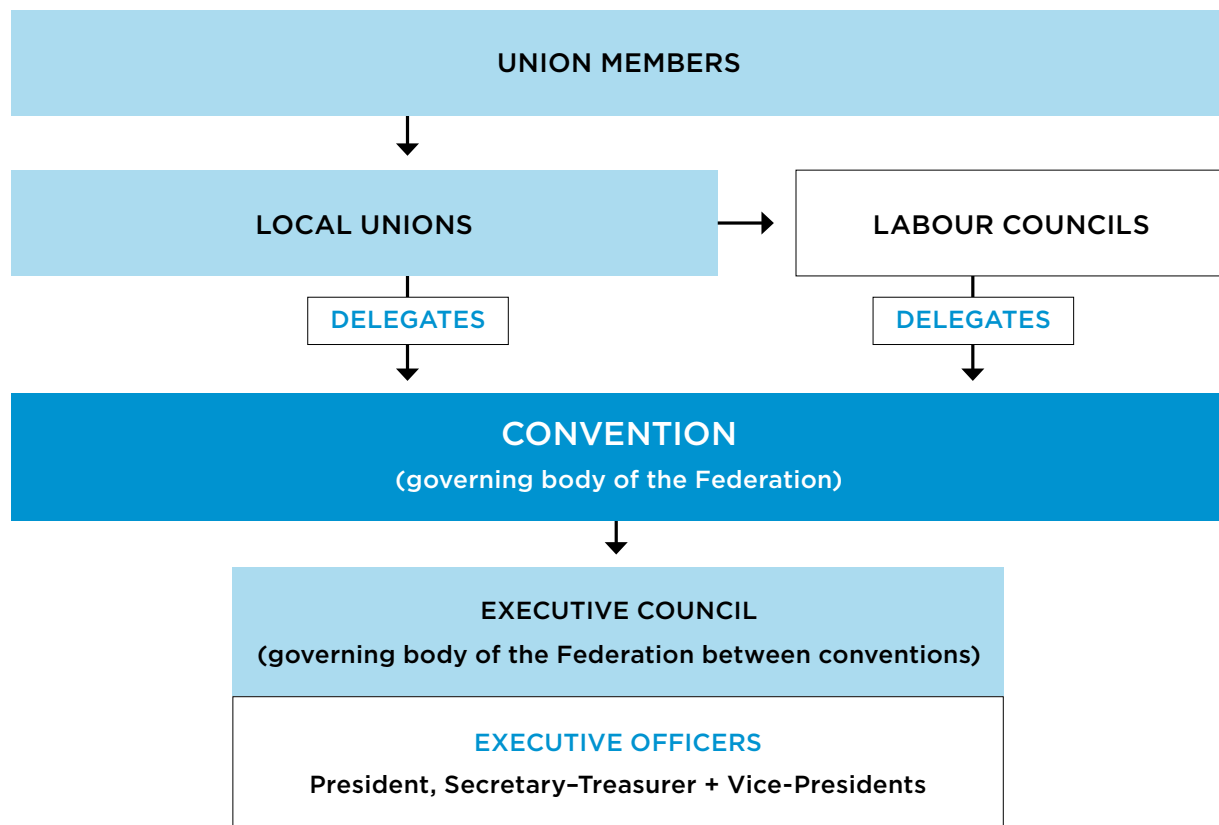
Confidentiality will be respected throughout the process.

The purpose of this statement is to make it clear — there is no room for harassment at Federation events. We do not condone it, and we will not tolerate it.

We want our events to be harassment-free so they reflect the trust, cooperation and respect required for solidarity.

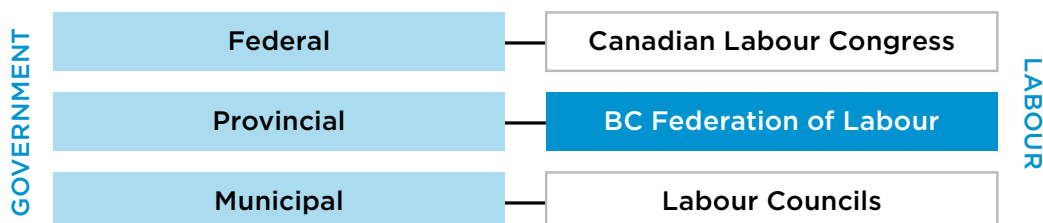
New Delegates Guide

FEDERATION STRUCTURE

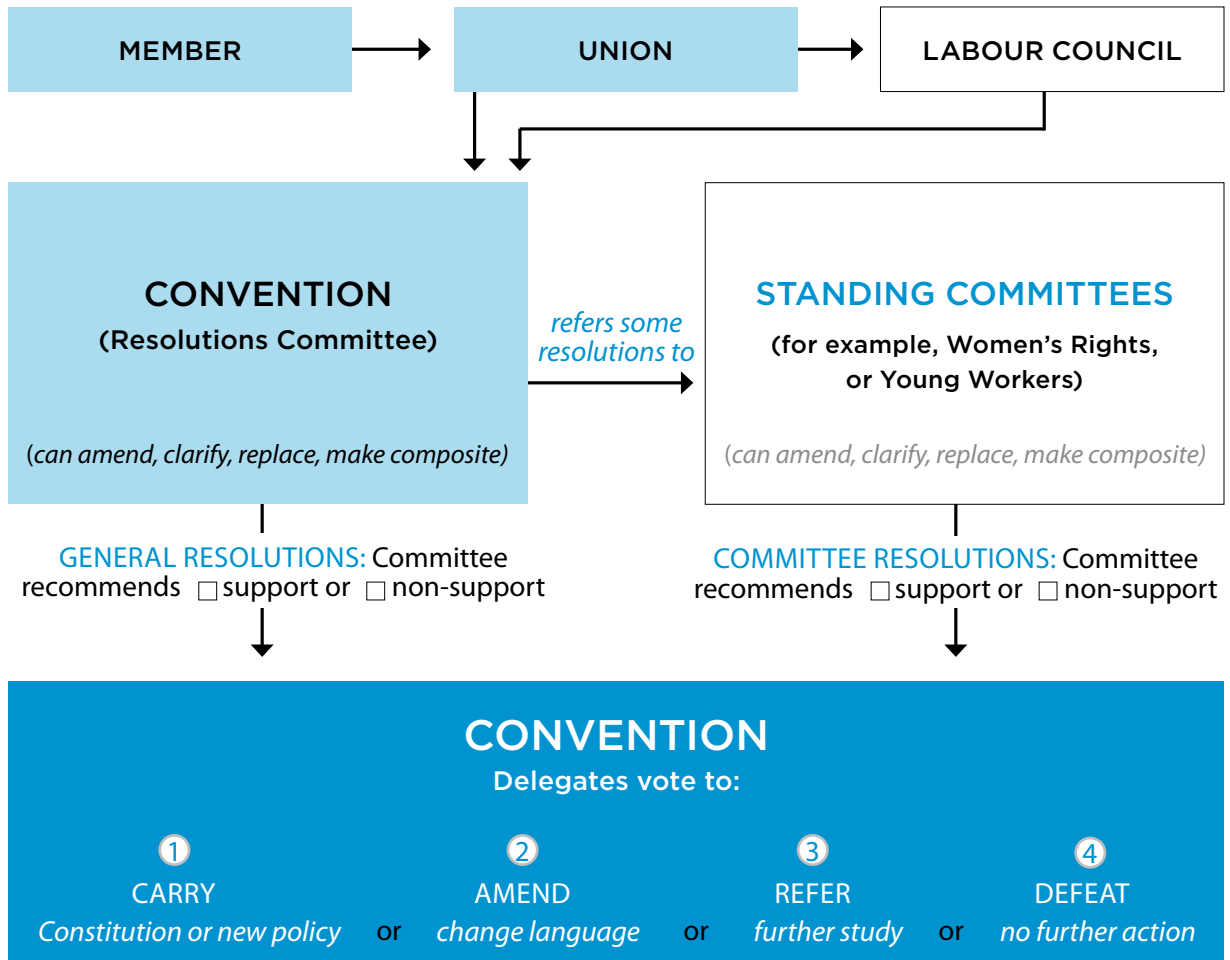


LABOUR MOVEMENT STRUCTURE

The labour movement is organized on the national, provincial and local levels, similar to government.



RESOLUTIONS FLOW



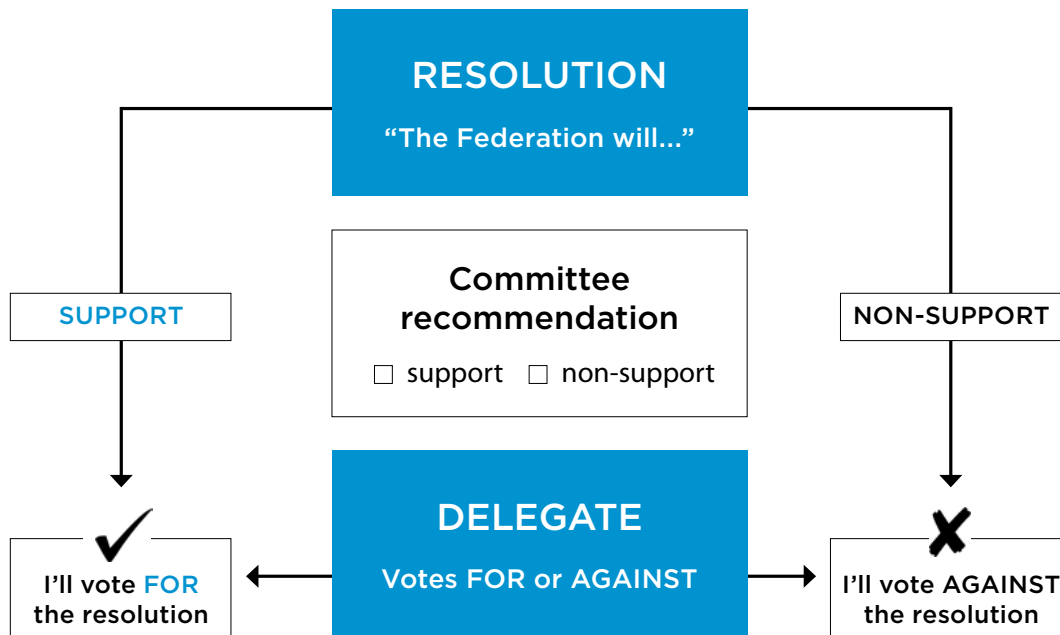
When resolutions are sent to the BC Federation of Labour, they become the property of the Convention and are processed by the Resolutions Committee. The Convention refers resolutions to Committees upon recommendations of the Resolutions Committee.

The resolutions referred to particular committees pertain to their area. Committees may amend, form composites, prioritize, and finally decide to support or not support each resolution.

When a resolution is presented to the Convention, delegates are informed whether the committee supports the resolution.

Delegates then vote in favour or not in favour of the resolution.

VOTING ON RESOLUTIONS



Once all delegates' votes are counted, the resolution is then

☐ carried *or* ☐ defeated

CHANGING RESOLUTIONS

AMENDMENTS

Amendments are made by the committee processing the resolutions. Amendments can also be made on the floor of the Convention. To amend a resolution, the Convention must pass a motion to amend the resolution

COMPOSITE RESOLUTIONS

Often several resolutions are submitted on the same subject calling for a similar action. Rather than pass or adopt each resolution individually, a composite is written, which includes the major points of each resolution. In many instances, the resolution is actually better than any one resolution because it includes the good points of all resolutions.

MOTION TO REFER

Resolutions are referred back to the committee for further study or clarification. Resolutions are referred to the Executive Council because of time constraints, or because the subject is of major significance to the labour movement and requires more investigation.

SAMPLE COMPOSITE RESOLUTIONS

These resolutions from the Federation's history show how composite resolutions work. They were submitted to the 32nd Convention in 1987, and were merged by the Resolutions Committee. (All "Because's" have been left out, so the original resolutions include just "The Federation will..." like in the final resolutions that appear in the Convention's *Summary of Proceedings*.)

RESOLUTION L-50

The Federation will continue to support the South African people's struggle to end apartheid; and

The Federation will once again call on the Canadian government to impose comprehensive political, social and economic sanctions against the apartheid government of South Africa; and

This 32nd Annual Convention of the BC Federation of Labour joins with the rest of the labour movement to call for the boycott of Shell Oil Company and its products.

—Carpenters Local 452

RESOLUTION L-51

The Federation will:

1. Again call on the federal government to enact full comprehensive sanctions against South Africa;
2. Renew its call for the immediate release of all political prisoners, including Nelson Mandela; and
3. Again encourage affiliates to refuse to handle goods destined for, and from, South Africa and to negotiate contract language to secure this right.

—Prince Rupert & District Labour Council

RESOLUTION L-52

The Federation will express our full solidarity with the United Democratic Front and the African National Congress in their just struggle to overthrow the apartheid regime by all forms necessary; and

The Federation will demand political and economic sanctions against the apartheid regime by the Canadian government; and

The Federation will, in consultation with affiliates, will co-ordinate labour action in protest of trade with South Africa, including boycotts and other measures against South African products on sale in BC.

—Marine Workers' & Boilermakers' Union, Local 1

COMPOSITE RESOLUTION AMENDED TO COVER L-50, L-51 AND L-52.

The Federation will re-affirm our support for the South African people's struggle to end apartheid; and

The Federation will express our full solidarity with the United Democratic Front and the African National Congress in their just struggle against the apartheid regime; and

The Federation will endorse the Canadian Labour Congress' continued call on the Canadian government to impose comprehensive political, social and economic sanctions against the apartheid government of South Africa; and

The Federation will, through the Canadian Labour Congress, will demand the immediate release of political prisoners, including Nelson Mandela; and

The Federation will encourage all affiliates to refuse to handle goods destined for or received from South Africa, and to negotiate contract language to secure the right to refuse; and

The Federation will, in consultation with affiliates, co-ordinate labour action in protest of trade with South Africa, including the Shell Oil boycott and other measures to stop the sale of South African goods in British Columbia.

RESOLUTION L-72

This 32nd Annual Convention of the BC Federation of Labour demands the moratorium (on petroleum exploration on the west coast) be maintained until proponents of exploration and production satisfy the people of BC, through a formal public inquiry, that such activity is acceptable.

— UFAWU Locals 1-99

RESOLUTION L-73

The BC Federation of Labour will call on the provincial government to retain the moratorium on offshore drilling leases.

— Prince Rupert Amalgamated
Shoreworkers & Clerks Local 1674

COMPOSITE RESOLUTION AMENDED TO COVER L-72 AND L-73

This 32nd Annual Convention of the BC Federation of Labour demands the moratorium on petroleum exploration on the west coast be maintained until proponents of exploration and production satisfy the people of BC, through a formal public inquiry, that such activity is environmentally sound.

RESOLUTION F-6

This 32nd Annual Convention of the BC Federation of Labour goes on record as being opposed to the provincial government's proposed legislation to gain financial control of WCB funds; and

The Federation will:

1. Call on the provincial government to adopt the restructuring of the WCB as proposed by the BC Federation of Labour;
2. Send letters to the Minister of Labour and WCB Chairman protesting the WCB's assessment credit program; and
3. Express our lack of confidence in WCB Chairman Jim Neilsen.

— Carpenters Local 452

RESOLUTION F-8

This 32nd Annual Convention of the BC Federation of Labour totally opposes the move to release control of funds which were set aside for future liability to the provincial government.

RESOLUTION F-7

This 32nd Annual Convention of the BC Federation of Labour condemns the \$99.3 million kickback to those selected BC employers; and

The Federation will demand the recovery of this money.

— IWA-Canada on behalf of Local Unions Nos.
1-71, 1-80, 1-85, 1-118, 1-217, 1-357, 1-363, 1-367,
1-405, 1-417, 1-423, 1-424, and 1-425

COMPOSITE RESOLUTION AMENDED TO COVER F-6, F-7 AND F-8

The Federation will go on record as being opposed to the provincial government's proposed legislation to gain financial control of WCB funds; and

The Federation will send letters to the Minister of Labour and the Worker's Compensation Board Chairman protesting the \$99.3 million kickback to selected B.C. employers; and

The Federation will express the lack of confidence of our members in WCB Chairman Jim Neilsen; and

This Federation will call on the provincial government to adopt the proposal of the BC Federation of Labour to restructure the Workers' Compensation Board recover the \$99.3 million and use it to establish workers' health and safety centres.

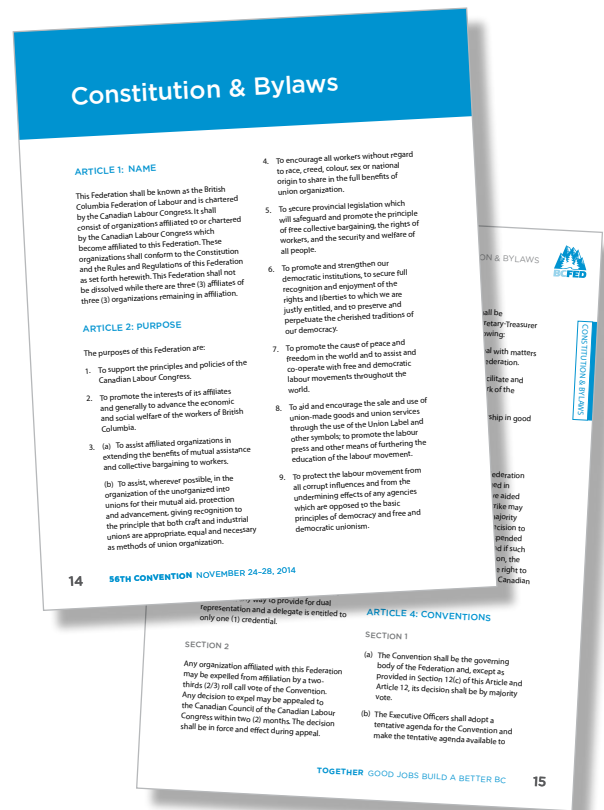
QUICK REFERENCE TO THE BCFED CONSTITUTION

CONVENTION

- Governing body of the Federation:
Article 4, Section 1
- During November whenever possible:
Article 4, Section 2
- 90 days notice required:
Article 4, Section 2
- Delegates based on average per capita payment: Article 4, Section 4
- Delegate entitlement formula:
Article 4, Section 4
 - 1 for 100 or less members, plus
 - 1 for additional 150 members
- Labour Council delegates:
Article 4, Section 4
- Credentials must be sent out 60 days prior: Article 4, Section 5
- Credentials Committee to rule on credentials: Article 4, Section 9
- Quorum is 1/4 of delegates:
Article 4, Section 14

RESOLUTIONS

- Must be received 60 days prior in paper or electronic form: Article 4, Section 12a
- Must bear signatures, deal with one subject, and be of 150 words or less:
Article 4, Section 12b
- Special procedure to allow late resolutions on floor: Article 4, Section 12c



OFFICERS

- Election procedures: Article 5
- Duties of President: Article 6
- Duties of Secretary-Treasurer: Article 7

EXECUTIVE COUNCIL

- Election and duties: Article 9

TRUSTEES

- Election and duties: Article 11

Constitution & Bylaws

ARTICLE 1: NAME

This Federation shall be known as the British Columbia Federation of Labour and is chartered by the Canadian Labour Congress. It shall consist of organizations affiliated to or chartered by the Canadian Labour Congress which become affiliated to this Federation. These organizations shall conform to the Constitution and the Rules and Regulations of this Federation as set forth herewith. This Federation shall not be dissolved while there are three (3) affiliates of three (3) organizations remaining in affiliation.

ARTICLE 2: PURPOSE

The purposes of this Federation are:

1. To support the principles and policies of the Canadian Labour Congress.
2. To promote the interests of its affiliates and generally to advance the economic and social welfare of the workers of British Columbia.
3. (a) To assist affiliated organizations in extending the benefits of mutual assistance and collective bargaining to workers.

(b) To assist, wherever possible, in the organization of the unorganized into unions for their mutual aid, protection and advancement, giving recognition to the principle that both craft and industrial unions are appropriate, equal and necessary as methods of union organization.
4. To encourage all workers without regard to race, creed, colour, sex or national origin to share in the full benefits of union organization.
5. To secure provincial legislation which will safeguard and promote the principle of free collective bargaining, the rights of workers, and the security and welfare of all people.
6. To promote and strengthen our democratic institutions, to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled, and to preserve and perpetuate the cherished traditions of our democracy.
7. To promote the cause of peace and freedom in the world and to assist and co-operate with free and democratic labour movements throughout the world.
8. To aid and encourage the sale and use of union-made goods and union services through the use of the Union Label and other symbols; to promote the labour press and other means of furthering the education of the labour movement.
9. To protect the labour movement from all corrupt influences and from the undermining effects of any agencies which are opposed to the basic principles of democracy and free and democratic unionism.

10. To preserve the independence of the labour movement from political control, to encourage workers to vote, to exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the municipal, provincial and federal governments. To promote and develop action in the political field and to support the legislative program of the Canadian Labour Congress.

ARTICLE 3: MEMBERSHIP

SECTION 1

- (a) The Federation shall be composed of:
- (i) Local unions, branches and lodges of national and international unions, regional and provincial organizations affiliated to the Canadian Labour Congress.
 - (ii) Local unions within the province chartered by the Canadian Labour Congress.
 - (iii) Labour Councils within the province chartered by the Canadian Labour Congress.
- (b) The application of the above shall not be deemed in any way to provide for dual representation and a delegate is entitled to only one (1) credential.

SECTION 2

Any organization affiliated with this Federation may be expelled from affiliation by a two-thirds (2/3) roll call vote of the Convention. Any decision to expel may be appealed to the Canadian Council of the Canadian Labour Congress within two (2) months. The decision shall be in force and effect during appeal.

SECTION 3

Each affiliated organization shall be encouraged to furnish the Secretary-Treasurer of the Federation with the following:

- (a) All official reports which deal with matters within the purview of the Federation.
- (b) Such other reports as will facilitate and make more effective the work of the Federation.
- (c) A statement of their membership in good standing.

SECTION 4

Any organization affiliated to this Federation which can be shown to have engaged in strikebreaking or scabbing or to have aided or assisted any employer during a strike may be suspended from affiliation by a majority vote of the Executive Council. Any decision to suspend may be appealed by the suspended union to the following Convention and if such suspension is upheld by the Convention, the suspended organization shall have the right to appeal to the Canadian Council of the Canadian Labour Congress.

ARTICLE 4: CONVENTIONS

SECTION 1

- (a) The Convention shall be the governing body of the Federation and, except as provided in Section 12(c) of this Article and Article 12, its decision shall be by majority vote.
- (b) The Executive Officers shall adopt a tentative agenda for the Convention and make the tentative agenda available to

affiliates not less than fourteen (14) days prior to the opening of Convention. The Convention shall retain the authority to adopt or revise the agenda during its deliberations.

SECTION 2

Beginning in 2010, the regular Conventions of the Federation shall be held every second year during the month of November whenever possible. The time and the place for holding the regular Conventions shall be determined by the Executive Council which shall give at least ninety (90) calendar days' notice.

SECTION 3

- (a) Special Conventions may be called by direction of a regular Convention, by order of the Executive Council, or on request of the majority of affiliated organizations representing a majority of the total membership of the Federation, as evidenced by the records of the Secretary-Treasurer to the last Convention.
- (b) In the event a majority as provided in subsection(a) requests a Special Convention, the Executive Council shall issue the call for the Special Convention within thirty (30) calendar days of such request, and shall give all organizations at least forty-five (45) calendar days' notice of the time and place for holding the Special Convention, together with a statement of the business to be considered at such Convention.
- (c) Representation to Special Conventions shall be on the same basis as regular Conventions.

- (d) Except as provided in subsection(b), a Special Convention shall exercise the same authority as regular Conventions.
- (e) Notwithstanding anything to the contrary contained in this Article, in an emergency situation, the Executive Council may order an emergency Convention, and shall provide for the issuance of credentials and the registration of delegates in a manner appropriate to the circumstances.

SECTION 4

- (a) In order to be seated as a delegate, a member shall have membership in a local union, branch or lodge affiliated with the Federation. Representation at Conventions shall be:
 - (i) From affiliated local unions, branches and lodges, one (1) delegate for the first one hundred (100) or less members and one (1) additional delegate for each additional one hundred and fifty (150) members, or major fraction thereof.
 - (ii) Local Labour Councils shall be entitled to a maximum of three (3) delegates.
- (b) The average per capita tax payment of the previous twelve (12) months prior to the issuing of the Convention Call shall determine the basis of representation.

SECTION 5

Not less than sixty (60) calendar days prior to the opening of each regular Convention, and forty-five (45) days prior to any Special Convention, the Secretary-Treasurer shall furnish each affiliate with credential blanks in duplicate, which must be attested as required on the blanks. The original shall be retained by the delegate and the duplicate sent to the

Secretary-Treasurer. A delegate must be a member of the local union, branch or lodge he or she represents at Convention. Two (2) or more local unions, branches or lodges may combine to send a delegate. No credentials shall be accepted later than fifteen (15) days prior to the opening date of a regular Convention, and ten (10) calendar days prior to a Special Convention. Conventions may permit seating of delegates upon recommendation of the Credentials Committee.

SECTION 6

A registration fee for Convention shall be determined by the Executive Council prior to the notice of Convention required under Section 2. The stated fee shall accompany the credential being sent to the Secretary-Treasurer.

SECTION 7

- (a) Any organization suspended or expelled by the Canadian Labour Congress or this Federation shall not, while under such penalty, be allowed representation in the Federation.
- (b) Any organization which, at the opening date of the Convention, is in arrears to the Federation for per capita tax for three (3) months or more, or has not paid its share of the previous year's travel pool, shall not be entitled to recognition or representation in the Convention.

SECTION 8

Any organization which has not applied for and obtained a Certificate of Affiliation at least one (1) month prior to the Convention shall not be allowed representation in this Federation.

SECTION 9

- (a) Prior to the opening date of the Convention, the President, in consultation with the Executive Officers, shall appoint a Committee on Credentials. Such Committee shall consist of not less than three (3) members chosen from those on whose behalf credentials have been submitted. The Committee shall meet prior to the opening day of the Convention, shall pass on the validity of the credentials which have been received by the Federation, and register those approved by the Committee. It shall report to the Convention on the first day thereof and subsequent days if necessary. The Convention shall be constituted for business and delegates deemed to be seated upon report by the Committee and acceptance thereof by the delegates so reported. Appeals from any decision of the Committee shall be laid before the Convention so constituted.
- (b) The Credentials Committee shall make its second report within twenty-four (24) hours from the opening of the Convention. Delegates arriving after that time will not be seated except on report and recommendation from the Credentials Committee and approved by the majority of the delegates.

SECTION 10

Members of the Executive Council shall be deemed to be delegates to the Convention with all rights and privileges.

SECTION 11

Officers of the Canadian Labour Congress and invited Honoured Delegates attending Conventions of the Federation shall be entitled to all rights of delegates other than voting or standing for office.

SECTION 12

- (a) (i) Except as provided in subsection(c) of this Section, all resolutions, petitions and appeals other than those provided in Section 11 hereof, to be considered by any Convention of the Federation, must be received by the Secretary-Treasurer not less than sixty (60) calendar days immediately preceding the opening of the Convention.
- (ii) Electronic facsimiles of written resolutions shall be accepted, provided the resolutions comply with the requirements of subsection(b).
- (b) Any resolution to be accepted must be submitted by the Executive Council or Executive Officers, or by an organization directly affiliated to the Federation, or by an affiliated organization as defined in Article 10, Section 3. Each resolution must be signed by the presiding officer and secretary of the body submitting it. A resolution shall not deal with more than one (1) subject, shall refer to the action which is proposed and shall contain no more than one hundred and fifty (150) words.
- (c) Resolutions, petitions and appeals received or submitted contrary to the above shall be stamped as to date of arrival; shall be referred to the Resolutions Committee following the completion of all Convention business, and may be referred in order of receipt to the Convention, with the understanding that consideration is dependent upon two-thirds (2/3) majority consent of the Convention.
- (d) Notwithstanding anything to the contrary contained in this Section, amendments to the Constitution must be in resolution form and submitted to the Secretary-Treasurer of the Federation not less than sixty (60) calendar days immediately preceding the opening of the Convention.

- (e) Resolutions submitted in compliance with the requirements of this Section shall be made available to affiliates not less than fourteen (14) days prior to the opening of the Convention.

SECTION 13

Prior to the opening date of the Convention, the President, in consultation with the Executive Officers, shall appoint such committees as are necessary to conduct the affairs of the Convention. The Executive Officers may request any such Committee to meet prior to the Convention for the purpose of considering matters placed before it, in which event, the members thereof shall be paid by the Federation such expenses for such extra days as the Executive Council shall determine.

SECTION 14

One-fourth (1/4) of the registered delegates at any Convention shall constitute a quorum for the transaction of business.

SECTION 15

The Rules of Order governing Federation Conventions shall be Bourinot's Rules of Order.

SECTION 16

Unless otherwise specified, any decision taken by the Convention shall take effect immediately upon adjournment of the Convention.

SECTION 17

A travel pool shall be provided for Convention delegates.

ARTICLE 5: OFFICERS

SECTION 1

- (a) The Executive Officers of the Federation shall consist of a President, Secretary-Treasurer, and fourteen (14) Vice-Presidents designated by each of the fourteen (14) largest affiliated organizations of the Federation.
- (b) At least seven (7) of the Vice-Presidents shall be women. In the event that less than seven (7) women are designated by the affiliated organizations, the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional women Vice-Presidents to meet this requirement.

SECTION 2

Each Executive Officer shall be a member in good standing of an affiliated organization. No candidate who has reached age sixty-five (65) may be nominated for a position as an Executive Officer or as a member of the Executive Council.

SECTION 3

- (a) Nominees allowing their names to go forward for the offices of President and Secretary-Treasurer shall, upon acceptance of the nomination, come forward to the Convention platform and clearly affirm the following lines to the assembled delegates:

"I, do hereby, sincerely pledge my word of honour to perform my duties as an Executive Officer of the British Columbia Federation of Labour. I will attend, when able to do so, all meetings of the Executive Officers or Executive Council of which I shall be a member, and at the end of my term of office,

I shall turn over to the British Columbia Federation of Labour or to my successor, all properties or funds in my possession that belong to the Federation."

- (b) All Executive Officers and Executive Council members shall affirm this oath of office prior to assuming their duties.

SECTION 4

The terms of the Executive Officers of the Federation shall commence within thirty (30) days following the adjournment of the Convention and shall be of two (2) years' duration.

SECTION 5

- (a) In the event of a vacancy in the office of President, the Secretary-Treasurer shall perform the duties of the vacant office until a successor is elected.
- (b) It shall be the duty of the Secretary-Treasurer immediately to issue a call for a meeting of the Executive Council of this Federation, to take place within thirty (30) days of the date upon which the vacancy occurred, for the purpose of electing an Executive Officer to fill such vacancy for the unexpired term.
- (c) In the event of a vacancy in the office of the Secretary-Treasurer, the President shall perform the duties of the vacant office until a successor is elected.
- (d) It shall be the duty of the President immediately to issue a call for a meeting of the Executive Council of this Federation, to take place within thirty (30) days of the date upon which the vacancy occurred, for the purpose of electing an Executive Officer to fill said vacancy for the unexpired term.

SECTION 6

The Executive Council shall hold title to any real estate of the Federation as Trustees for the Federation. They shall have no rights to sell, convey or encumber any real estate without first submitting the proposition to a Convention and such proposition is approved.

SECTION 7

On the call of the President, or on request of two (2) Vice-Presidents representing two (2) affiliated organizations, a meeting of the Executive Officers shall be convened when required between meetings of the Executive Council. The attendance of eight (8) members of the Executive Officers shall constitute a quorum for the transaction of the business of the Executive Officers.

SECTION 8

The Executive Officers of the Federation, while engaged in business of the Federation, shall be compensated for wages, transportation, hotel accommodation, meals and other justifiable and necessary expenses while out of town, upon submission of receipts.

ARTICLE 6: DUTIES OF THE PRESIDENT

SECTION 1

The President shall be the full-time chief executive officer and spokesperson of the Federation and shall be responsible for the implementation of all policies of the Federation as determined by Convention. The President shall exercise supervision over the affairs of the Federation, sign all official documents and preside at regular and special Conventions,

Executive Council meetings and Executive Officers' meetings. In the event of a tie vote, the President shall cast the deciding ballot. The President shall carry out other duties as may be requested, from time to time, by the Executive Officers and/or by the Executive Council of the Federation.

SECTION 2

Notwithstanding Section 1, the President may delegate the duty to preside at regular and special Conventions, Executive Council meetings and Executive Officers' meetings to another Officer of the Federation.

SECTION 3

The President, in consultation with the Secretary-Treasurer and the Executive Officers, shall employ, direct and fix compensation of Directors and technical staff as is necessary, subject to the approval of the Executive Council. The direction of all Directors and technical staff shall be under the President or his or her designated representative.

SECTION 4

Subject to appeal to the Canadian Labour Congress, the President shall have authority to interpret this Constitution and such interpretation shall be conclusive and in full force and effect, unless reversed or changed by the Executive Council or a Convention or the Canadian Labour Congress.

SECTION 5

The President shall make a report on the affairs of the Federation to the Convention through the report of the Executive Council.

SECTION 6

The President shall assume the duties of the Secretary-Treasurer in the event of his or her absence.

ARTICLE 7: DUTIES OF THE SECRETARY-TREASURER

SECTION 1

The Secretary-Treasurer shall be a full-time Executive Officer of the Federation and shall be responsible for all financial and administrative operations of the Federation.

SECTION 2

The Secretary-Treasurer shall be in charge of books, documents, files and effects of the Federation which shall, at all times, be subject to the inspection of the President and the Executive Council.

SECTION 3

The Secretary-Treasurer shall prepare a financial statement of the Federation for each meeting of the Executive Council. Copy of this statement shall be forwarded to the Canadian Labour Congress Regional Office.

SECTION 4

The Secretary-Treasurer shall have the books of the Federation audited at least once each year by a registered firm of chartered accountants selected by the President and approved by the Executive Council. Such audit shall be furnished to the Executive Council and to the Convention and a copy shall be forwarded to the Canadian Labour Congress Regional Office.

SECTION 5

The Secretary-Treasurer shall deposit all monies received in a bank or banks or other approved financial institutions and shall, subject to the approval of the Executive Council, invest surplus funds of the Federation in securities.

SECTION 6

The Secretary-Treasurer shall be bonded in such amount as may be determined by the Executive Council.

SECTION 7

The Secretary-Treasurer is empowered to require affiliated organizations to provide statistical data in their possession relating to the membership of their organizations.

SECTION 8

The Secretary-Treasurer shall issue the call for, and act as, Secretary at Conventions, and shall cause the proceedings of all Conventions and all sessions of the Executive Council to be recorded. Copies of all proceedings shall be forwarded to the Canadian Labour Congress Regional Office.

SECTION 9

The Secretary-Treasurer shall, in consultation with the President and Executive Officers, employ, direct and fix compensation for all administrative support staff, subject to approval of the Executive Council.

SECTION 10

The Secretary-Treasurer shall make a full financial report to the Annual Convention of the Federation.

SECTION 11

The Secretary-Treasurer shall, upon ceasing to act as Secretary-Treasurer, surrender and turn over to the President or Executive Council, all books, monies or other property in his or her custody, possession or control.

SECTION 12

The Secretary-Treasurer shall assume the duties of the President in the event of his or her absence.

SECTION 13

All cheques issued against the funds of the Federation shall be signed by the Secretary-Treasurer and the President. Two (2) Vice-Presidents will be designated by the Executive Officers to act as signing officers. Either one of these designated Vice-Presidents may sign cheques in the absence of either the Secretary-Treasurer or President, but not both.

ARTICLE 8: OFFICERS' REMUNERATION

SECTION 1

- (a) The salaries of the President and Secretary-Treasurer will be increased annually on January 1st, by applying the percentage in the Statistics Canada average of major settlements in British Columbia for the previous twelve (12) months to the President's salary, with the resulting dollar figure applied equally to the salaries of the President and Secretary-Treasurer.
- (b) Annual salary increases for the President and Secretary-Treasurer shall be reported to Convention.

SECTION 2

The President and Secretary-Treasurer shall receive such fringe benefits as may be recommended by the Executive Council and approved by the Convention. Such benefits shall include, but not be limited to, pensions, dental plan, health and welfare, transportation (automobile), life insurance, vacations, statutory holidays, severance pay.

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 affirmative action group. For this purpose, affirmative action groups include women, workers of colour, Aboriginal peoples, people with disabilities, lesbians, gay men, bisexual persons, and transgendered persons.
 - (2) Each affiliated organization will designate one (1) of their two (2) members as a Vice-President, pursuant to Article 5, Section 1.
 - (ii) One (1) member designated by each affiliated organization that is not among the largest fourteen (14).
 - (iii) Four (4) members of the Human Rights Standing Committee selected in accordance with Article 10, who shall each represent one (1) of the following groups of Federation members:

- (1) Workers of colour.
- (2) Aboriginal peoples.
- (3) People with disabilities.
- (4) Lesbians, gay men, bisexual persons and transgendered persons.
- (iv) One member of the Young Workers Committee, selected in accordance with Article 10.
- (v) Five (5) members representing Labour Councils, selected in accordance with Article 10.
- (vi) In addition to the membership of the Executive Council set out in this Section, each affiliated organization with an affiliated membership exceeding twenty thousand (20,000) members shall be entitled to appoint an additional member for each ten thousand (10,000) affiliated members, or major fraction thereof, in excess of twenty thousand (20,000).
- (b) The term of office of Executive Council members shall be two (2) years.

SECTION 2

The Executive Council shall be the governing body of this Federation between Conventions. It shall take such action and render such decisions as may be necessary to carry out fully the decisions and instructions of the Convention and to enforce the provisions contained in this Constitution.

SECTION 3

The Executive Council shall meet at least five (5) times between Conventions, and at least two (2) of these meetings will be convened outside of the Lower Mainland region.

SECTION 4

It shall be the duty of the Executive Council to:

- (a) Initiate provincial legislative action in the interests of working people.
- (b) Direct the political action program of the Federation.
- (c) Direct the policy and program development of the Federation's Standing Committees.

SECTION 5

- (a) The Executive Council shall have the power to conduct an investigation of any situation in which there is reason to believe:
 - (i) any affiliated organization may be dominated, controlled or substantially influenced in the conduct of its affairs by any corrupt influence; or
 - (ii) any affiliated organization's policies or activities are contrary to the principles or policies of the Federation.
- (b) Upon the completion of such an investigation, including a hearing, if requested, the Executive Council shall have the authority to make recommendations to the organization involved and to the Canadian Labour Congress and/or to the next British Columbia Federation of Labour Convention. It shall have the further authority upon a two-thirds (2/3) vote of the Council to suspend any organization. Any action of the Executive Council under this Section may be appealed to the Convention.

SECTION 6

The Executive Officers may, from time to time, assign to members of the committees such duties as they may determine.

SECTION 7

The decision of the Executive Officers, or of the Executive Council, or any sub-committee thereof, may be effected by a letter or telegram and, in that event, a decision of a majority of the members of the Executive Officers, or of the Executive Council, shall be the decision of the sub-committee.

SECTION 8

A minimum of thirty (30) days' notice of any meeting of the Executive Council shall be forwarded to each member thereof, whenever possible.

SECTION 9

The Executive Council shall present to the Convention a report of the activities of the Federation between Conventions.

SECTION 10

A quorum for the transaction of the business of the Executive Council shall consist of at least twenty (20) members of the Council representing at least nine (9) affiliated organizations.

SECTION 11

The Executive Council is authorized to reimburse members of the Council for necessary expenses in performing their duties for the Federation.

SECTION 12

(a) In votes on questions before the Executive Council, each member shall be entitled to one (1) vote.

(b) Notwithstanding subsection (a):

(i) When an election by the Executive Council is required to fill a vacancy in the office of President or Secretary-Treasurer during the term of office, a weighted vote shall be conducted by secret ballot.

(ii) At the request of a Council member representing an affiliated organization, a weighted vote shall be conducted on any question before the Council, provided such a request is made prior to a vote on the question.

(c) A weighted vote shall be conducted in the following manner:

(i) Each affiliated organization represented on the Executive Council shall be entitled to one (1) weighted vote, and the weight of that vote shall be equal to the number of affiliated members used to determine the delegate entitlement of the affiliated organization for the previous Convention.

(ii) In the event an organization affiliates to the Federation after the Convention preceding the vote, the weight of its ballot shall be equal to the number of members currently affiliated.

(iii) An affiliated organization may divide its support on a question, and in casting its vote, shall indicate the weight to be attributed both for and against the Motion.

(iv) The question shall be decided by the total weight of the votes both for and against the Motion.

ARTICLE 10: ELECTION AND DESIGNATION OF EXECUTIVE OFFICERS AND EXECUTIVE COUNCIL

SECTION 1

- (a) The President, Secretary-Treasurer, and Executive Council members representing Labour Councils shall be elected at the Constitutional Convention by majority vote. Such election shall take place on the last day of the Convention, unless otherwise determined by the Convention.
- (b) Elections shall be by secret ballot. A majority of votes cast shall be required before any candidate can be declared elected, and second (2nd) and subsequent ballots shall be taken if necessary, to obtain such a majority. On the second (2nd) and subsequent ballots, the candidate receiving the lowest number of votes in the previous ballot, shall be dropped. In the case of a final tie vote, the presiding executive officer may cast the deciding vote.
- (c) The nomination and election to offices in the Federation shall be conducted in the following order: President, Secretary-Treasurer, Executive Council members representing Labour Councils and Trustees-at-Large.

SECTION 2

Executive Officers and Executive Council members designated by affiliated organizations shall be selected in accordance with the internal by-laws and procedures of that organization.

SECTION 3

For the purposes of this Article, all affiliated local unions, branches, and lodges of a British

Columbia union shall be considered one (1) affiliated organization.

SECTION 4

In the event of a vacancy in the designated representation of an affiliated organization on the Executive Officers or Executive Council, the affiliated organization shall designate a replacement.

SECTION 5

- (a) In the event of an affiliation or merger that results in an affiliated organization becoming one (1) of the fourteen (14) largest affiliated organizations, the new affiliated organization shall be entitled to appoint Executive Officers and Executive Council Members in accordance with its entitlement under Article 5, and the requirements of this Article.
- (b) The incumbent Vice-President representing any affiliated organization affected by a change in entitlement under Article 5 because of an affiliation or merger of two (2) other affiliated organizations shall continue in their duties until the expiry of their term.

SECTION 6

Where an affiliated organization appoints an Executive Officer and members to the Executive Council, and:

- (a) is entitled to designate two (2) or three (3) persons, at least one (1) of these persons must be a member of an affirmative action group as defined in Article 9, Section 1(a)(i); or
- (b) is entitled to designate four (4) or five (5) persons, at least two (2) of these persons

must be members of an affirmative action group as defined in Article 9, Section 1(a)(i); or

- (c) is entitled to designate six (6) or seven (7) persons, at least three (3) of these persons must be members of an affirmative action group as defined in Article 9, Section 1(a)(i).

SECTION 7

At its first meeting following each Constitutional Convention, the Executive Council shall receive recommendations from the Human Rights Standing Committee and the Young Workers' Committee, and appoint the Human Rights Standing Committee members referred to in Article 9(a)(iii) and the Young Workers Committee member referred to in Article 9(a)(iv).

SECTION 8

- (a) The Convention shall, by majority vote, elect five (5) Executive Council members to represent affiliated Labour Councils, at least two (2) of which shall be women. These elections shall be conducted in the same manner as provided in Article 10, Section 1(b).
- (b) A candidate for Executive Council elected under this Section must be:
 - (i) a member of an affiliated union; and
 - (ii) a delegate to Convention; andshall have and maintain:
 - (iii) the endorsement of the member's affiliated organization;
 - (iv) a position as an Officer of a Labour Council; and
 - (v) the endorsement of the member's Labour Council.

SECTION 9

In the event a member of the Executive Council vacates one (1) of the positions elected in accordance with Article 10, Section 8, the Executive Council shall appoint a successor after consultation with the Labour Councils affected, and subject to the requirements of Article 10, Section 8(b)(i), (iii), (iv) and (v).

ARTICLE 11: TRUSTEES

SECTION 1

- (a) There shall be elected three (3) Trustees and one (1) Alternate Trustee who shall be nominated and elected at the British Columbia Federation of Labour Convention.
- (b) The term of office of two (2) of the Trustees and the Alternate Trustee shall be two (2) years and the term of the remaining Trustee shall be four (4) years.
- (c) In the event one (1) of the Trustees vacates the office during the term, the elected Alternate Trustee shall succeed that Trustee and serve for the balance of the Trustee's term.

SECTION 2

It shall be the duty of the Trustees to examine all financial records semi-annually.

SECTION 3

The Trustees shall determine whether all receipts have been properly recorded and all expenditures authorized by the British Columbia Federation of Labour Constitution, Convention or Executive Council.

SECTION 4

The Trustees shall report to the Convention through the report of the Executive Council.

ARTICLE 12: OMBUDSPERSON

SECTION 1

- (a) If a delegate from a local union, affiliated to the Federation, has a complaint or grievance against an Officer of the Federation that cannot be resolved by the procedure presently set forth in this Constitution, he or she shall have the right to submit his or her case, with all relevant material and supporting evidence, to the Ombudsperson appointed by the Canadian Labour Congress.
- (b) The Ombudsperson will, under the authority vested in him or her by the Canadian Labour Congress, undertake such inquiries, hearings or meetings that he or she deems advisable, and report his or her findings as soon as possible to the parties to the complaint.

ARTICLE 13: APPOINTMENTS

SECTION 1

The President and the Secretary-Treasurer, or an Executive Officer designated by them, will be the delegates representing the Federation at Canadian Labour Congress Conventions. The Executive Officers shall appoint delegates to represent the Federation at other organizations' Conventions as the need arises.

SECTION 2

- (a) When occasion arises and opportunity is afforded for the representation of Labour on Government Commissions or Boards, etc., through the medium of the Federation, the Executive Officers shall call upon the affiliated Labour Councils and affiliated Local Unions to nominate appointees thereto. The Executive Council shall, by secret ballot, elect the appointee from those nominated by the affiliates.
- (b) Where an emergency appointment is necessary, the Executive Officers shall make the appointment without calling upon the affiliates.

ARTICLE 14: COMMITTEES

SECTION 1

- (a) The President, in consultation with the Executive Officers, shall have the authority to appoint the Chair and members of standing and ad hoc committees as are deemed necessary to the proper functioning of the Federation, subject to the approval of the Executive Council.
- (b) Appointments to committees shall be made in a manner consistent with the principles of the Federation's affirmative action program.

SECTION 2

Standing committees shall be appointed for a two (2) year term.

SECTION 3

Committees shall be Chaired by an Executive Officer or member of the Executive Council and shall report on their activities to each Constitutional Convention.

SECTION 4

The powers of the committees established under this Article will be limited to recommending initiatives to the Executive Officers, and implementing Federation policy upon the instruction of the Executive Officers and/or the Executive Council.

SECTION 5

Standing committees established by Convention may be disbanded only by Convention.

ARTICLE 15: ACTIVITIES

SECTION 1

- (a) Between Conventions, the Federation shall convene at least two (2) regional conferences outside of the Lower Mainland region.
- (b) Additionally, beginning in 2011, the Federation will convene a provincial conference every second (2nd) year and the focus of this Conference will be on building and strengthening the union movement.
- (c) Between Conventions, the Federation will organize a lobby of Members of the Legislative Assembly in Victoria to present labour's perspective on legislative, regulatory and policy reforms consistent with the purposes of Article 2.

SECTION 2

The time, place, agenda and delegate entitlement for these activities shall be determined by the Executive Council, and notice of these provisions shall be given to affiliates at least sixty (60) days prior to the start of the activity.

ARTICLE 16: REVENUE

SECTION 1

A per capita tax shall be paid upon the full, paid-up membership of each organization.

SECTION 2

- (a) Effective:
 - (i) January 1, 1997, each affiliated local union, branch or lodge shall pay, before the last day of each month for the preceding month, a per capita tax of sixty-seven (.67¢) cents per member per month. Effective March 1, 2013, this per capita tax shall be seventy-two (.72¢) cents per member per month, and effective March 1, 2014, this per capita tax shall be seventy-seven (.77¢) cents per member per month.
 - (ii) July 1, 2003, each affiliated local union, branch or lodge shall pay, before the last day of each month for the preceding month, a supplementary per capita tax of three cents (.03¢) per member per month to be allocated to a Campaign and Defence Fund.
 - (iii) January 1, 2004, the supplementary Campaign and Defence Fund's per capita tax of three cents (.03¢) per member per month mentioned in (ii), shall be increased to five cents (.05¢) per member per month.

(b) Where:

(i) the working membership of an organization is temporarily reduced by reason of the organization's involvement in job action in support of workers in a labour dispute; and

(ii) the dispute has continued for more than thirty (30) days since the initial job action, the per capita tax payment for the month shall be reduced by the proportion that the organization's membership has ceased or reduced paying dues as a result of job action.

(c) A reduction in per capita tax payments as provided for in subsection (b) shall not reduce an organization's rights or privileges for any other purpose.

SECTION 3

Each Labour Council shall pay an annual fee of ten (\$10.00) dollars per year to be due July 1st of each year.

SECTION 4

Any organization which does not pay its per capita tax on or before the time specified in the Constitution, shall be notified of that fact by the Secretary-Treasurer of the Federation. The Executive Council shall be empowered to determine conditions of re-affiliation for unions which have been formally suspended, or are in arrears in their per capita tax payments.

SECTION 5

The fiscal year of the Federation shall be from the first (1st) day of September to the thirty-first (31st) day of August each year.

ARTICLE 17: AMENDMENTS

Amendments to this Constitution, so long as they do not conflict with the Constitution of the Canadian Labour Congress or its principles and policies, may be adopted by a two-thirds (2/3) vote of those present in Convention and voting. Any amendment shall only become effective after approval by the Canadian Council of the Canadian Labour Congress.

ARTICLE 18: RULES AND REGULATIONS

This Provincial Federation may adopt such rules and regulations as do not conflict, nor are inconsistent with, the provisions of the Constitution or the policies of the Canadian Labour Congress.



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TOGETHER

GOOD JOBS BUILD A BETTER BC



Executive Council

Report to Convention 2014

The Executive Council report provides an overview of the work of the BC Federation of Labour since the last Convention in 2012, with details provided only where not already covered in reports of Federation committees. Reports from Federation committees follow the Executive Council report in this Convention book.



IRENE LANZINGER, SECRETARY TREASURER,
AND JIM SINCLAIR, PRESIDENT

INTRODUCTION

For the last one hundred and fifty years union members have not only been walking the picket line, we have also been on the front line of improving the lives of all workers. And thanks to the efforts of the trade union movement and union activists, we have made significant gains for all working people.

From the implementation of the 40-hour work week, to the right to refuse dangerous work, to minimum wage laws — the labour movement has been a driving force in making our province stronger.

We all know that good jobs build a better BC.

This work continues today, with the same unrelenting spirit that has secured so many victories in the past. The Federation continues to fight for an increase in minimum wage, hold negligent employers to account, and defend all workers against exploitation and abuse.

However, the attack from regressive governments and anti-union lobby cannot be underestimated. This attack is waged not just against the labour movement, but against the progressive policies and programs that people rely on every day.

After more than a dozen years under the BC Liberal government we have seen working people fall further and further behind. The promise that tax cuts would bring prosperity has been proven a failure — and the very real loss of tax revenue has meant deep cuts to vital public services like health care and public education and a dramatic increase in fees and premiums in almost every area of life.

Unions in particular have been in the cross hairs of this regressive provincial government. How do you negotiate with a government that doesn't believe in honouring a contract, or the rights of workers to a fair wage, or respect the rulings of the BC Supreme Court?



For the last one hundred and fifty years union members have not only been walking the picket line, we have also been on the front line of improving the lives of all workers.

That is why the collective action of the labour movement, under the umbrella of the BC Federation of Labour, is more important than ever. The work of every union member makes a difference. The strength of our movement is that we stand together — We Are One.

Jobs and the Economy

GROWING INEQUALITY

Our taxation system — the way we pay for vital public services — is being undermined. The amount of money government collects to spend on the collective “us” is on the decline. Government spending on programs and services is getting smaller — not larger, as one might expect in a growing and aging province.

In fact, in relation to Gross Domestic Product (GDP), the BC Liberal government will spend \$7.7 billion less this year than in 2001/02.

There is a cost attached to every tax cut this government has delivered. A cost that hits working people hardest — for every small amount of money saved on your income tax, you pay for in increased fees and reduced services.

The need for a public conversation on the role and benefits of a fair and progressive taxation system is paramount. The impacts of this government’s under-funding are felt everywhere — our classrooms are overcrowded, our ERs are overflowing, homelessness is growing, and poverty is on the rise.

Despite the rich natural resources and general prosperity in our province, poverty remains a pressing issue. According to Statistics Canada,



The work of every union member makes a difference. The strength of our movement is that we stand together — We Are One.

BC's poverty rate is the highest in Canada at 10.7 per cent, and alarmingly, the child poverty rate is even higher at 11.3 per cent. According to First Call, 1 in 5 children are living in poverty in BC.

The gap between the rich and poor continues to widen as the poor are taking home a smaller percentage of Canada's wealth.

A recent report out of the Broadbent Institute concludes that the top 10 per cent of Canadians own almost half (47.9 per cent) of all the assets in the country. And even more concerning, the bottom half of the population share a mere 6 per cent of the wealth.

This is a shameful reality. It is time for the wage gap to close and for renewed investment in the public services and economic opportunity that benefits everyone.

The BCFED has been active in shaping that conversation. The *Failed Policies* reports, released in 2011, started that dialogue, and it continues today through participation in workshops and conferences and work with progressive organizations and coalition partners.

But you can't talk about fair taxes and growing inequality without talking about job creation. By Convention, the BCFED will have held a joint conference with the Canadian Centre for Policy Alternatives (CCPA) to discuss how to close the income gap and create good jobs in BC's changing economic landscape.

In addition, the BCFED has partnered with Simon Fraser University and York University on a study to examine workplace impact in a changing global context. The goal of the

study is to help transition Canada to a lower-carbon economy, using social science and applied science research to link adaptation of workplaces and work to the mitigation of greenhouse gases in key Canadian industries: construction, public and private services, energy, and manufacturing.

MINIMUM WAGE

Today, more than 100,000 workers in BC are receiving \$10.25 an hour instead of \$8 because of the labour movement's campaign to raise the minimum wage.

But that increase is more than two years old, and while the minimum wage has remained frozen, the cost of living continues to rise. At the time of the lift in 2011, Premier Clark promised to set up a committee to evaluate ongoing adjustments to the wage — but nothing has happened. And once again, the lowest paid workers are falling behind.

In fact, a full-time employee earning the minimum wage is living below the poverty line.

Nearly 6.5 per cent of BC workers earn the minimum wage. This totals 120,400 working people. 93 per cent of these workers are not represented by a union or covered by a collective agreement.

Contrary to general perception that low-wage earners are predominantly teens living with their parents, these workers represent a broad cross-section of our population. In reality, minimum wage earners include mothers, fathers, grandparents and workers of colour. 47 per cent are older than 25. Almost 10,000 are over 55. Women are disproportionately represented in minimum wage jobs, accounting for nearly two-thirds of these workers.

The BCFED believes that work should lift you out of poverty. That is why we are fighting to raise BC's minimum wage and to guarantee that it is regularly adjusted to keep workers above the poverty line.

We aren't the only ones taking on this fight. Across Canada and in the United States, labour and community groups have been putting pressure on governments to increase the minimum wage in an effort to reduce income inequality.

Notably, Seattle recently passed legislation to increase minimum wage to \$15 per hour in a phased-in plan commencing April 2015. San Francisco is also set to vote on a \$15 minimum wage to take effect in 2018. In Canada, a comprehensive campaign was launched prior to the provincial election in Ontario to see the wage increased to \$14 an hour.

On September 10, 2014 the Federal New Democratic Party (NDP) announced that its election platform will include reinstating a federal minimum wage. Federal Leader Thomas Mulcair announced that the NDP would increase the minimum wage to \$15 an hour by the end of their first mandate in government. He said that the federal government needs to take leadership on this issue and "encourage provinces to raise their minimum wages."

Critics claim that a boost in the minimum wage will hurt the economy. However, following BC's 2011 minimum wage rate increase, there was a net gain of 54,000 jobs and a decline in the unemployment rate (April 2011 to May 2012). It is a complex array of factors that affect job numbers including global economic outlook and the value of the Canadian dollar. Wage rates are only a small factor. Additionally, there is evidence that by providing more spending power to low-income workers local economies are boosted.

The BCFED is committed to a renewed Raise the Wage campaign, which will employ a series of tools and strategies to ensure we keep the pressure on the government to do the right thing — and give our lowest-paid workers the raise they deserve.

The BCFED's minimum wage campaign dovetails with efforts around the province to encourage businesses to become living wage employers. Where the minimum wage seeks to set a new statutory requirement, the living wage campaign is an opt-in program. Employers are encouraged to sign on as living wage employers and to provide leadership in their communities by ensuring that any regular and ongoing contract work is paid at the living wage.

The living wage is based on a calculation of the actual local costs for workers to live and support their families, and it varies from community to community. For example, the living wage in Metro Vancouver is \$20.10/hr., whereas in the Greater Victoria area it is \$18.93/hr.

A number of affiliates are extensively involved in the campaign. This is another example of how unions are having a positive impact on the lives of all working people in BC.

RISE OF UNSTABLE AND TEMPORARY WORK

Despite spending \$17 million on advertising, the BC Liberals have failed to deliver on their highly promoted *Jobs Plan*. Instead of the creation of good paying jobs that support workers and their families, the kind of work that is on the rise in BC is temporary and unstable.

According to the Canadian Centre for Policy Alternatives (CCPA), the use of Temporary

Agencies is growing. Their 2014 report *Precarious: Temporary Agency Work in British Columbia* notes that temporary employment accounted for 40 per cent of post-recession job creation (2009–2013). In specific, Statistics Canada records that the number of temporary agency workers in BC has grown from 8,848 in 2004 to 19,580 in 2013.

The report further notes that many temporary agency workers live in poverty, the employment model places restrictions on their ability to secure other employment, and hours of work are sporadic and unstable.

In a similar vein, the increase in unpaid internships has become a flashpoint across the country as businesses of all stripes have been accused of taking advantage of young people desperate for work experience.

The system is being abused and young people looking for work experience are subject to exploitation. Needless to say, the nature of the arrangement doesn't lend itself to the young worker complaining or standing up for their rights. Further, the reliance on unpaid work may reduce the number of entry-level paid jobs and act as a disincentive for employers to invest in on the job training.

The BCFED strongly advocates that anyone who works should be paid for his or her work, and employers must provide all workers rights and protections under the *Employment Standards Act* (ESA). Through media interviews, the Federation has denounced the rise of unpaid and unstable work as the result of the BC Liberals' job plan.

The creation of good jobs must be the priority of government. The BCFED regularly highlights the annual Canadian Labour Congress (CLC) *Union Advantage* report as a demonstration of how unions continue to advance good jobs, increasing personal and collective wealth for



PHOTO COURTESY OLVAN LIAN

The numbers are clear: for every 100 jobs created in a BC shipyard or repair industry, there would be an additional 135 jobs created in the province.

workers. The 2014 report showed that 31 per cent of BC's workforce belongs to a union. Those workers earn on average \$5.60 more per hour. For women that number jumps to \$6.49 an hour more and for young people it amounts to \$4.35 more.

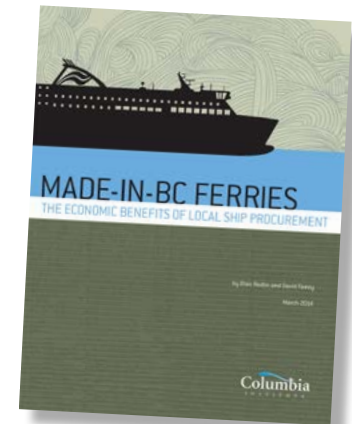
NOT MADE-IN-BC FERRIES

One of the failures of the BC Liberals' jobs plan was the announcement on July 3, 2014 that the next fleet of BC Ferries would not be made in BC.

Despite the strong history of shipbuilding in BC and the current investment in the industry from the National Shipbuilding Procurement Strategy, Premier Clark turned her back on BC workers and sent the contract to Poland.

In advance of the decision, the Marine Workers' and Boilermakers' Industrial Union and the BCFED worked with the Columbia Institute on the report *Made-in-BC Ferries: The economic benefits of local ship procurement*. The report clearly lays out the case for supporting BC's shipbuilding industry and the economic benefit of investing in BC's own shipyards.

The numbers are clear — an analysis by Stokes Economic Consulting showed that for every 100 jobs created in a BC shipyard or repair industry, there would be an additional 135 jobs created in the province.



TEMPORARY FOREIGN WORKER PROGRAM

In 2010, over 180,000 temporary foreign workers (TFWs) entered Canada, compared to 110,000 in 2002. Combined with those TFWs in Canada last year, there is reported to be close to 500,000 TFWs working in Canada today.

BC has a disproportionately large share of temporary foreign workers, close to a quarter of the national total, even though BC only has 13 per cent of the population. There are currently more than 70,000 TFWs in BC.

The TFW Program was originally designed to attract skilled employees, agricultural workers, and live-in caregivers to address temporary labour shortages. More recently, the Program has shifted to providing a new supply of low-waged workers for the food and beverage, construction, and retail industries.

While traditional economic theory suggests that employers should increase wages to encourage workers to enter the workforce or relocate for work, the TFW Program provides a fresh supply of workers, thereby enabling employers to keep wages low.

The BCFED and affiliates have worked to bring greater media and public attention to the issue of TFWs. This has focused on pressing both the provincial and federal government to ensure Canadian residents have access to good jobs that pay a decent wage, and also in protecting vulnerable TFWs from abuse by employers.

The story concerning HD Mining was one of the first to expose the truth about how the Program was being used and exploited.

In late 2012, it came to light that HD Mining, a Chinese corporation, had secured a Labour Market Opinion (LMO) for more than 70 TFWs to do investigative work for a proposed mine site near Tumbler Ridge. The company claimed it was unable to hire Canadian workers who met the qualifications of the job posting, only to later discover that the company had posted the jobs with a requirement of Mandarin language fluency.

The International Union of Operating Engineers (IUOE) and the Labourers International Union of North America (CSWU Local 1611), along with other affiliates, were involved in legal challenges of the approvals of TFWs to undertake the initial mining. After filing, and winning, a Federal Court Order for the résumés of the Canadian applicants to be released, it

came to light that there had been experienced Canadian miners with Mandarin language skills who were deemed unqualified.

Later, the United Steelworkers (USW) filed an application for a judicial review stating that BC's Chief Inspector of Mines acted improperly and contrary to legal obligations by granting an exploration permit to HD Mining. Their case focused on safety concerns that would arise from the requirement that the workers would operate primarily in Mandarin while BC's safety materials would be in English.

In the end, the courts ruled that the initial LMO would be upheld and HD Mining was green-lighted to continue with staffing plans that excluded qualified Canadian residents from working in the operation.

While the HD Mining situation was just one case, it was a tipping point that brought the abuse of the Temporary Foreign Worker Program process into sharp focus. Through the work of several affiliates, and some determined journalists, the situation gained national attention and increased the level of public concern about the Program.

Another stark example of the exploitation experienced by TFWs drew national attention when employees at the Tim Horton's in Fernie claimed that their employer took advantage of their temporary status by forcing them to turn over their overtime earnings after cashing the cheques. The workers, many of them from the Philippines, were preyed upon because of their vulnerable status in Canada.

The workers asked the United Steelworkers for assistance with their situation. The USW has helped bring attention to the abuses of the Program, as well as provided legal counsel and launched a human rights complaint on behalf of the workers. In June, the Human Rights Tribunal agreed to hear their case. At the time

Affiliates have spent millions of dollars in organizing and paying legal costs to try and defend and protect temporary foreign workers in Canada. Regardless of the sector or citizenship status, TFWs are vulnerable.

of printing, the Tribunal had not yet made a decision on the case.

Affiliates have spent millions of dollars in organizing and paying legal costs to try and defend and protect TFWs in Canada. The successful human rights case against SNC Lavelin and the successful court action for Denny's workers are two more clear examples of this commitment.

The labour movement has long called for immigration paths for workers that allow them to bring their families, take up permanent residency in Canada and participate in all parts of the economic, social and political life of the country. It is the position of the BCFED that all temporary foreign workers in the country should be given the option to become permanent residence.

Regardless of the sector or citizenship status, TFWs are vulnerable. An economy that relies on "disposable" workers is an economy that is bad for all workers.

Employers are using the Program to depress wages in a large section of the retail and hospitality industries across Canada. These are jobs that have been important family-supporting and entry-level positions. In BC, we see an increase in temporary workers in childcare, health care, truck-driving, food-service, hospitality, tourism and hair salons.

Officers of the BCFED met with Premier Clark on March 5, 2014 to discuss the Temporary Foreign Worker Program. The Federation called on the province to set up its own enforcement system to document worksite problems and to ensure all TFWs have access to rights and enforcement

in their primary languages (similar to the model in Manitoba).

Under increasing pressure from the public, in June 2014, the federal government announced a series of reforms to the Program, including increased penalties for employers that abuse the Program, increased fees to bring workers into the country, and a limit on the number of TFWs that any one company can employ. The Federation took the position that the reforms did nothing to fix the fundamental flaws of the Program by leaving the highly-abused low-wage sector intact.

The BCFED's position is clear. We have called for the elimination of the low-wage categories under the TFWP. Further, we welcome workers from other countries and we demand the federal government open the door to proper immigration so that all workers can have the same rights. The Temporary Foreign Worker Program should only be used by employers as a last resort. We must work together to ensure all work is valued, and all workers respected.

GREENJOBS BC

BC has an opportunity to be a world leader in green jobs. We have one of the world's great hydro assets, abundant forests and fisheries, and a highly-skilled workforce that takes pride in the health of their communities. All of these resources need a government managing them in the public interest, yet our federal and provincial governments are selling out workers and the environment in the name of private profit.

We know that resource industries can operate in a sustainable manner, providing good jobs and important services. But without regulation and enforcement, companies cut jobs at communities' expense and take big environmental risks.

Higher environmental standards mean more jobs and safer working conditions. Public transit, efficient buildings, clean energy and sustainable forestry can, and should, be sources of sustainable jobs in communities throughout BC.

Labour and environmental groups both play important roles in holding government accountable, and must work together to advance job creation that is smart and sustainable. The BCFED is a leading partner in GreenJobs BC, which works with local leadership to connect labour and grassroots groups to local initiatives. In 2014, GreenJobs BC held a series of town hall meetings and conferences in communities across the province.

Public and Private Sector

POLLING

Ongoing polling by the BCFED and allies has helped determine public support for key issues facing workers and the labour movement in general.

Over the last two years a number of polls were conducted to gauge the overall impressions of the labour movement. A November 2013 poll commissioned by the Canadian Association of University Teachers (CAUT) found that in BC, more than 60 per cent of people have a positive view of unions and close to 75 per cent say that unions are still needed today.

Importantly, the poll also noted that Canadians have a strong suspicion of politicians who want to limit the power of unions.

In January 2014, the BCFED commissioned a poll to survey the perceptions of labour unions. That poll found that the majority of British Columbians view unions positively — 56 per cent. Among New Democrat voters that number jumps to 78 per cent, and among BC Liberal voters that number sits at 46 per cent.

These polls provide important information when reflecting on the place unions hold in our society and what challenges we face as a movement.

Most recently, an Insights West poll conducted in August of 2014 concluded that two-thirds of British Columbians agree that the labour movement plays an important role in ensuring workers receive a decent wage and safe working conditions.

PUBLIC SECTOR SUMMIT

In March 2014, the BCFED organized a Public Sector Summit to kick-start a strategic discussion on how the labour movement can fight the attacks on public sector workers and public services.

The March Summit brought together close to 100 union leaders and staff to examine the political landscape in British Columbia, and to gain a better understanding of the prominent organizations in the province who advocate for privatization, tax cuts and reduction in public services.

A review of the structure and funding of these organizations is critical. Most of the vocal opponents of the public sector are structured as not-for-profit organizations, with independent spokespersons who are present

IN FOCUS: TEACHERS FIGHT BACK

One of the most difficult public sector bargaining tables in 2014 was the BC Public Schools Employers' Association (BCPSEA) and the BC Teachers' Federation (BCTF).

The BCTF started contract talks in February 2013. In mid-June 2014 teachers started rotating strikes, and on June 17 they advanced to a full withdrawal of services.

At the core of this dispute were the issues of class size and composition. With two BC Supreme Court rulings confirming that government's actions in 2002 were unconstitutional; teachers were fighting to re-establish meaningful class size limits and improved learning resources for students with special needs.

The BC Government chose to wage a public relations campaign against the teachers by negotiating through the media. And while teachers continued to move on a variety of issues, and propose solutions to end the dispute, the government proved to be an immovable force — appearing to have the sole strategy of undermining the union and bankrupting teachers.

The BCFED worked closely with the BCTF to mobilize support. Efforts included solidarity rallies around the province in June and again in September, opinion pieces supporting teachers in both the Vancouver Sun and Province newspapers, radio ads that ran in seven key media markets around the province, and polling to gauge public support for teachers and the issues they are fighting for.



Two major rallies organized by the BCFED were held in Vancouver at Canada Place Plaza, drawing thousands of teachers, union activists, parents and supporters out to send a message to the Premier that teachers deserve a fair deal and kids deserve better classroom conditions.

Officers of the BCFED and individual members from affiliates had a strong presence at rallies and on picket lines in communities all around BC.

In mid-September, affiliates of the BCFED raised more than \$8 million in interest-free loans for the BCTF to support striking workers.

An agreement was reached on September 16, and teachers ratified the deal on September 18, 2014. At the time of this report, the government appeal of the BC Supreme Court ruling was still in progress.

in the media circuit with a tightly focused message regarding taxes and priorities.

Part of the conversation at the Summit was how the labour movement can be more visible and start to redefine this debate.

BCFED Officers struck a Public Sector Summit Working Group to organize the next Summit as well as develop a five-year action plan by spring 2015.

PUBLIC SECTOR WORKING GROUP

Beginning in spring 2011, public sector affiliates began meeting to map out strategies for coordinated approaches to bargaining. This group meets regularly to share information and discuss tactical support for difficult bargaining situations, such as the ongoing push to contract out jobs, and the continued assault on workers benefits and pensions.

PUBLIC SECTOR BARGAINING

Entering bargaining in 2012, public sector unions were clear that they wanted negotiated agreements that raised workers wages, kept benefits intact, and had strong job security language.

Considering the climate of ongoing contracting out and funding cuts to vital services, this was a difficult round of bargaining. It took the determination of the workers who voted to go on strike and the support of affiliates during a series of one-day actions by the BC Government and Service Employees' Union (BCGEU), Canadian Office & Professional Employees Union Local 378 (COPE 378), Professional Employees Association (PEA) to get a contract that set the pattern for the rest of the public sector.

In 2014, a number of five-year contracts affecting over 80,000 workers were ratified in community social services, community health, health care and K-12 education sectors. Pay increases, improved benefits and contracting out language were all negotiated.

Important to note is the attack on sick time benefits. This attack is happening in both private and public sector negotiations, and at both the provincial and federal level.

PRIVATE SECTOR BARGAINING

A number of themes were evident in private sector negotiations over the last two years, including the continued push to contract out jobs, establish two-tiered contracts, and place major concessions on the bargaining table.

The push by employers for a two-tiered wage, pension and benefits scale where new and young workers would earn smaller wages and have fewer benefits than their colleagues was a key bargaining issue in a number of disputes.

This issue was at the root of the 11-week strike by Unifor Local 114 workers at Cascade Aerospace, who stayed on strike, in part, to protect future workers, because we all know that selling out the next generation of workers is simply not right! The United Food & Commercial Workers International Union (UFCW) and the Hospital Employees' Union (HEU) also successfully fought the introduction of this language in their settlements.

Canadian Union of Public Employees (CUPE BC) Local 608 workers at the Naramata Centre have been engaged in a lengthy strike, fighting against an employer who wants to contract out their jobs. In a small community like Naramata, the loss of jobs has a far reaching impact, on

IN FOCUS: IKEA STRIKE HITS ONE-YEAR MARK

IKEA workers (members of Teamsters Local 213) in Richmond have been locked out of their workplace since May 13, 2013. Over the course of the dispute the employer has attempted to bargain directly with the workers, promising them job security if they would cross the picket line and accept the terms of the company's last offer. Thirty five workers decided to return to work under these conditions and have been working as scabs.

The BC Federation of Labour and its affiliates supported the striking workers participation in the international inquiry into IKEA's practices, which featured a number of testimonies in front of international representatives from UNI Global and the International Transport Federation. Testifiers at the inquiry included IKEA workers, religious leaders, community leaders, Teamsters Canada, and the International Brotherhood of Teamsters. The event took place at the Wosk Centre for Dialogue in Vancouver and was attended by members of the public as well as union activists.

Throughout the dispute, the BCFED has sponsored multiple rallies and provided financial contributions to picketers through the local union. The BCFED and affiliates also raised \$30,000 to help fund a radio ad that hit the airwaves during the peak holiday shopping season, reminding people not to shop at IKEA.



On the one-year anniversary of the lockout, the BCFED held a rally that brought together hundreds of supporters. After speeches from workers, labour leaders, and politicians, the crowd took to the street each carrying a black balloon in an appropriate acknowledgement of a grim anniversary.

In September 2014, mediator Vince Ready agreed to step in to help the parties reach an agreement. However, no resolution came from this brief effort at mediation. At the time of writing this report, the workers are still on the picket line.

people, their families, and the economic health of the larger community.

Contracting out and the lack of successorship rights is at the heart of the UNITE HERE! dispute facing workers at the Rogers Arena. Rogers terminated the contract with Aramark and their unionized workers, and then established their own provider and proceeded to hire new workers (claiming they would consider applications from former Aramark workers). In fact, very few former Aramark workers were offered their jobs back, and the employer worked with Christian Labour Association of Canada (CLAC) to establish them as the bargaining agent for newly hired staff. This is a clear example where the lack of successorship rights has prevented long-term workers from being effectively represented.

The dispute between Fortis and the International Brotherhood of Electrical Workers (IBEW) is also of note. Here the employer attempted to enforce essential service language on the workers that went beyond the Labour Relations Board (LRB) determination. Canadian Office & Professional Employees Union Local 378 (COPE 378) members who worked with Fortis were a major support for IBEW during this strike. Though the strike is over, there are still outstanding issues that the union is trying to solve through arbitration.

The push for major concessions continues to be an obstacle for the International Longshore & Warehouse Union (ILWU) in their current negotiations with Seaspan ULC that began October 2013. The employer refused to extend the conciliation process and laid-off 50 members, contracted out their work and attempted to impose a collective agreement with 46 significant concessions on members. At the time of this report, the ILWU are in arbitration with the employer.

A strike by Unifor Vancouver Container Truckers Association (VCTA) shut down Port Metro Vancouver for nearly a month in March 2014. They were on strike as a result of undercutting by trucking companies and long wait times at the port. The truckers defied back to work legislation, and didn't budge until they got what they wanted.

RAIDING

The dictionary defines raiding as: "A predatory operation mounted against a competitor, especially an attempt to lure away the personnel or membership of a competing organization." We would add that raiding is the polar opposite of solidarity, the single word most often used to describe the essence of the labour movement. Raiding, by any definition, is counter-productive to the goals and objectives of the labour movement.

That is why, when raiding does happen, unions react harshly towards those that undertake to raid a union.

Unfortunately, over the past two years, a number of unions have had to defend themselves against raiding activities from outside organizations such as BC Nurses' Union (BCNU), CLAC and Pulp, Paper and Woodworkers of Canada (PPWC). These raids are very costly, tying up vital resources that could better be used bringing new workers into the labour movement. The BCNU remains suspended from the BC Federation of Labour.

The BCFED continues to work with affiliates to counter and address these predatory activities by those organizations that are outside of the house of labour.

Federal Government Attack on Unions

BILL C-377

On December 5, 2011, Bill C-377 was introduced in the House of Commons by Conservative MP Russ Hiebert. In no uncertain terms, this Private Members Bill was a targeted attack on the trade union movement.

In its original form, Bill C-377 would have required every trade union to file a public information return with Canada Revenue Agency (CRA) on all expenditures over \$5,000. It would also have required all unions and each of their locals to disclose detailed financial information on salaries, contracts, loans, investments, and spending on collective bargaining, training and all political activities. This bill would have held unions to a higher standard of disclosure than any other organization or institution, including the federal government and its elected representatives.

A year after its introduction, the bill was passed by the Conservative majority in the House of Commons and sent to the Senate.

Breaking from tradition, the Senate did not rubber stamp the bill. Instead, in June of 2013, Conservative Senator Hugh Segal pushed through amendments that essentially dismantled the bill, and changes were passed that raised the threshold for disclosing union salaries from \$100,000 to \$444,661, and raised the reporting threshold for payments from \$5,000 to \$150,000, and exempted union locals and unions with fewer than 50,000 members.

Before the bill could be sent back, as amended, to the House of Commons, Prime Minister Harper prorogued government. This move

ensured that the Private Members Bill was reverted back to its original form as passed by the House of Commons in 2012.

The bill has been sitting on the backburner until recently. Conservative Senator Bob Runciman is now pushing through debate in the Senate to have Bill C-377 passed in its original form.

The BCFED continues to support the campaign efforts of the CLC, including the petition drive to have the bill voted down. The labour movement is re-invigorating this fight to ensure that the Harper government does not succeed in its anti-union agenda.

SAVE CANADA POST

On December 11, 2013 Canada Post announced major cuts to postal service, including the elimination of all door-to-door mail delivery. This move will result in the loss of more than 8,000 jobs — impacting workers, families and communities. The cuts to service will also directly affect seniors and people with mobility challenges, for whom the need to walk, sometimes great distances, to reach a community mailbox is simply not possible.

The Canadian Union of Postal Workers (CUPW), supported by the BCFED, CLC and member unions launched a campaign to Save Canada Post. This national campaign includes letter writing, petitions, rallies and has garnered extensive media attention on the issue. Many CUPW members and supporters from across the country have been passionately speaking out about what these cuts mean to workers and the communities they serve.

Municipalities, through the Federation of Canadian Municipalities (FCM), have spoken out against the service cuts, and many have

passed resolutions in support of maintaining door-to-door service.

COAST GUARD

In 2012, the Harper Government announced the short-sighted closure of the Kitsilano Coast Guard base, along with the closure of three coast guard monitoring stations. The Kitsilano station handled an average of 350 calls for search and rescue per year. The closure of these facilities puts the lives of all water users at risk, especially those whose livelihoods are made on the water.

The BCFED worked with the Public Service Alliance of Canada (PSAC) and other union members to demand the facilities stay open. In September of 2012, a 24-hour sit in at the Kitsilano station was held by labour leaders, fishermen, tug boat operators and activists to draw attention to the issue and the impact of the closure on people's lives.

Despite much criticism, on February 19, 2013 the Kitsilano Coast Guard station officially closed its doors.

A vigil was held by the BCFED on the day the closure happened, drawing media attention to the issue and more public criticism of the Harper government's decision.

At the 2014 annual Blessing of the Fleet ceremony in Vancouver that launches fishing season, the closure of the Kitsilano Coast Guard station remained an important issue. After the ceremony, event organizers and the BCFED took media and guests on a boat tour around the station, explaining the importance of the station in ensuring the safety of workers during the fishing season.

FEDERAL BUDGET CUTS

In the name of austerity, the Harper government has been systematically dismantling the federal workforce, the majority of whom are represented by the PSAC. To date, 24,000 positions have been cut nationally, 1,600 of those are in BC — affecting almost every federal department and agency in the province.

The impact of these cuts, which are still ongoing, is felt across the country, affecting workers, their families and the long-term health of their local communities. Not to mention the cost to Canadians when services and programs they rely on are severely cut back or even eliminated.

These cuts have been denounced by the labour movement nationally and here in BC.

BILL C-4

Bill C-4 (aka *Economic Action Plan 2013 Act No. 2*) was a budget implementation bill that contained a number of non-budgetary measures, including weakening of federal health and safety regulations and the ability of federal unions to bargain effectively. It was introduced in the House of Commons on October 22, 2013, and rushed through Parliament with final passage less than two months later on December 9, 2013.

The bill gives the federal government Treasury Board the power to determine what constitutes an essential service, which workers are denied the right to strike, and which collective agreements will be decided through arbitration. It also weakens federal health and safety regulations.

The impact of federal government budget cuts is felt across the country, affecting workers, their families and the long-term health of their local communities. Not to mention the cost to Canadians when services and programs they rely on are severely cut back or even eliminated.

The PSAC filed a Charter challenge to C-4 on March 24 2014, alleging that C-4 violates section 2(b) the right to freedom of expression, and section 2(d) freedom of association of the Charter of Rights.

Along with the CLC, the BCFED and affiliates publicly opposed the bill, and engaged in lobby activities and a letter writing campaign against the anti-worker, anti-public services agenda of the Harper government.

RETIREMENT SECURITY FOR EVERYONE

The Federation and affiliates have been active in the CLC's "Retirement Security for Everyone" campaign. The best way to help today's workers save enough money for tomorrow is by having Canadians get more of their retirement income from the Canada Pension Plan (CPP).

The CPP covers over 90 per cent of Canadians with jobs — almost the entire work force. The CPP is financed exclusively by workers and their employers, not by taxes, and it is run independently from the government.

The campaign also address the impact of changes to the age of eligibility for Old Age Security (OAS) and the Guaranteed Income Supplement (GIS) from 65 to 67, forcing workers to remain in the workforce past the age of retirement.

Further, the campaign speaks out against federal legislation that may put at risk retirees

benefits by converting Defined Pension Benefit Plans to Target Pension Benefit Plans.

The CLC is actively calling on the federal government to invest its budget surplus into old age security and begin to address seniors' poverty.

The Federation has held regular meetings with the BC Minister of Finance to persuade the provincial government to support the CLC's proposal at national meetings of Premiers and Ministers of Finance.

This remains an important campaign that requires continued effort from affiliates.

ATTACK ON PUBLIC HEALTH CARE

The BCFED coordinates our support of public health care, Medicare, and seniors' care through the BC Health Coalition (BCHC). In the past two years, the focus of this work has been on two significant challenges to public health care in Canada: renegotiation of a national health accord, and the defense of public health care through intervenor status in a constitutional challenge.

NATIONAL HEALTH CARE ACCORD

The Canada Health Accord is the agreement between the provinces, territories and federal government that provides stable funding and sets national standards. The current health accord expired March 31, 2014 and the federal government is refusing to renegotiate it.

The Accord was important in promoting national standards and providing stable funding after deep cuts in the 1990s. The First Ministers have recommitted to the *Canada Health Act* and its requirements: public administration, universal access, comprehensive coverage, accessibility without extra charges or discrimination, and portability across provinces. The Accord is also a set of common goals around wait times, home care, prescription drugs, and team-based primary care.

In December 2011, the Harper government announced a major cut to the Canada Health Transfer (CHT) of \$36 billion over 10 years beginning in 2017. Further elements of the Harper government's plan to dismantle national Medicare include the abandonment of the National Pharmaceutical Strategy.

According to the Health Council of Canada, the pharmaceutical strategy was integral to the renewal and sustainability of the entire health care system. Instead of insisting on value for money for prescription drugs, the Harper government agreed to extend patent protection for brand name drugs and increase drug costs to Canadians by between \$850 million and \$1.6 billion a year.

There is a need for federal leadership to negotiate a new 10-year health accord with provincial and territorial governments to protect the health care needs of citizens in all regions. Health care unions and the BCHC are organizing to pressure the federal parties and the federal government to negotiate a new national health accord.

Through our national partners the priorities for a newly-negotiated health accord would include: a Continuing Care Plan that integrates home, facility-based long-term, respite & palliative care; a universal public drug plan

that provides equitable access to safe and appropriate medication; and adequate and stable federal funding including a 6 per cent escalator.

CONSTITUTIONAL CHALLENGE BY CAMBIE SURGERY CENTRE

Dr. Brian Day, owner of Vancouver's for-profit Cambie Surgery Centre and the leading proponent of privatized health care, launched a constitutional challenge in 2008 that was scheduled to go to court in September 2014. This challenge aims to break Medicare in Canada by striking down provincial health legislation that limits the for-profit delivery of medically necessary services, claiming that these rules violate the *Canadian Charter of Rights and Freedoms*.

Parties in the case, including the BC government, are calling this the most significant constitutional challenge in Canadian history. Although this case is being heard in British Columbia, experts agree that the case will be appealed and end up in the Supreme Court of Canada.

If Dr. Day wins, it will open the floodgates to a US-style system that relies on private insurance, and allows providers to set any price on care that the market will allow. For Canadian families, this means that they will have to purchase private health care insurance for essential and emergency care like they do in the United States — if they can afford it. In the US, private health insurance through employers costs \$16,000 for an average family of four, with employees paying over \$4,000 for family insurance, with a \$2,000 deductible.

In Canada, the actual cost of our public system insuring a family of four is half of that — \$8,000, paid through our taxes. The administration of our Medicare system is just

1.3 per cent of health care costs — while in the US, administration eats up 31 per cent of health care spending.

The BCHC and Canadian Doctors for Medicare are interveners in this case. This means that the Coalition is able to fight for Medicare in court by participating directly in the case to make sure public health care is protected. As interveners, the Coalition is able to represent the majority of Canadians and health professionals who believe in the value of our Medicare system.

The case trial was set to begin September 8, 2014, however just weeks before this date the court approved an agreement between the province and the clinic to postpone the start date until March 2015, while the parties attempt to settle the case.

The BCHC has been unable to find out what settlement is being discussed, and are concerned that the BC government may settle the case on terms that do not protect our public health care system.

As such, at the time of this report, the BCHC and allied organizations have refocused the campaign to ensure any settlement meets the needs of BC patients.

CETA IMPACTS ON MARITIME UNIONS

On September 3, 2014, Canada's Maritime Unions as well as Transportation Unions from around the world, including the International Transport Workers Federation, came together to form the Canadian Maritime and Supply Chain Coalition (CMSCC) to fend off attacks on our Canadian cabotage laws (*Coasting Trade Act*).

The Canada Europe Comprehensive Economic Trade Agreement (CETA), if brought into law as it is presently written, will be the destruction of the Canadian domestic shipping industry.

It will allow European vessels to sail our coastal waters under conditions equivalent to a Flag of Convenience. European companies already employ cheaper crews from the developing world, with lesser safety regulations. This step will create an imbalance in operating costs, distorting commerce and adding significant risk to the marine environment. Our Canadian crewed vessels, including BC tugboats, will not be able to compete with this type of foreign aggression, and employment opportunities for our seafarers will be diminished causing further erosion to Canada's maritime skills.

It is anticipated that once the full text of the CETA is finally released to the public, we will gain more insight into just how this trade agreement impacts workers and their rights.

Education and Training

K-12 SECTION

The Ministry of Education continues to underfund our public education system. In fact, the BC Liberal government's per student funding is \$1,000 less than the national average.

Teachers, support staff, parents and students are feeling the impact of a government who does not prioritize quality public education. In the K-12 system, districts have closed schools, extended spring breaks, instituted four-day weeks, and cut thousands of classroom and learning specialist teachers as a result of funding pressures handed down to them.

Issues of class size and composition remain top priority for teachers and the public. Following two rulings by the BC Supreme Court in favour of teachers, the rights of teachers to negotiate these vital working and learning conditions are currently being considered at the BC Court of Appeal.

POST-SECONDARY EDUCATION

The provincial government's misguided approach on education has also been evident in BC's post-secondary education system. Like the province's K-12 system, under-funding has been a constant for the last decade and a half, a reality that translates into a 20 per cent drop in real per-student operating grants for colleges, universities and institutes since 2001. Add to

that the skyrocketing tuition fees that today's post-secondary students are paying and it's clear that affordability and access have suffered dramatically during the term that BC Liberals have been in power.

Much needed changes to post-secondary funding and policy seem unlikely to emerge given current plans from the Minister of Advanced Education. At an institution-wide level, the Minister is talking about "re-engineering" post-secondary education by re-directing up to 25 per cent of the provincial operating grant to "high demand careers".

The government's plan not only lacks a sound pedagogical understanding of how students learn, it will put even more pressure on an already under-funded system. And while the re-engineering plan will adversely impact all

An urgent crisis is occurring in provincially-funded English Language Training programs where the government has opted to cut much needed funding to the high quality English as Second Language (ESL) programs delivered by post-secondary institutions.



institutions, a more specific and urgent crisis is occurring in provincially-funded English Language Training programs where the government has opted to cut much needed funding to the high quality English as Second Language (ESL) programs delivered by post-secondary institutions. Both the ESL cuts and the proposed re-engineering will further harm post-secondary students and diminish their opportunities to advance.

INDUSTRY TRAINING AUTHORITY (ITA) REVIEW

In direct response to the persistent lobbying of the BC Federation of Labour Apprenticeship and Skills Training Working Group (ASTWG), the Minister of Labour commissioned a review of the existing apprenticeship system in BC under the Industry Training Authority (ITA). In September 2013, Jessica McDonald was appointed to conduct the review and provide recommendations back to the Premier and the Minister of Labour.

The Federation provided a written submission to the independent review on October 15, 2013 on behalf of the ASTWG, highlighting 12 recommendations to improve the system (a complete list of these recommendations can be found in the ASTWG addendum to this report).

Jessica McDonald's report — "The Industry Training Authority and Trades Training in BC: Recalibrating for High Performance" — was presented to government in February 2014 and included 29 recommendations to the Minister of Labour.

McDonald's recommendations were considered a significant achievement by the ASTWG, as many of these recommendations were adapted from the Federation's submission. Specifically, recommendations to increase transparency

and involvement of organized labour in the apprenticeship system; bring the functions of the Industry Training Organizations (ITOs) into the ITA; introduce evidence-based, multi-year targets; increase the number of regional advisors (minimum 15 in the current year); and ensure government initiative in public sector projects. These recommendations, if fully implemented, would be an important first step in making desperately needed changes to the existing apprenticeship system in BC.

The new ITA Board was appointed in May 2014 and was immediately tasked with the implementation of the 29 recommendations, and will be accountable for outcomes that are evidence-based and demand-driven. Tom Sigurdson, Executive Director of the BC Building Trades, was appointed to the Board, as well as Bob Davis from the Kwantlen Faculty Association, Federation of Post-Secondary Educators (FPSE), as an ex-officio member.

LNG WORKING GROUP

The Premier's LNG Working Group was established on September 9, 2013, with equal representation from labour, LNG proponents, First Nations, and government to create a comprehensive skills training plan for the industry. This is an important first step in re-establishing labour's long-standing role in skilled training.

The Working Group developed a final report that was presented to the Premier on March 31, 2014, that outlined 15 non-binding recommendations on planning, skills training, marketing and developing best practices within the LNG sector to attract a mobile workforce. On April 3, 2014, the Premier accepted all 15 recommendations. The first recommendation was to develop new Terms of

Reference and structure for the Working Group, which was completed in early September 2014.

Four of the proposed and accepted recommendations are a significant achievement that can be attributed to the active lobbying efforts of the BCFED Apprenticeship and Skills Training Working Group.

The structure for the LNG Working Group requires equal representation of all parties, including labour.

The goal is to achieve a level of 25 per cent apprentices out of the overall trades workforce on LNG-related construction projects; government to have a minimum number of apprentices on public infrastructure projects; and to develop a protocol for the use of temporary foreign workers.

For more information on the progress of the Working Group, please refer to the Apprenticeship Skills and Training Working Group (ASTWG) addendum to this report.

Health, Safety and Compensation

PROSECUTIONS AND EMPLOYER ACCOUNTABILITY

May 9, 2012, marked the 20th anniversary of the Westray Coal Mine tragedy in Plymouth, Nova Scotia when 26 miners were killed after a methane gas leak caused a deadly explosion. Following the disaster, a Royal Commission of Inquiry was established to investigate the incident. The findings of this Commission, along with years of hard work by the Westray families, the USW and other unions, led to the introduction and passage of Bill C-45 in 2004.

Bill C-45 amended Sections 22.1, 22.2 and 217.1 of the *Criminal Code*, establishing new legal duties for workplace health and safety and new rules for attributing criminal liability to organizations, including corporations, their representatives and those who direct the work of others.

In the 10 years since the changes to the *Criminal Code*, over 10,000 workers have died across Canada. Of these deaths, and countless other serious injuries, very few cases have been investigated by police for possible criminal charges. In BC and across Canada, the labour movement has been campaigning to increase the awareness, education, training, and to build the political will necessary to ensure that the legislation is used as intended and prosecutions proceed.

During a 2012 stakeholder meeting with then-BC Attorney General Shirley Bond and the Deputy Minister for Police Services, it was discovered that a long forgotten Memorandum of Understanding (MOU) existed between the Workers' Compensation Board (WCB) and select Lower Mainland police services divisions that outlined the protocol for working together to investigate workplace serious injury and death.

In response to the BCFED's requests, the government committed to make much needed revisions to the MOU, including training of all parties, and to expand it to include the RCMP and all police services. The revised MOU was signed by all parties in the 2014.

In 2013, the USW launched a national campaign "Stop the Killing, Enforce the Law" and have been making good progress engaging with federal, provincial and municipal governments on this issue. The BCFED, with the support of the Standing Committee and with victims' families, continues to work on this issue and consistently calls for more criminal and



In meetings with Premier Christy Clark, Labour Minister Shirley Bond and the CEO of the WCB, the BCFED remains persistent on the development of a charge assessment protocol for Crown Counsel to follow when a serious injury and fatality happened in a workplace.

administrative prosecutions and, ultimately, jail time for those responsible.

The BCFED began working with a retired UBC professor and a retired Workers' Compensation Board investigation officer to develop a charge assessment protocol for Crown Counsel to follow when a serious injury and fatality happened in a workplace. Although BC's Attorney General, Suzanne Anton, recently dismissed this idea, the BCFED continues to pursue this important issue. The BCFED remains persistent in our demands during meetings with Premier Christy Clark, Labour Minister Shirley Bond and the CEO of the WCB.

The glaring lack of prosecutions of negligent employers was reinforced once again in the spring of 2014 when the Crown Counsel released their decision not to proceed with charges, despite clear evidence of employer negligence, in the horrific Babine sawmill explosion in 2012.

In response to the outrage expressed by the families, the labour movement, the NDP and the public, the Premier appointed John Dyble,

Deputy Minister to the Premier, to establish a fact pattern that led to the Crown's decision not to press charges.

Dyble's report suggested that the lack of charges was largely a result of the WCB and the Criminal Justice Branch failing to work together, which led to inadmissible evidence. The Dyble report also made a series of recommendations to address these chronic problems.

WORKPLACE ACCOUNTABILITY ACT

The Federation and its affiliates worked together with NDP Opposition Critic Harry Bains to develop the *Workplace Accountability Act*, introduced in the Legislature in 2014. This Private Member's Bill incorporates the long-standing demands of the labour movement that are required to make criminal prosecutions possible.

WORKER' COMPENSATION BOARD REVIEW — THE MACATEE REPORT

Following the Crown's announcement that no charges would be filed for the Lakeland Mill explosion, Labour Minister Shirley Bond appointed Gord Macatee as the temporary administrator at WCB.

Macatee's mandate was to oversee the implementation of Dyble's recommendations; to ensure that a sustained prevention compliance strategy was in place for combustible dust in sawmills and other workplaces; to recommend best practices for inspections and investigations; and to search for and appoint a new Chief Executive Officer (CEO).

Macatee's report was submitted to the Minister on July 1, 2014, and released to the public on July 15, 2014. The report included 43 recommendations that have been accepted by both Minister Bond and the WCB.

The BCFED, along with other key stakeholders, expressed grave concerns that no effort was made to invite meaningful consultation on the significant issues addressed in the report. In response to this criticism, the government and WCB have assured stakeholders that proper consultation will be done prior to implementation. In September 2014, labour and employer stakeholders began expedited consultation sessions on the recommendations that require policy, regulatory or legislative changes.

The BCFED cautiously agreed that some of the recommendations are a step in the right direction, specifically creating stronger enforcement tools and investigation practices that are able to hold negligent employers' accountable. However, the BCFED has expressed strong disagreement with the

recommendation that would allow for workers to be ticketed onsite for health and safety violations. It will be extremely important for the labour movement to coordinate and maintain strong opposition against the implementation of this recommendation.

MEETING WITH THE WCB BOARD OF DIRECTORS

The Executive Officers of the BC Federation of Labour met with the WCB Board of Directors on December 11, 2013. This meeting provided the BCFED with an important opportunity to highlight key issues of concern to the labour movement. The Officers discussed prevention strategies, with particular focus on violence in the workplace; the Coroner's jury recommendations regarding an annual declaration of compliance by employers; and mandatory training for all farmworkers, employers and supervisors.

Enforcement strategies were also raised and the Officers indicated their interest in working with the WCB to address the issue of employers who consciously oppose the WCB regulation. The BCFED re-asserted our recommendations to support more prosecutions of negligent employers, both administratively and criminally.

The Executive Officers' presentations were well-received by the WCB Board of Directors and it was agreed that these meetings held value and should continue at least annually. With the current WCB regime being thrown into flux — a new CEO being hired, new labour and employer representatives appointed for 2015, and the structural changes to the Board of Director's proposed by Gord Macatee — maintaining close ties with the WCB Board of Directors to ensure workers' interests

are not forgotten is vital. The next meeting is scheduled for December 2014.

GOLDEN TREE MONUMENT

The Golden Tree monument is currently under construction. This art is a memorial to the three women who died in March 2007. Further, it is an acknowledgement of the vital work farmworkers do and a reminder of our ongoing plea for safer working conditions.

The BCFED continues to work with the families and the other partners to keep this project moving forward.

The Golden Tree will be erected in the garden behind the Clearbrook Library, attached to the

Abbotsford Civic Plaza. It will be the focal point of the garden, towering above the waterfall and pond. The monument's golden branches will be impossible to miss while sitting in the library's reading lounge. The City of Abbotsford has offered to provide marketing support to draw attention to this amazing monument and will also develop educational opportunities, accessible to those inside and outside the library.

At the writing of this report, fundraising is approximately 80 per cent complete on this ambitious project. This monument is a powerful representation of what our labour movement stands for, and the Federation appreciates the generosity of the affiliates in bringing this project to life.

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Since 2001, the Federation's OH&S Centre has trained 21,000 joint OH&S Committee members, worker representatives, employees and managers, and reached 140,000 high school students in 85 communities around BC.

OCCUPATIONAL HEALTH AND SAFETY (OH&S) CENTRE

The Federation's Occupational Health and Safety Centre has continued to expand its role as the leading health and safety education centre in BC. Unlike employer-sponsored programs, the BCFED's Program emphasizes employees' rights to a safe workplace, employer responsibilities, as well as providing education to representatives on joint health and safety committees.

The Centre's programming focuses on the following areas: OH&S Committee education; "Alive After Five" high school presentations; Employment and Trades program presentations; "Developing Communication and OH&S Skills" for those with English as an additional language; Migrant Worker OH&S rights educational sessions; and Return to Work (RTW) Program development & assessment.

In the fall of 2014, the WCB renewed the Centre's annual funding with an increase of 20 per cent.

The Centre is the largest provider of health and safety education for OH&S Committees in BC, and the largest provider of facilitator-led young and new worker education. Since 2001, the Centre has trained 21,000 joint OH&S Committee members, worker representatives, employees and managers, and has reached 140,000 high school students in 85 communities around BC.

Justice for All

STANDING UP FOR YOUNG WORKERS

An important aspect of the BCFED is the work of the Young Workers' Committee. Through the Employee Action Rights Network (EARN) they advocate for workers who don't have a union and provide vital education about workers rights under provincial and federal laws.

EARN was a leader in the fight for Grant's Law, and recent actions by the BC Liberal government to water down that law have been actively opposed. A Grant's Law sit-in at the Mac's convenience store on East Broadway was just one tactic used to keep this issue of worker safety in the media.

In 2013, the group also petitioned for the restoration of Grant's Law at the annual fireworks display at English Bay and at a campaign rally at Metrotown in 2013.

EARN continues to facilitate Labour Education sessions in a number of high schools. Over the last two years, they have reached more than 4,000 students. This program is built around young workers going into classrooms and informing students about their rights at work, about unions, and about social justice. Presentations for ESL students by EARN members also happen on a regular basis to inform recent immigrants about Employment Standards and their rights at work.

EARN organizer training took place in Nanaimo, Prince George, Kelowna and New Westminster.

These sessions provide a great opportunity for skills development for volunteers in the areas of media relations, volunteer recruitment and events organizing.

HUMAN RIGHTS TRIBUNAL RULES IN FAVOUR OF KHAIRA WORKERS

Last Convention we updated delegates on the struggle of a group of silviculture workers who had been brutally exploited by their employers Khaira Enterprises Ltd. The BCFED worked closely with these workers, and helped bring national attention to the plight of workers in an industry with little regulation, isolated working conditions, and no enforcement of employment standards.

The workers, with the assistance of the BC Public Interest Advocacy Centre, won a case with the BC Employment Standards branch, and Khaira Enterprise was ordered to pay workers over \$260,000 in unpaid wages. However, to date, the workers have only received partial payments of what is owed to them.

The workers also took their case to the BC Human Rights Tribunal. The BC Public Interest Advocacy Centre again took on the case, and were successful. On May 23, 2014 the Tribunal issued its decision in favour of fifty-five tree planters who worked for Khaira Enterprises Ltd. in 2010, finding that the workers were subjected to discrimination on the basis of race, ancestry, place of origin, colour and sex. The Tribunal has awarded the workers close to \$700,000 in injury to dignity damages.

This decision is a victory for the Khaira workers, and the efforts of these workers to stand up for their dignity and rights have been rewarded. But we need to remember that the conditions that led to this deplorable situation are still in place today.

The Khaira workers were planting trees under contract from the provincial government and they were working on public lands. As such, the BCFED continues to call on the Premier and her government to apologize to the workers and immediately pay them the money ordered by the Human Rights Tribunal.

BE MORE THAN A BYSTANDER

The BCFED teamed up with the BC Lions and the Ending Violence Association of BC in 2014 on a campaign aimed at ending domestic violence. The “Be More Than a Bystander” campaign reaches a wide audience in many communities through the support of Lions players who are speaking up and breaking the



be more than a bystander

An injury to one is an injury to us all.
Together, we can **break the silence** on violence against women

Proud supporters of the BC Lions and EVA BC
Be More Than a Bystander groundbreaking initiative
to break the silence surrounding violence against women and girls

Logos of partner organizations: BCFED, BC Building Trades, BCGEU, BC Teachers' Federation, Cope, CUPE, Federation of Post-Secondary Educators, HSA, Health Sciences Association, IATSE, UNIFOR, IUOE, and UNITE HERE!

silence on the issue of violence directed to girls and women.

Thirteen affiliates raised \$96,000 towards this important campaign.

The campaign has four focus areas, including a public awareness campaign, the development of curriculum and teaching material for schools, training for players and coaches on how to talk to kids about violence against women and girls, and the creation of a promotional film.

TFW LEGAL CLINICS

The Federation and affiliates partnered with The West Coast Domestic Workers' Association (WCDWA) and the Community Legal Assistance Society (CLAS) to provide public legal education sessions and mobile clinics to migrant workers across British Columbia.

Migrant workers are among the most vulnerable workers in Canada today. Their numbers continue to grow as the federal government expands Canada's Temporary Foreign Worker Program. With the rising numbers of migrant workers entering British Columbia, there is an increased demand and critical need for legal services.

The challenges facing TFWs, many of which stem from the very laws that govern them, make it difficult for this group of workers to assert and protect their legal rights. Once they have arrived and are working, they are dependent on their employers not only for their job but also for their immigration prospects and — in many cases — their housing. Where a worker does want to pursue legal avenues for recourse, or where it is necessary, TFWs have no access to social services because of their immigration status. For workers earning minimum wage, the

services of a private lawyer are not an option. In this context, it is critical to educate and provide free legal services to migrant workers in the communities where they live.

The goal of the project was to provide grassroots services to migrant workers across the province, improving their awareness of, and access to, legal rights, while at the same time introducing many of them to the labour movement in BC.

Beginning in September 2014 and continuing beyond Convention, the project will provide clinics and outreach to migrant workers in Fort St. John, Chetwynd, Dawson Creek, Williams Lake, Prince George, Victoria, Nanaimo, Cranbrook, Abbotsford, Langley, Kelowna, Vernon, Kamloops and Penticton.

RANA PLAZA TRAGEDY

On April 24th, 2013 the Rana Plaza factory collapsed in Bangladesh. It is considered the deadliest garment factory accident in history, and a shocking 1,129 people were killed and a further 2,500 people were injured. Despite the discovery of cracks in the building's floor just a day earlier, and the evacuation of all the other businesses on the ground floor, including banks and flower shops, garment workers in five factories on the upper floors of the building were told to return to work under threat of lost wages if they refused.

Several Canadian companies were identified as having factories in Bangladesh including the Hudson's Bay Company, Wal-Mart, Mark's Work Warehouse, Loblaws and Canadian Tire. A call came quickly from concerned consumers for these companies to take responsibility for worker safety. The BCFED joined the call for Loblaws to sign the Accord on Fire and Building Safety in Bangladesh and wrote a joint letter



Kalpona Akter, Executive Director of the Bangladesh Centre for Worker Solidarity, travelled from Bangladesh to join the rally in front of the Hudson's Bay Company and speak at the event on international solidarity for Together 2013 Conference delegates.

on behalf of BC's labour movement urging the company to sign on. The pressure was successful and Loblaws signed the Accord in May of 2013.

As a result of our advocacy work, the BCFED became a national spokesperson on this issue.

At the November 2013 Union Renewal Conference held by the BCFED (Together 2013), a rally was held in front of the Hudson's Bay Company (HBC) demanding that HBC sign the Accord. Participants entered the building to confront store management with the stark reality facing garment workers in Bangladesh and the images of the aftermath of the Rana Plaza factory collapse. Protestors distributed handbills and encouraged the public to sign a petition calling on the company to join the Accord. Kalpona Akter, Executive Director of the Bangladesh Centre for Worker Solidarity, travelled from Bangladesh to join the rally and to speak at the evening event on international solidarity for conference delegates.

The petition organized by Sum of Us, has collected nearly 17,000 signatures. To date, Hudson's Bay has declined to sign the Accord.

Instead, the company has signed on to a competing document called the Alliance for Bangladesh Worker Safety. The Alliance is a watered down version of the Accord signed by the likes of Wal-Mart and Target and does not require the same legal obligations from its signatories. Unlike the Alliance, the Accord requires companies to accept legal liability for the conditions in Bangladesh.

On the one year anniversary, April 24, 2014, of the Rana Plaza tragedy, the Federation organized a protest in front of The Children's Place clothing company in Metrotown. The company has paid less than 6 per cent of what it owes the victims and their families, despite being an international company with \$1.8 billion in reported revenue last year.

PROTEIN FOR PEOPLE

In 2006, unions and the United Way came together to start a non-profit society to make a difference for food bank users in BC. Protein for People collects donations and connects local food producers directly with BC's food banks.

Currently, Protein for People works with BC salmon canneries and provides union processed and labeled fish, a valuable protein source and normally a high cost item for food banks to purchase. To date, about half a million cans of BC salmon have been distributed to help feed vulnerable people.

In addition to providing a protein source for food banks, the society also hosts community forums for food bank clients and their families. These community forums, organized with Labour Councils, connect food bank users with the labour movement. The forums provide an opportunity for labour to highlight its work and campaigns around labour rights and standards.

At the Ballot Box

PROVINCIAL ELECTION 2013

In 2009, the provincial election was decided by a mere 3,500 votes, spread across eight provincial ridings, similar to the vote spread in 2005. As we prepared for the 2013 election, the labour movement was focused on mobilizing union members and their families to vote.

We also sought to raise the record of the BC Liberals in education, health care, workers' rights, and childcare. The BC Federation of Labour focused its effort on coordinating and supporting affiliate activities in 16 strategic ridings where working people could have the greatest impact in the elections.

Targets were spread out across the province and included Prince George, Kamloops, the Fraser Valley and several areas on Vancouver Island. These areas were constituencies that the NDP would need to win in order to see a change in government.

The Federation's election campaign was branded "We Vote for a Better BC." With the goal of building a strong and dedicated network of union activists across BC, the campaign strategy focused on educating and motivating union activists to vote and volunteer in the election. Campaign activities included regional organizing meetings, volunteer training, motivating voters, social media outreach, and a strong labour "get out the vote" effort.

The BCFED engaged voters on Facebook, Twitter, on our primary website and through direct e-mail. During the election campaign, the "BCFED election desk" report went out daily to activists and subscribers. The bulletins featured short, easy-to-digest content on the campaign issues, events, and volunteer opportunities.

Drawing on the success of American "vote pledge" campaigns, social media tools were used to encourage activists to make a plan of voting. Experience shows that for reluctant or occasional voters, pledging to vote dramatically increases the likelihood that a person follow-through on their intention to vote.

The "Send Christy Clark Packing" messaging and images were used in the last 10 days of the campaign to ask union members and supporters to commit to voting in the advanced polls. This end game messaging was delivered online to our universe using Google advertisements, Facebook advertisements, and social media tools. Over 10,000 British Columbians signed a pledge to vote in the advanced polls. Those who signed the pledge were emailed with their local polling station based on their postal code.

For many unions, connecting on a member-to-member level was a key strategy for their provincial election campaigns. These meaningful one-to-one interactions result in a

In addition to the NDP's review, the labour movement also undertook a review of our election activities. The Federation and affiliates held numerous debrief and discussion sessions to examine our campaign efforts and discuss how we can be more effective in the future.

deep and lasting connection on the issue, and form long-term relationships that strengthen the union.

As the election results began to come in on May 14, 2013 it became clear that pundits, pollsters, and party activists were about to be shocked by the re-election of the BC Liberals. While leader Christy Clark had been unseated in Vancouver Point Grey, that was no consolation for the loss of the general election, putting the NDP back on the Opposition benches with fewer members. This election also saw the election of the first-ever Green Party member, Andrew Weaver.

For activists, leaders, and labour unions this election result was a stunning defeat. Unions made large donations, mobilized members, and spent political capital in a full effort to see the NDP elected to government. As we prepare for the 2017 election, we will need strategies to motivate members without triggering people's disappointment over this election loss.

Following what many describe as the surprise election loss, the BC NDP launched a formal election review. The labour movement was represented on the review panel by former COPE 378 President Andy Ross and Federation of Post-Secondary Educators' President Cindy Oliver. The Federation made a presentation to the review panel which focused on increasing the connection of the party and MLAs to working class British Columbians. It was felt that the BC Liberals were able to own traditional working-class issues such as good

jobs, resource development, and regional economic growth. In fact, the Liberals were widely seen to be the party of resource and rural job-creation, territory that traditionally falls to the NDP.

In addition to the NDP's review, the labour movement also undertook a review of our election activities. The Federation and affiliates held numerous debrief and discussion sessions to examine our campaign efforts and discuss how we can be more effective in the future. See the Political Action Committee report for more analysis.



NDP LEADERSHIP

Following the election loss of May 2013, then Leader Adrian Dix announced that the party would undertake a leadership process and he would step down once a new Leader was chosen.

On May 1, 2014 John Horgan was selected as the new Leader of the BC NDP. Horgan, the long-serving MLA for Juan de Fuca, put forward an agenda to re-focus the NDP on the issues of greatest concern for working British Columbians. Horgan has spoken often of the necessity of balancing the need for jobs and resource development, while protecting BC's natural environment.

LOCAL GOVERNMENT ELECTIONS

The local government elections of 2014 provided a critical opportunity to elect progressive candidates who support vibrant communities, good jobs and well-funded municipal services. The Federation worked closely with the CLC, Labour Councils, affiliate unions, and local activists to put forward a full effort to elect strong labour-endorsed candidates to local government, including school boards and regional districts.

Local government elections are traditionally won or lost by a few hundred votes, a result of voter turnout rates that are often well below 30 per cent. Affiliates undertook campaigns to encourage their members to participate in the election as voters and volunteers.

These efforts included using traditional campaign techniques such as phone banks, member-to-member canvassing, mailing poll cards, and distributing education materials on key issues. In addition, this election saw a great improvement in the use of social media

and electronic campaign tools such as Nation Builder.

VICTORIA LOBBY

The Federation's Officers and Executive Council members met in Victoria for the annual lobby days from March 3 to 5, 2014. The lobby was focused on three key issues facing British Columbia: increasing minimum wage to the low-income cut-off (LICO), improving BC's system of apprenticeship and skills training, and the abuse of the Temporary Foreign Worker Program.

All politicians were presented with a detailed information kit which included up-to-date briefing papers on each of the three key issues.

The Federation will hold the next annual lobby in March 2015.

FEDERAL ELECTION PREP

Prime Minister Stephen Harper has used his majority government to viciously attack the public service, unions, and progressive charitable organizations. The government has aggressively undermined Canada's cherished social safety net by increasing the retirement age and refusing to renegotiate the Canada Health Accord.

Working closely with the CLC, the Federation and affiliates are working hard to prepare for the coming federal election in 2015. It is critical that the Harper government be defeated and that we work to elect NDP MPs in British Columbia.

Affiliates have undertaken campaigns to raise awareness of the many federal issues that will be highlighted in the next election, and to

Affiliates have undertaken campaigns to raise awareness of the many federal issues that will be highlighted in the next election, and to highlight the impact of another four years of a Harper government on unions and working people.

highlight the impact of another four years of a Harper government on unions and working people. See the Political Action Committee report for more on this topic.

ELECTORAL BOUNDARIES COMMISSION

In early 2014, the provincial government introduced legislation to review BC's electoral boundaries. In a constitutionally questionable decision, the government tabled legislation that protected select rural ridings. The North Coast, Interior and Kootenays were designated "protected" areas, but rural parts of Vancouver Island were left "unprotected." Further, the BC Government's legislation dictated that the number of MLAs remain unchanged at 85.

In early September, the Electoral Boundaries Commission issued a consultation framework. With just two weeks' notice the Commission announced there would be 29 hearing dates for British Columbians to present their point of view to the Commission in advance of the proposal for new boundaries.

The Federation worked with affiliates to coordinate presentations to the Commission. Affiliates were encouraged to represent the views of their communities and ensure that all ridings across the province would continue to have strong representation.

The Commission is scheduled to submit a preliminary report to the BC Legislature by May 9, 2015. This report will also have a series of public hearings, followed by a final report

to the Legislative Assembly no later than November 15, 2015.

BC Federation of Retired Union Members (BC FORUM)

The BC Federation of Retired Union Members (BC FORUM) gives retired union members the opportunity to remain active and involved in the labour movement.

BC FORUM's volunteer Board of Directors and Regional Representatives — all retired union leaders and activists — are very grateful to the growing number of BCFED affiliates who recognize the importance of building solidarity across generations and are taking action to help make it happen.

BCFED affiliates are increasingly making financial and in-kind contributions to bolster BCFORUM's limited budget, supporting their efforts to sign up members 50 and over, paying for first year membership and appointing key personnel to the Affiliate Liaison Committee. We are very grateful to these affiliates, the BC Federation of Labour, and WE Consulting and Benefits for their consistent support.

This year's BC FORUM Annual General Meeting saw good participation and engagement by our members. The Executive is enthusiastic, energetic, and committed to building an ever stronger and more effective organization.

BC FORUM is working with the BCFED, CLC, Congress of Union Retirees of Canada (CURC),

other senior organizations and coalitions on a number of issues that directly affect our members.

Federally, the Harper government's unprecedented attack on pensions is a key focus, including the government plan to raise the age of eligibility for OAS and the GIS, and the introduction of legislation that may jeopardize retirees' benefits by allowing Defined Pension Benefit Plans to be converted to target pension benefit plans. Their refusal to renegotiate the Federal/Provincial Health Accord that expired on March 31st is a large part of our campaign work.

Canada Post's plan, which includes cutting door-to-door postal service and raising rates, will disproportionately affect seniors on fixed incomes and will see thousands of workers out of a job.

In BC, the Liberal government continues to increase Medical Services Premiums, and underfund vital health services for seniors. Further, increased fares and the elimination of the seniors discount on BC Ferries have greatly impacted seniors living on the Gulf Islands who rely on the ferry system. BC FORUM continues to work with the BCFED and our allies to lobby and fight for changes needed to bring about more equality for all.

In cooperation with the CURC, BC FORUM has developed a pre-retirement planning course, trained the instructors and is now delivering the course to affiliates and will be conducting the course through Labour Council Weekend Schools. The CLC Pacific Regional Office supported the project through the production of Instructors and Participants Manuals.

With your ongoing support, BC FORUM will bring together more and more retired and soon to be retired workers and union activists to

stand shoulder to shoulder in our shared fight for social justice.

BC Labour Heritage Centre

The BC Federation of Labour has continued to support the BC Labour Heritage Centre (LHC) and its role in highlighting the important contribution of working people and the labour movement to the growth and development of British Columbia.

This past year saw the completion of a major project of the LHC working with the Knowledge Network and Landrock Entertainment to produce 30 vignettes that highlight the history of working people in BC. The vignettes, each two to three minutes long, have been aired on Knowledge and can now be accessed on-line as well as in DVD format.

The LHC has partnered with the BCTF to create the Labour History Project, a working group of practicing and retired teachers that is engaged in developing curriculum materials on labour history/studies appropriate for use in BC classrooms. These materials, including lesson ideas for each of the 30 vignettes and an entire unit on labour history/studies for the Social Justice 12 course are available on the BCTF website at Teach BC.

The LHC is working in partnership with WorkSafeBC on the production of videos that cover historical issues related to health and safety at the workplace. Six videos have now been completed. One dealing with the Bental tragedy in January 1981 and another on the collapse of the Ironworkers Memorial Bridge in June 1958 was featured at memorial events earlier this year. The LHC working group is developing lesson ideas for classroom use of the videos.



Thirty vignettes that highlight the history of working people in BC, each two to three minutes, have aired on the Knowledge Network and can be accessed on-line and on DVD.

Working in partnership, the LHC, the Vancouver and District Labour Council, Simon Fraser University (SFU) Labour Studies Program and the Pacific Northwest Labour History Association (PNLHA) have produced a new and updated Vancouver Labour History walking tour booklet that includes the labour panels at the Convention Centre. They have also trained a group of new tour guides who are now available to take groups, such as union members, on tour.

Currently the LHC, in partnership with the BC Federation of Labour and the SFU Labour Studies program, is engaged in the development and publication of a book that will provide an overview of the history of working people and the labour movement in BC, from pre-contact times to the present. The project is being funded by the Community Savings Credit Union and will be published by Harbour Publishing. Andy Neufeld,

Communications Director at United Food & Commercial Workers (UFCW) Local 1518, will write the book with completion anticipated in late 2016.

The LHC is engaged in many other projects and is supported by the BCFED and a number of its affiliates.

With the passing of Jack Munro this past year, the LHC lost a leader and our Founding Chair. Jack's remarkable vision for the Labour Heritage Centre was an inspiration, and his commitment to the project has ensured its success.

Ken Novakowski, a past president of the BCTF and teacher activist, is now the Chair. The Board of Directors continues to include a number of known and respected labour people committed to the ongoing success of the organization.

Developing Leadership and Setting the Agenda

REGIONAL CONFERENCES

One important aspect of the work of the Federation is our capacity to bring activists together from across affiliated unions and across the province to work together on critical issues facing the labour movement and working people.

The 2010 BC Federation of Labour Convention adopted the Regional Engagement Strategy to better reflect and represent the regional perspective of BC's labour movement. This strategy included holding an annual Regional Conference outside of Metro Vancouver.

In 2013, the Regional Conference was held in Nanaimo on Vancouver Island. Taking place from March 4 to 6, the conference brought over 150 members together to tackle key issues facing the labour movement in the region. The conference theme "Building Our Future" was explored through a series of workshops that included building a sustainable economy, setting priorities for local campaigns, and enhancing local skills development and educational opportunities.

The 2014 Regional Conference was held in Kimberley, East Kootenays, from June 6 to 7. The theme of the Kimberley Conference was "Good Jobs, Strong Communities", and focused on the importance of good jobs for workers and families in a changing economy. More than 80 delegates from the region attended the conference.

Building on the recommendations of past conferences, the 2014 Regional Conference included a series of panel discussions, multi-media presentations, as well as hands-on

workshops that tackled local issues and actions with the goal of participants leaving with a developed strategy to advance a local campaign, issue or action. There was also an evening workshop hosted by GreenJobs BC.

The Kimberley Conference coincided with the beginning of BC Teachers' Federation job action. Delegates supported teachers on the picket line at a local elementary school, drawing attention to the vital issues teachers in the Kootenays, and across the province, are fighting for.

The feedback from the conference delegates was positive and will help in planning future conferences to ensure they are a valuable opportunity for local members.

UNION RENEWAL CONFERENCE

"Together 2013: Strategies for Stronger Unions" was held in Vancouver November 25 to 27, 2013. More than 300 workers from around the province attended the conference, which focused on building a stronger and more resilient labour movement. Conference delegates attended workshops, heard from keynote speakers, shared ideas, and planned for the future of the labour movement in BC.

Attendees were inspired by the courage of special guest speaker Kalpona Akter, the Executive Director of the Bangladesh Center for Worker Solidarity (BCWS). A survivor of a factory fire in 1990, Kalpona now fights for the rights of other garment workers. Kalpona along with two other garment workers formed BCWS in 2001 to advocate for labour rights and provide advocacy training to these marginalized workers.

Conference delegates joined Kalpona Akter at a rally in front of the Hudson's Bay. The group called on the Bay and other large Canadian



More than 300 workers from around the province attended “Together 2013: Strategies for Stronger Unions” in Vancouver in November 2013. The conference focused on building a stronger and more resilient labour movement.

retailers to sign onto the Bangladesh Factory Fire and Safety Accord.

YOUNG WORKERS SCHOOL

The BCFED Young Workers School is held every year in June and serves as an opportunity for young workers from all over the province and from different unions to get together and learn about the labour movement. This event facilitates the forming of friendships that last, and that get more young workers involved in the Young Workers’ Committee (YWC) and in their unions.

The 2013 School featured special courses on International Solidarity facilitated by

Carol Wood from Co-Development Canada, Progressive Economics facilitated by Jason Mann, and Advanced Labour History facilitated by Vancouver and District Labour Council President Joey Hartman.

The 2014 school featured Labour History facilitated by SFU professor Mark Leier, Austerity 101 facilitated by Kwantlen University’s Wayne Fenske, and Anti-Oppression training facilitated by the Anti Violence Project from the University of Victoria.

The YWC is dedicated to ensuring that the BCFED Young Workers’ School continues to be a fun and educational experience for generations of young workers to come.

MORGAN CENTRE FOR LABOUR RESEARCH AND THE LABOUR STUDIES PROGRAM

For decades the voice of labour was under-represented at many post-secondary institutions. While many right-wing think tanks were connected with, and promoted through, business schools, labour history and class analysis was often missing.

In 2008, the BCFED was approached by Margaret Morgan to help establish a Labour Studies Program at SFU. It took a number of years, but from Margaret's generous donation and her dedication to the labour movement, the SFU Labour Studies Program was created and The Morgan Centre for Labour Research established in 2011.

The program is flourishing, and the research component continues to advance vital works that expands and enhances public awareness of the labour movement in Canada.

Program enrolment has increased steadily since the program began in 2011, and course offerings have expanded to meet the growing demand. There are now 11 courses offered through the program. In 2014 the program had a total of 545 students enrolled across the three semesters.

With the growth of the program, Professor Kendra Straus has joined the department full time. She is joined by seven sessional instructors.

SUMMER INSTITUTE FOR UNION WOMEN (SIUW) 2014

The BC Federation of Labour hosted women from the Western United States and Canada for the Western Regional Summer Institute for Union Women July 8-12, 2014 at the University of Victoria (UVIC).

The event was attended by over 200 women and more than 30 facilitators from the US and Canada participated.

The Western Regional Summer Institute for Union Women, hosted by the Federation in July 2014, focused on giving women the tools and confidence necessary to take on leadership positions in their communities, in their unions and in political office.



The theme of the Institute was “Together Women Win.” The Institute focused on giving women the tools and confidence necessary to take on leadership positions in their communities, in their unions and in political office.

Core courses offered included combating bullying in the workplace, collective bargaining, and public speaking and parliamentary procedure. Short workshops included creative activism training, activism through song, creative resistance, and effective story-telling. The skills-based workshops included the effects of free trade agreements on women, Aboriginal relations, self-care, Temporary Foreign Workers Program, and much more.

The keynote speakers for the Institute were Sarita Gupta, Executive Director of Jobs with Justice, and Sikata Banerjee, Dean of Humanities at UVIC.

Delegates at the SIUW took part in a stroller brigade rally at the BC Legislature. The event was co-sponsored by the Coalition of Child Care Advocates of BC in support for the \$10 a day childcare system in BC.

ORGANIZING

In British Columbia unionized workers account for 31 per cent of the workforce. That number is consistent with the national rate for unionized workers. However, according to Statistics Canada, BC’s rate of unionization is falling, from 36 per cent in 1997, to 33 per cent in 2005 and now sits at 31 per cent.

From January to August 31, 2014 there were 28 new certifications (including variances) granted, representing 911 workers.

In 2013 there were 82 new certifications (including variances) granted, representing

2,480 workers. And in 2012 there were 92 new certifications (including variances) granted, representing 2,027 workers.

The BCFED continues to provide training for union organizers, but it is clear that we need to re-examine our process and commit to organizing the unorganized. To accomplish this we intend to provide both a basic and advanced course for union organizers in 2015. We are also proposing to hold an Organizing Summit meeting with the intent to engage union organizers and union leaders in a discussion to advance organizing in BC.

Moreover, it has become clear that we need to engage in a campaign that addresses the shortfalls at the Labour Relations Board that are impacting union rights, including the lack of successorship rights.

DELEGATION TO CHINA

In 2014, the BC Federation of Labour and the Vancouver and District Labour Council (VDLC) organized a trip to China for a delegation of labour leaders and activists from June 18 to July 2, 2014. Numerous Chinese delegations have visited Vancouver over the years and urged us to return the visit. The VDLC organized a trip to China in 2008, but this is the first time the BCFED has been involved.

The 10 participants in the delegation arrived in Beijing on June 19 and visited Beijing, numerous cities in the Shandong province and Shanghai, returning to Canada on July 2. The Beijing Municipal Federation of Trade Unions, the Shandong Provincial Federation of Trade Unions and the Shanghai Municipal Federation of Trade Unions hosted the delegation and arranged numerous meetings with trade union leaders, work site visits, luncheons and banquets with union and business leaders.

The work site visits included a hospital, a high school, the port of Qing Dao, the Qing Dao beer plant and museum, a number of union colleges and universities including the All China Women's University, a coal fired power plant, the Shanghai General Motors plant and Shanghai Film Museum.

In China, unions are organized at the work site and then organized into municipal and provincial federations. The All China Federation of Trade Unions (ACFTU) is the national umbrella group for all unions. The ACFTU arranged an information meeting and dinner for the delegation in Beijing.

At every meeting and work site the Chinese labour leaders were eager to exchange information on issues of importance to workers: collective bargaining, health and safety, legal representation and union services for members. In particular, the federations are struggling with issues of rural migrant workers and the changing relationship with employers as China introduces more private enterprises and joint ventures. The trip provided a unique

opportunity for the delegates to learn about the union movement in China and for the BC Federation of Labour to strengthen our relationship with Federations of Labour in China.

Supporting Diversity

WORKERS OF COLOUR CAUCUS

The Workers of Colour (WOC) Caucus remains committed to raising awareness about issues that systematically affect workers of colour, such as the mistreatment of Temporary Foreign Workers, and working towards creating equality in the workplace.

The WOC Facebook page has been active in promoting cultural events around the province, including Vaisakhi celebrations, the 100th anniversary of the Komagata Maru, and events marking Asian Heritage month.

Equity representatives on BCFED Executive Council: Frank Lee, Sheryl Burns, Kari Beppe, Cheryl Gilbert, and Human Rights Committee Chair Lorene Oikawa.





Several of the affiliated unions took part in the Vancouver Pride event, working on planning, decorating the BCFED float, and marching in the parade.

LESBIAN GAY BISEXUAL TRANSGENDERED (LGBT) WORKERS CAUCUS

Several conference calls were held over the last two-year term with LGBT Caucus members, especially around the planning for 2013 and 2014 Pride events. Several of the affiliated unions took part in the Vancouver Pride event, marching with the BCFED float in the parade. Many activists have been involved with the planning committee and many more take part in decorating the float in the days leading up to the parade.

Members of the Human Rights Committee attended the World Pride Human Rights Conference in June 2014 in Toronto. The workshops and daily plenary gave activists vital perspective on LGBTQ rights around the world and in our own communities.

The LGBT Workers Caucus remains committed to ensuring that 'All Genders Welcome' language is used at all BCFED conferences

and Conventions going forward, and that awareness of LGBT issues continue to be raised within and by the Federation.

ABORIGINAL WORKERS CAUCUS

The Aboriginal Workers' Caucus has been working on issues of importance to Aboriginal workers in the province. The Caucus meets regularly via conference call, networks through email and Facebook and works with affiliate union committees.

Key issues the Aboriginal Workers' Caucus has been working on include: Murdered & Missing Women in Canada; the Idle No More Movement; Reconciliation; equity opportunities and equity access within the Labour Movement; and the recent *Tsihloqot'in Nation v British Columbia* (2014) decision.

The Aboriginal Workers' Caucus has also demonstrated support for a variety of campaigns, including: Tears for Justice Walk;



Cheryl Gilbert, BCFED Executive Council Aboriginal representative with BCFED Secretary Treasurer Irene Lanzinger, BCFED President Jim Sinclair, and BCFED Officer and UNIFOR rep Joie Warnock at the Walk for Reconciliation in Vancouver.

Idle No More events; Sisters in Spirit Vigil; the Annual Women's Memorial March; the Truth & Reconciliation March; and statements for Aboriginal Day and the *Tsihlgot'in Nation v British Columbia* (2014) decision.

Further, the Caucus has identified ongoing priorities within the BCFED that include: social media development; campaign development for both existing campaigns and new campaigns; opportunities for Aboriginal workers to network with affiliate union committees and leadership, and within the CLC; Aboriginal Worker and Aboriginal Community outreach; campaigning to increase the Aboriginal Vote during election years; and Aboriginal Youth in Foster Care.

The Aboriginal Workers' Caucus is committed to furthering work on these and other issues facing Aboriginal Workers.

WORKERS WITH DISABILITIES

The Persons with Disabilities Representative on the BCFED Executive Council connects with other members with disabilities via regular conference calls. Members with disabilities have identified a number of pressing issues, including concerns regarding barriers to participation at labour events.

A key goal is to encourage affiliates to send more members with disabilities to BCFED conferences and conventions. Many affiliates do not have a Workers with Disabilities Working Group or Committee through which members can educate their respective unions regarding the needs of workers with disabilities and through which participation in events can be facilitated.

On October 1, 2014, the City of Vancouver proposed a motion “City Action to Ensure Innovative, Increased Taxi Service” designed to prevent an agency called UBER from entering Vancouver with volunteer, untrained taxi drivers. Unfortunately, the motion had the effect of freezing all applications for taxi licenses to the Passenger Transportation Board for six months, including 78 pending applications for new taxis that are accessible to persons with sensory and physical disabilities.

The City of Vancouver Advisory Committee on Disability Issues, along with CUPE Local 1936, proposed an amendment to this motion, suggesting that City Council exempt the applications for accessible taxis from this proposal, and that the City encourage approval of these applications with the Passenger Transportation Board. The motion was passed with these proposed amendments unanimously. This is a victory for our members with disabilities who reside in the Lower Mainland.

Reaching Out

TYEE

The BCFED supports and promotes the Tyee as an important venue for providing alternative news and analysis on issues facing British Columbians. As a founding member, we continue to provide an annual financial contribution to the publication.

The Tyee is often recognized for its work and has won numerous awards, making it one of the most successful labour supported media outlets in the country.

The Tyee expanded its reporting capacity in September 2014, sending reporter Jeremy Nuttall to Ottawa to cover federal politics. In October 2014, the Tyee welcomed a new Editor-in-Chief, Jane Armstrong. Jane has had a long career in journalism and brings remarkable experience and insight to the position.

SOCIAL MEDIA

The new media landscape is ever changing, and the BCFED is committed to building our profile in this community. The Federation has maintained an active presence on Facebook and Twitter, using these social media tools to reach even more people around the province.

Currently, the BCFED Facebook page has approximately 5,000 ‘likes’ and grows almost every day. The interaction with our page is high, with the majority posts reaching thousands of people. Facebook has also become a valuable tool in organizing rallies and actions, acting as a touch point for sharing event details with activists and supporters.

On Twitter, the BCFED has close to 5,500 followers. Over the last two years, Twitter has become a growing force in how to



Joanna Larson
@JoannaLLarson

Nearly 100 delegates under the age of 30 here at [#bcfed12](#). Cheers to the future of the Labour Movement! Building a better BC together.



Korleen Carreras
@KorleenCarreras

Standing room only in the new delegate training session at the [#bcfed12](#). Great to see so many new faces!

↩ Reply ↻ Retweet ★ Favorite

communicate events in real time and is now a major part of the our communication strategy. With most affiliated members on Twitter, it is also an effective tool to cross promote the events and issues our brothers and sisters are working on.

We have re-activated the BCFED YouTube channel in anticipation of growing use of multi-media resources to reach our members and the public at large.

NEW WEBSITE

More and more people use an organization's website as the first stop in gathering information. With this in mind, in October 2014 the Federation launched a new website in an effort to reach more people and provided an access point for people and activists looking for information on key issues, events and campaigns.

We are still gathering information on how people are using the site, and will continue to monitor and make improvements so that we are using this tool to its maximum benefit.

Conclusion

As is clear from this report, the BCFED maintains its commitment to advancing the rights of working people in BC and across the country. Whether through consistent pressure to improve health and safety regulations and to hold negligent employers to account, fight for an increase in the minimum wage, and work towards electing a government that respects workers, the Federation has a strong voice and visible presence on issues that affect working people, unions and our communities.

Our struggles and our victories do not always make headlines. But our efforts make a difference in the lives of thousands of workers, working in every aspect of our economy.

Now more than ever, the solidarity of the labour movement is vital. We continue to face a provincial government that gives priority to corporate interests instead of community interests, a government that puts profit before people. As we reflect on the provincial election loss of 2013, we need to recognize the work ahead of us to build a stronger and more focused political movement with the goal of electing progressive politicians at every level.

Our members have always been and will continue to be our greatest resource and our greatest strength.

Our fight is far from over. But when we combine our voice and our votes we can make change.

EXECUTIVE COUNCIL RECOMMENDATIONS 2014

The BC Federation of Labour will continue to work with affiliates to:

- Elect candidates at the local, provincial and federal levels who fight for progressive social, economic and political change, and commit to implementing a progressive agenda upon taking office.
- Raise the profile of the labour movement as advocates for all working people on issues such as: minimum wage; enforcement of employment standards; occupational health and safety; and increased CPP benefits.

- Campaign for reforms to the *BC Labour Code* to improve the rights of all workers to organize a union without fear of intimidation or retaliation by their employers.
- Develop strategies to continue building relationships and working towards proper representation for equity-seeking groups within the labour movement, including aboriginal workers, workers of colour, workers with disabilities and LGBT workers.
- Reject austerity economics, including tax cuts that kill jobs and rob people of services, and develop a clear and progressive strategy for BC that creates good paying jobs in all sectors of the economy.
- Pressure the BC NDP to advance a progressive economic and social agenda for BC that lays the groundwork for electoral victory in 2017.
- Coordinate public sector bargaining in support of fair settlements, and actively resist legislated collective agreements, concessions, back-to-work legislation, and other threats to collective bargaining.
- Work with GreenJobs BC to keep advocating for the creation of safe, well-paid, green jobs that sustain the environment.
- Reach out broadly to activists and organizations in our community who share our vision of a better BC, and build alliances for the purpose of campaigns and actions on issues of importance to working people.
- Advocate for a poverty reduction plan, that incorporates clear targets and timelines, to address child poverty and income inequality.
- Advocate for a comprehensive occupational health and safety enforcement strategy that includes the changes required for successful prosecutions of workplace fatalities and serious injuries where the employer is found negligent.
- Ensure the Officers of the Federation meet at least annually with the WCB Board of Directors to highlight key occupational health and safety issues for the labour movement.
- Lobby against WCB's proposed changes that would allow the WCB to ticket workers for alleged health and safety violations, shifting the responsibility for health and safety in the workplace from the employer onto the worker.
- Lobby the provincial government regarding apprenticeship and skill training to reach the goal of having a minimum of 25 per cent apprentices on any public infrastructure project.
- Increase efforts to organizing the unorganized, and create training opportunities for organizers.
- Advocate for changes to the Temporary Foreign Worker Program at the federal and provincial level that eliminates the low-wage category, offers a path to citizenship for workers who want to stay in Canada, and restricts the use of the program only as last resort.
- Develop a strategy for the labour movement to be more visible in the ongoing debate over the effective delivery of vital public services and the benefits of a progressive taxation system.



EXECUTIVE OFFICERS

Jim Sinclair (President)

Irene Lanzinger
(Secretary-Treasurer)

Val Avery, **HSA**

David Black, **COPE 378**

Lynn Bueckert, **BCGEU**

Brian Cochrane, **IUOE**

Laird Cronk, **IBEW**

Robert Demand, **UNITE HERE!**

Victor Elkins, **HEU**

Mark Gordienko, **ILWU**

Mark Hancock, **CUPE BC**

Amber Hockin, **CLC**

Steve Hunt, **USW**

Jim Iker, **BCTF**

Bob Jackson, **PSAC**

Dusty Kelly, **IATSE**

Ivan Limpright, **UFCW**

Lee Loftus, **BC Building Trades**

Gavin McGarrigle, **Unifor**

Cindy Oliver, **FPSE**

Bonnie Pearson, **HEU**

Karen Ranalletta, **CUPE**

Stephanie Smith, **BCGEU**

Joie Warnock, **Unifor**

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Apprenticeship and Skills Training Working Group

REPORT TO CONVENTION 2014

The Apprenticeship and Skills Training Working Group's (ASTWG) last report to Convention provided an in-depth account of the history of the apprenticeship system in BC, illustrated the vast deficiencies under the Industry Trade Authority (ITA) and outlined the public policy recommendations advocated for by the Working Group and the Federation.

It is critical to put people to work in middle-class careers in order to create long-term, stable economic growth. Apprenticeship programs also strengthen communities by providing career paths and job stability especially for people from disadvantaged backgrounds. They benefit industry by reducing workplace injuries, reducing turnover, and providing a motivated and well-trained workforce.

Apprenticeships lead to career paths with higher average wages, health benefits, and pensions. Local hire policies help to ensure that BC workers have access to these family and community-supporting benefits. There is an important role for government to play in advertising the benefits of a skilled trade, particularly to young people, women and those from disadvantaged backgrounds.

BC is simply not producing enough journeypersons to meet the mid- to long-term needs of our economy if BC wishes to maximize

its growth opportunities. The labour shortage is forecasted to intensify beyond 2015.

Since the 2012 Federation Convention, the ASTWG and the Federation Officers have continued to press for government action to address the ongoing problems in British Columbia's apprenticeship and skills training system, and to promote better training opportunities for British Columbian workers. As a result of this persistence, the government was forced to review the apprenticeship system in BC.

GOVERNMENT RESPONDS TO THE LABOUR MOVEMENT'S PRESSURE

In our 2010 report, we presented a 13-Step Action Program for government to address the problems in BC's skilled worker training system. In the fall of 2011, the ASTWG reaffirmed the following strategic goals for its work:

- Improving coordination with public education staff to improve support for apprenticeship as a career option;
- Forcing government to recognize the shortcomings of the present Industry Training Authority (ITA)/Industry Training Organizations (ITO) model;

BC is simply not producing enough journeypersons to meet the mid-to-long-term needs of our economy if BC wishes to maximize its growth opportunities. The labour shortage is forecasted to intensify beyond 2015.

- Improving counselling support for apprentices;
- Changing the system of financing of apprenticeships;
- Increasing apprenticeship opportunities in public-funded undertakings;
- Increasing training capacity to match demand;
- Establishing training ratios; and
- Restoring compulsory Red Seal trade certification for certain types of work.

The 2010 Program and these objectives became the basis for the Federation's legislative lobby, and labour's public policy agenda on apprenticeship and skills training was one of three key topics of the Lobby in November of 2011.

The labour movement's unified and consistent position on the changes required to the apprenticeship and skills training system in BC finally triggered action by the government, starting with the Premier's mandate letter to the Minister of Jobs, Tourism, and Skills Training on June 10, 2013.

The mandate letter provided direction to review the role and function of the ITA to ensure that the ITA was meeting its mandate and reaching the targets and outcomes required for British Columbians to be first in line for skilled jobs throughout the province.

The review process began in September 2013 with the appointment of Jessica McDonald as the lead reviewer. Her role was to report to

government with recommendations to improve and strengthen:

- Oversight and governance of the industry training system;
- Strategic leadership of the system;
- Outcomes that will provide more skilled workers across BC;
- ITA's overall service delivery model of the apprenticeship system in BC (from preapprenticeship through to certification); and
- Partnerships and engagement with educators, industries, private sector unions, and other stakeholders.

The BC Federation of Labour President, Jim Sinclair, and the Executive Director of the BC Building Trades, Tom Sigurdson, met with Premier Christy Clark in September 2013 to discuss labour's concerns regarding skills training in BC. In this meeting, labour agreed to strike a committee with equal representation from labour, government and industry to create a comprehensive skills training plan with specific focus on the skilled labour required for potential liquefied natural gas (LNG) projects in BC.

INDEPENDENT ITA REVIEW

McDonald met with the ITA board and senior staff, as well as a range of government, post-secondary, industry and labour stakeholders to seek advice and input on the ITA and BC's trades-training system generally and also examined best practices in other jurisdictions.

The Federation provided a written submission to the independent review on October 15, 2013, on behalf of the ASTWG, highlighting 12 recommendations to improve the system:

1. **SHARED GOVERNANCE:** New legislation mandating a four-pillar partnership approach to the ITA Board including business, labour, educators and government. All ITA board directors must be authorized decision-making representatives and must have a good understanding of, and background in, apprenticeship and trades training. This principle of shared governance would extend to the ITA's sub-organizations (committees or other advisory bodies).
2. **APPRENTICESHIP ADVISORS:** A commitment from government to sufficiently fund an appropriate number of apprenticeship advisors providing resources as required to service apprentices in all regions of the province; including opening regional offices across the province.
3. **COMPULSORY CERTIFICATION:** Enact legislative changes, with a transition plan, to require ITA regulation over compulsory certification and its enforcement for all highly skilled trades.
4. **APPRENTICESHIP RATIOS:** Legislation mandating apprenticeship ratios in all Red Seal trades to ensure quality experiential training through journey person mentorship.
5. **FULL-SCOPE TRAINING:** End modular certifications for partial components of a trade. Returning full-scope value to certifications will provide stability and standards in trades' labour markets making production more efficient and profitable for employers.
6. **RETURNING THE ITOs TO THE ITA:** To better coordinate the delivery of apprenticeship services for employers and learners, we recommend that the ITOs be brought under the single roof of the ITA. The ITOs would continue their work as departments within the ITA focusing on curriculum development, setting equivalency standards, etc.
7. **FUNDING FORMULAS:** Restore full funding to training providers with proven track records of linking apprentices to sponsoring employers and education institutes whose instructors are journey-level Red Seal endorsed and certified. The ITA should boost accountability measurements to improve the quality of accredited training providers who receive funding.
8. **PROCUREMENT POLICY:** Criteria requiring winning tender bidders on all new provincial and local government-funded infrastructure construction to employ apprentices (including all Crown Corporations, hospitals, schools and universities). A commitment by the province and local governments to engage the public sector unions and partner on apprenticeship training so that maintenance operations at hospitals, schools, universities, colleges and Crown Corporations provide apprenticeship employment to the maximum possible.
9. **ESSENTIAL SKILLS:** Greater engagement with the K-12 system to provide learners with essential skills prior to entrance to the workplace. Initiatives must be undertaken to engage the Ministry of Education to ensure that all high school graduates have the necessary essential skills to successfully follow whichever post-secondary path they choose. In the interim, the ITA should work

directly with SkillPlan and other approved trainers, i.e., colleges, to access resources and trained staff to meet the unique needs of every apprentice requiring hands-on essential skills support.

10. **FOUNDATION COURSES:** Full consultations with college instructors and administrators to restore value in program design of foundation courses. Further, we recommend that funding for foundation courses fall under the Ministry of Advanced Education.
11. **GRANT/LEVY SYSTEM:** Institute a grant/levy system of financial incentives to encourage more employers to invest in training.
12. **CHALLENGING CERTIFICATIONS:** Challenging certifications should not be promoted as the path to trades certification as it waters down the value of Red Seal certification.

Federation Officers traveled to Victoria to lobby in February 2014, reinforcing the recommendations provided in the written submission and emphasizing the need for the government to provide apprenticeship opportunities for government funded projects and in government facilities, including mandating apprenticeship ratios on these projects.

Jessica McDonald's report, *The Industry Training Authority and Trades Training in BC: Recalibrating for High Performance*, was presented to government in February 2014 and included 29 recommendations to the Minister of Labour. McDonald's recommendations were considered a significant achievement by the ASTWG, as many of these recommendations were adapted from the Federation's submission. Specifically, recommendations to increase transparency and involvement of organized labour in the apprenticeship system; bring the functions

of the ITOs into the ITA; introduce evidence-based, multi-year targets; increase the number of regional advisors (minimum 15 in the current year); and ensure government initiative in public sector projects. These recommendations, if fully implemented, would be an important first step in making desperately needed changes to the existing apprenticeship system.

Following McDonald's report, the BC government released their responding report, *B.C.'s Skills for Jobs Blueprint: Re-Engineering Education and Training*, in April 2014. The *Blueprint* received mixed reviews from the labour movement. The Federation was pleased to see the BC government's new plan committed to hiring 10 additional apprenticeship counsellors – bringing the total number to 15 – by December 31, 2014. These counsellors will be located in the Lower Mainland, Victoria/South Island, Kamloops, Dawson Creek, Cranbrook, Kelowna, Nanaimo, Prince George and Terrace. Three of the apprenticeship advisors will be focused on recruiting and supporting First Nations' apprentices. The Federation was also pleased with the commitment to provide a more meaningful role for labour in the system.

The new plan failed to address the most significant barrier to apprenticeship and training: the lack of apprentice-level jobs. The BC Government has not yet restored compulsory trades, failed to establish a training grant/levy program, and left vague its commitment to ensuring apprenticeship positions were included in all publicly-funded projects and major works. The only way to ensure there is a job for apprentices is by restoring compulsory trades and setting up strong programs to reward those employers who invest in training.

The new ITA Board was appointed in May 2014 and was immediately tasked with the

implementation of the 29 recommendations resulting from the independent review of the ITA conducted by Jessica McDonald and will be accountable for outcomes that are evidence-based and demand driven. This means ensuring BC's trades training system is ready to meet the labour market demand for workers throughout the province, including the LNG sector and other growing resources industries. Tom Sigurdson, Executive Director of the BC Building Trades, was appointed to the Board, as well as Bob Davis from the Kwantlen Faculty Association, Federation of Post Secondary Educators, as an ex officio member. The new board will be responsible for building stronger partnerships with industry and labour to deliver training and apprenticeships, but with only one voting member from labour, it is yet to be seen if this will be achieved in a meaningful way.

The June 2014 Premier's mandate letter to the Minister of Jobs, Tourism, and Skills Training has tasked the Minister with the following:

- Work with the Ministries of Education and Advanced Education to implement the commitments and actions contained in the BC's Skills for Jobs Blueprint.
- Implement Jessica McDonald's recommendations.
- Review and make recommendations to Cabinet on potential apprenticeship requirements on public sector projects.
- Monitor and report to Cabinet the effectiveness of the Canada Jobs Grant and its ability to provide the training necessary to improve the lives of British Columbians.
- Work with the Ministry of Education to improve access for students who wish to go into the trades to participate in credited

applied trades skills programs while in high school.

This mandate provides the ASTWG with some hope that the government will address labour's outstanding concerns regarding the apprenticeship system if we maintain a solid, unified front.

As of August 2014, the ITA had completed the first 90 days of the Transition Plan which was triggered by the BC government's *Blueprint* and the McDonald report. Part of this plan is the establishment of nine Sector Advisory Groups (SAG) representing key trade sectors, as well as the introduction of Industry Relations Managers to oversee the broader industry engagement.

The SAGs are to be driven by industry with representation from employers, contractors, First Nations and labour. The LNG sector is the first SAG established and will be overseen by the Premier's LNG Working Group. The other eight SAGs are yet to be established but will cover the following sectors:

- Shipbuilding
- Construction
- Mining
- Forestry
- Hospitality
- Transportation
- Aerospace
- Manufacturing

The SAGs will advise the government and ITA on industry-specific issues key to skills training in the province including the most important and relevant sectoral training strategies, data assumptions and data set, actual labour market

forecasts, and high level policy issues related to skills training. The groups will be expected to meet at least twice per year and will receive no funding from government or the ITA. The ITA is targeting the end of the fiscal year (March 31, 2015) to have all of the SAGs in place as well as the initial orientation meetings completed.

The functions of the Industry Training Organizations (ITOs) have been reintegrated into the ITA; the existing ITO programs and services will be transferred to the ITA by October 31, 2014.

PUBLIC POLICY RECOMMENDATIONS

Despite the positive steps made to address our demands, the labour movement must continue to demand that the government take immediate actions to rebuild apprenticeship and trades training in BC by also implementing the following measures:

1. Increase the number of apprenticeship completions in BC by:
 - a. Establishing journey person-to-apprentice ratios;
 - b. Supporting apprentices and employers through accessible regional offices and appropriate numbers of apprenticeship counsellors;
 - c. Ensuring secondary students obtain the necessary pre-apprenticeship education to meet the prerequisites of their intended trade; and
 - d. Sponsoring government-funded projects to raise the essential skills levels of at-risk apprentices.

2. Ensure equal representation from labour, instructional staff, and business on all boards and advisory groups.
3. Engage more employers in building BC's apprenticeship system by:
 - a. Establishing a training levy to create meaningful incentives for employers to train apprentices;
 - b. Working with employers to create greater engagement in apprenticeship;
 - c. Demonstrating government leadership when issuing undertaking work or issuing requests for proposals (RFPs) to contractors for contracts, projects, and other publicly-funded work so that skills training plans, and apprenticeship quotas are required; and
 - d. Increasing enforcement of full-scope training.
4. Enhance safety and consumer protection by:
 - a. Mandating compulsory trades requirements and enforcement by the ITA and/or the Safety Authority; and
 - b. Expanding inspections to ensure compliance with compulsory trades requirements.

PREMIER'S LNG WORKING GROUP

British Columbia is currently exploring opportunities for LNG and other major projects over the next ten years. These have the potential to create tens of thousands of construction jobs, as well as operational and maintenance jobs in the future, all of which require highly-skilled and qualified workers.

The labour movement recognizes that in order for British Columbians to have access to these jobs, an immediate comprehensive skills training plan is required. If LNG developments get under way, our first source for skilled trades people should be British Columbians, with workers from the rest of Canada second – not temporary foreign workers (TFWs). Good jobs that are safe, allow for skills training, and are family sustaining have always been at the core of what the labour movement fights for – it is for this reason that the Federation agreed to work with the government and industry in an equal partnership to find solutions to this challenge.

The Premier's LNG Working Group was established on September 9, 2013, with equal representation from labour, LNG proponents, First Nations, and government to create a comprehensive skills training plan.

This LNG Working Group is an important first step in re-establishing labour's long-standing role in skilled training. The building trades' unions have joint training boards made up of management and labour that collaboratively coordinate and deliver training. Completion rates of 85 to 90 per cent clearly illustrate the success of joint labour and industry apprenticeship training models.

From November 2013 to March 2014, the LNG Working Group met nine times to develop a final report that was presented to the Premier on March 31, 2014. The report mapped out 15 non-binding recommendations on planning, skills training, marketing and developing best practices within the LNG sector to attract a mobile workforce. On April 3, 2014, the Premier accepted all 15 recommendations from the LNG Working Group. The first recommendation was to develop new terms of reference and structure for the LNG Working Group.

From the labour's perspective, four of the proposed and accepted recommendations are a significant achievement that can be attributed to the BC Federation of Labour ASTWG's lobbying. These recommendations represent achievable best practices for all apprenticeship and skills training in BC:

1. The structure for the LNG Working Group requires equal representation of all parties, including labour.
2. The goal is to achieve a level of 25 per cent apprentices out of the overall apprenticeable trades workforce on LNG-related construction projects.
3. Government to consider having a minimum number of apprentices on public infrastructure projects.
4. Develop a protocol for the use of temporary foreign workers, recognizing that local workers, including those from First Nations' communities, have priority access to jobs, followed by provincial, national, and international workers.

On July 3 and 4, 2014, the LNG Working Group met at the University of Northern BC in Prince George to establish a common understanding of the relevant workforce data, develop terms of reference, and set out a strategic plan to drive implementation of the LNG Working Group's final report.

By the end of the two days, it was determined that the Premier's LNG Working Group would continue its work to train the skilled workers required for any potential LNG projects in order to ensure that British Columbians are the first to benefit from this work. It was agreed that the structure would be expanded to include a board, executive, advisory council (not to be confused with the ITA advisory

groups discussed earlier in this report), sub-committees and a secretariat.

The LNG Working Group Board will meet on a quarterly basis to set work priorities and overall direction based on consultation and input, including the advice of the Advisory Council. The Board will be comprised of equal representation from industry, organized labour, First Nations and government. Following is a list of the labour representatives on the Board, including the vice chair and executive officers:

- Dan Bradford, BCGEU
- Jud Martell, Sheet Metal Workers
- Mark Olsen, Labourers Union Local 1611 (Executive Officer)
- Joe Shayler, UA Local 170 Mechanical Piping Trades
- Jim Sinclair, BC Federation of Labour (Vice Chair on the Executive)
- Tom Sigurdson, BC Building Trades (Executive Officer)

The Executive will meet monthly and will have the power to make decisions, recommendations and take other actions as necessary to ensure the implementation of the mandate. The Executive will also be responsible for preparing a budget and securing adequate funding to carry out the mandate. The LNG Working Group and the Executive will be chaired by the Deputy Minister or the Associate Deputy Minister of Jobs, Tourism, and Skills Training.

The Advisory Council will be a broadly inclusive group that will meet annually to provide strategic skills training and workforce planning advice and identify issues that need to be addressed for British Columbians to obtain employment in LNG. The Advisory Council will

be chaired by the three vice chairs from labour, industry and First Nations.

The Executive, in consultation with the Board, will establish sub-committees as needed that will be responsible for implementation of specific aspects of the recommendations.

The LNG Working Group will be supported by a secretariat consisting of an executive director and appropriate administrative support and policy and program staff. The secretariat will report to the Executive and will provide logistical and administrative support, assist to liaise and coordinate with other related organizations, research and analyze data, design programs, prepare budgets, and provide program delivery support.

The first meetings of the Executive, Board and Advisory Council will be held in September and October 2014.

Recommendations to Convention 2014

1. The Federation will host an annual Apprenticeship and Skills Trade summit, open to all stakeholders: labour organizations, First Nations, training organizations, industry and government. The first summit will be held in February 2014.
2. The ASTWG will continue to advocate for a minimum of 25 per cent apprentices on public sector projects, direct government, public services, crown corporations, etc.
3. The ASTWG will continue to advocate for equal representation for labour at all levels, such as on the ITA Sector Advisory Groups.

APPRENTICESHIP AND SKILLS TRAINING WORKING GROUP MEMBERS

Jim Sinclair, BCFED (Chair)	Joe Elworthy, Unifor	Cindy Oliver, FPSE
Ron Adamson, OPCMIA	Susan Epp, CEU	Eric Parmar, ILWU
Val Avery, HSA	Walter Gerlach, IAM&AW	Peter Peats, USW
Joe Badali, CUPE	Jeff Gorham, IUOE	Al Phillips, UA
John Barrett, HEU	Jim Greenwell, IBEW	Keith Poisson, Unifor
Joe Barrett, retired UA	Nina Hansen, BCFED	Joanne Quirk, IATSE
Paul Boscariol, BCTF	Dean Homewood, CSWU	Brad Randall, IUOE
Brynn Bourke, BC Building Trades	Bob Hughf, Unifor	Steven Reid, UBCJA
Richard Boyce, USW	Ken Jakobsson, IAHFIW	Gordie Robertson, Unifor
Dan Bradford, BCGEU	Doug Kearney, Unifor	Jason Salchert, PSAC
Allan Bruce, Retired IUOE	Peter Kerek, Kamloops & DLC	Megan Scott, BCGEU
Frank Carr, IUOE	George MacPherson, MWBIU	Stu Seifert, BCGEU
Winston Clarke, HEU	Jud Martell, SMWIU	Tom Sigurdson, BC Building Trades
Andy Cleven, IBEW	Doug McKay, IBEW	Kelly Sinclair, UA 170
Bob Davis, FPSE	Cam McRobb, BCGEU	Bruce Snow, Unifor
Don Derkson, Teamsters	Bill McRoberts, UFCW	Lenora Stenersen, Unifor
Dave Dionne, CUPE	Ian Norton, CUPE	Barry Tchir, PSAC
Harry Easton, CUPE	Dean Nutter, BCGEU	

Climate Change Working Group

REPORT TO CONVENTION 2014

Climate change and a green economy continue to be an emotionally charged topic in our resource-based province. These issues even create tension within our labour movement. The Federation, through the Climate Change Working Group and Green Jobs BC, works to reframe the conversation from “jobs-versus-the-environment” towards how to work together to build capacity for a sustainable economy that also values our environment.

The Climate Change Working Group is collecting all of the affiliates’ and the Federation’s policies and positions regarding climate change and the environment to create a consolidated picture of where the labour movement stands on these issues.

In addition, the Working Group is revitalizing itself, including the adoption of a new Terms of Reference, as well as developing a clear work plan for the next two years.

The Federation piloted the first climate change course, Union Activism for a Green Economy, at the Canadian Labour Congress (CLC) Harrison Winter School in 2014. This five-day course was modified to fit into the shorter four-day week, which presented challenges. The course was well-received by participants with the only complaint being that the course was too short. Participants recognized the benefits

of acquiring a more rounded perspective of climate change issues, particularly as it pertains to the labour movement.

The Federation takes advantage of opportunities to educate people about the BC labour movement’s involvement with and position on climate change issues in various venues.

Irene Lanzinger, BCFED Secretary-Treasurer, provided a presentation on BC’s carbon tax at an event for unions and environmental organizations for the Oregon AFL-CIO in 2012, and participated in a panel presentation on the same topic at the Good Jobs Green Jobs Conference in Washington, DC, in 2013. Irene also presented on a panel at the 2014 Pacific Northwest Labour History Association Conference in Cumberland about our coalition work with environmental groups.

In addition, Jim Sinclair, BCFED President, presented a history of the BC labour movement’s work on climate change and our vision for a sustainable green economy in the future on a panel at the 2013 Work in a Warming World conference, “Labour, Climate Change and Social Struggle.”

GREEN JOBS BC

Green Jobs BC (GJBC) exists to strengthen communication and cooperation between labour and environmental organizations, in order to advance economic and environmental initiatives that: provide good green jobs; are socially equitable; are ecologically responsible; and result in the reduction of Greenhouse Gas (GHG) emissions.

GJBC has just wrapped up its first three years of funding, achieving all of its ambitious goals set out for those three years. These accomplishments include, but are not limited to, the following:

- **FOUNDATIONAL CONFERENCE**, September 2010: Jobs, Justice, Climate Conference – this conference brought together over 120 key leaders from the environmental and labour movements to explore solutions for climate change and building a green economy. A collaborative report, *Jobs, Justice, Climate: Building a Green Economy for BC*, was developed and released to set the foundation for the conference discussions. Delegates at this conference agreed that maintaining a strong alliance between the two movements was essential to moving forward.
- **GREEN JOBS BC** launched, September 2011 – over the year following the Foundational Conference, funds were raised to support a formalized structure, including staff, for three years.
- **RETROFITS & BUILDING FORUM**, February 2012 – this Forum brought together experts from both labour and environment to begin developing a green jobs policy in building retrofits.
- **STAKEHOLDER POLICY FORUMS**, Spring 2012 – three stakeholder sessions were held to begin to develop a green jobs policy for three other key areas of common ground: transportation, forestry and energy.
- **GREEN JOBS BC CONFERENCE**, September 2012 – GJBC partnered with Work in the Warming World (W3) to host this conference. Delegates were presented with the draft policies developed arising from the various stakeholder forums. The delegates were tasked with reviewing the draft policies and recommending modifications and additions that would result in a robust set of policies to pursue.
- **GREEN JOBS BC POLICY** finalized, Fall 2012 – the GJBC Steering Committee refined the policy document based on the recommendations from the conference and approved the final draft, with an understanding that this policy was a “live” document that may require future revisions.
- **CAMPAIGN LAUNCH**: Bold Green Jobs Plan for BC, January 2013 – GJBC released the policy document as a basis to launch their provincial election campaign calling for government to adopt a Bold Green Jobs Plan for BC. This plan was supported by approximately 50 unions, environmental organizations, businesses, non-profits, First Nations groups, etc. It was also adopted through city council motions in about a dozen municipalities. Members of the Steering Committee met with leaders from each of the provincial parties and submitted a resolution to the Union of BC Municipalities’ Convention in 2013, which was adopted on the floor.

- **REGIONAL TOWN HALL MEETINGS, 2014**
– GJBC decided it was time to begin visiting regional communities of BC to share successes, talk about challenges for the future and to better understand what the vision for green jobs looks like in different parts of the province. Five communities were reached in the spring – Courtenay, Gibsons, Chilliwack, Castlegar and Kimberley. Further sessions are being planned for fall 2014.
- **ELECTION SUB-COMMITTEES, 2014** – GJBC has struck sub-committees, involving broader affiliate participation than the Steering Committee to discuss ongoing issues and build policy recommendations at each of those levels of government.

All of this work was accomplished largely due to the generous support of the Federation and its affiliates. In order to continue this work, ongoing funding support for the next three years' work plan is required.

The regional town hall meetings have identified some areas of policy that are currently not covered in the GJBC policy mandate such as local food. Once all of the data is collected from the rest of the regional meetings, the GJBC Steering Committee will review it and determine whether to expand its policy mandate and also develop a work plan for the next three years.

Recommendations to Convention 2014

1. That the Federation and the affiliates continue to fund Green Jobs BC for another three years and encourage more affiliates to become involved.
2. That the Canadian Labour Congress run the Union Activism for a Green Economy course during a full five-day week at the Harrison Winter School to allow for the full course content.

CLIMATE CHANGE WORKING GROUP MEMBERS

Lou Black, **HEU**

Brenda Brown, **BCGEU**

Lynn Bueckert, **BCGEU**

Kassandra Cordero, **BCFED**

Laird Cronk, **IBEW**

Doug Elford, **CUPE**

Terry Engler, **ILWU**

Kathy Hartman, **BCTF**

Nick Humphreys, **PSAC**

Jonathan Kassian,
Green Jobs BC

Rysa Kronebusch, **COPE 378**

Irene Lanzinger, **BCFED**

Bob Matters, **USW**

Gavin McGarrigle,
Unifor (Co-Chair)

Neil Munro, **IAHFIW**

Annie Ohana, **BCTF**

Ken Robinson, **HEU**

Megan Scott, **BCGEU**

Adam Van Steinburg, **IBEW**

Darryl Walker, Retired,
BCGEU (Co-Chair)

Financial Statements

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for the year ended August 31, 2014

TOGETHER

GOOD JOBS BUILD A BETTER BC



Trustees' Report to Convention

October 2014

In accordance with the Constitution of the BC Federation of Labour, we the Trustees met to examine the financial records of the Federation.

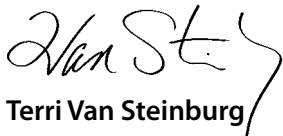
In meeting, we have examined the financial records of the Federation and are satisfied that all receipts have been properly recorded and further that all expenditures of the Federation have been in accordance with the Constitution and the wishes and direction of the Biennial Convention and the Executive Council.

Signed:



Lynette Patton

Canadian Office and Professional Employees Union (COPE)




Terri Van Steinburg

Federation of Post-Secondary Educators of BC (FPSE)



Stephanie Smith

BC Government and Service Employees' Union (BCGEU)



Steve Ironside

International Longshore and Warehouse Union (ILWU)

Independent Auditors' Report

TO THE EXECUTIVE COUNCIL OF BC FEDERATION OF LABOUR:

We have audited the accompanying financial statements of BC Federation of Labour ("BCFED"), which comprise the statement of financial position as at August 31, 2014, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

ADMINISTRATION'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

Administration is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

AUDITORS' RESPONSIBILITY

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements,

whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by administration, as well as evaluating the overall presentation of the financial statement.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

BASIS FOR QUALIFIED OPINION

The BCFED receives per capita assessments and donations, which by their nature are not susceptible to complete audit verification. Accordingly, our verification of these revenues was limited to recorded receipts.

QUALIFIED OPINION

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly in all material respects the financial position of BC Federation of Labour as at August 31, 2014 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Port Moody,
British Columbia
October 2, 2014

MNP LLP
Chartered Accountants

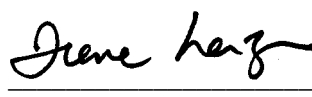
STATEMENT OF FINANCIAL POSITION *as at August 31, 2014*

	BCFED General Fund	OH&S Centre	2014	2013
Assets				
Current				
Cash	449,558	4,567	454,125	185,145
Accounts receivable	39,933	52,130	92,063	26,996
Portfolio investments	508,516	170,350	678,866	677,340
Prepaid expenses	14,915	8,039	22,954	41,240
Due to/from funds	58,627	(58,627)	-	-
	1,071,549	176,459	1,248,008	930,721
Capital assets (Note 3)	65,726	-	65,726	50,166
Investment (Note 4)	1,241,051	-	1,241,051	1,205,506
	2,378,326	176,459	2,554,785	2,186,393
Liabilities				
Current				
Accounts payable and accruals	371,510	113,413	484,923	524,637
Deferred revenue (Note 5)	398,813	39,216	438,029	317,372
	770,323	152,629	922,952	842,009
Net Assets				
Net Assets	1,608,003	23,830	1,631,833	1,344,384
	2,378,326	176,459	2,554,785	2,186,393

Approved on behalf of the Board



Officer



Officer

STATEMENT OF OPERATIONS for the year ended August 31, 2014

	BCFED General Fund	OH&S Centre	2014	2013
Receipts				
BCFED Campaigns (<i>Schedule 1</i>)	37,162	-	37,162	299,985
Campaign & Defence per capita	129,145	-	129,145	158,163
Campaign projects	46,674	-	46,674	29,811
Convention (<i>Schedule 3</i>)	-	-	-	303,750
Course registration fees	-	282,865	282,865	205,873
Investments, interest and miscellaneous	3,438	33,893	37,331	49,147
Organizing institute registrations	-	-	-	21,390
Per capita assessments	3,136,037	-	3,136,037	2,938,037
Rental income	45,333	-	45,333	45,333
WCB Project funds	-	1,120,913	1,120,913	966,232
Youth Education Program	7,100	-	7,100	20,090
Total revenue	3,404,889	1,437,671	4,842,560	5,037,811
Expenses				
Amortization	27,176	-	27,176	17,235
Auto expenditures	31,055	17,689	48,744	50,399
BCFED Campaigns (<i>Schedule 1</i>)	37,162	-	37,162	299,985
Campaign & Defence expenses	129,145	-	129,145	158,163
Campaign projects	46,674	-	46,674	29,811
Communications	47,444	29,166	76,610	83,290
Conferences and meetings (net) (<i>Schedule 2</i>)	23,818	-	23,818	48,498
Convention expenditures (<i>Schedule 3</i>)	-	-	-	616,756
Courses	-	218,389	218,389	164,852
Donations	71,108	-	71,108	129,399
Education and facilitator training	-	4,193	4,193	4,703
Education and scholarships	4,757	-	4,757	2,719
Information technology	68,165	8,483	76,648	69,447
Insurance	14,398	-	14,398	14,391
Office (<i>Schedule 4</i>)	141,181	20,458	161,639	169,684
Organizing Institute	5,850	-	5,850	125,614
Professional fees	13,257	4,482	17,739	32,626
Public relations	65,796	30,313	96,109	105,752
Rent and hydro	194,617	27,400	222,017	226,700
Repairs and maintenance	36,290	-	36,290	27,341
Salaries and benefits (<i>Schedule 5</i>), (<i>Schedule 6</i>)	2,047,910	981,640	3,029,550	2,671,438
Travel	104,410	139,634	244,044	198,878
Youth Education program	16,145	-	16,145	31,969
Total expenses	3,126,358	1,481,847	4,608,205	5,279,650
Excess (deficiency) of revenue over expenses from operations	278,531	(44,176)	234,355	(241,839)
Other items				
Gain on investments	17,549	-	17,549	5,321
Holding Society equity income (<i>Note 4</i>)	35,545	-	35,545	46,065
	53,094	-	53,094	51,386
Excess (deficiency) of revenue over expenses	331,625	(44,176)	287,449	(190,453)

STATEMENT OF CHANGES IN NET ASSETS *for the year ended August 31, 2014*

	BCFED General Fund	OH&S Centre	2014	2013
Net assets, beginning of year	1,276,378	68,006	1,344,384	1,534,837
Excess (deficiency) of revenue over expenses	331,625	(44,176)	287,449	(190,453)
Net assets, end of year	1,608,003	23,830	1,631,833	1,344,384

STATEMENT OF CASH FLOWS *for the year ended August 31, 2014*

	BCFED General Fund	OH&S Centre	2014	2013
Cash provided by (used for) the following activities				
Operating				
Excess (deficiency) of revenue over expenses	331,625	(44,176)	287,449	(190,453)
Amortization	27,176	-	27,176	17,235
Holding Society equity income	(35,545)	-	(35,545)	(46,065)
	323,256	(44,176)	279,080	(219,283)
Changes in working capital accounts				
Accounts receivable	(16,879)	(48,188)	(65,067)	77,898
Prepaid expenses	3,212	15,074	18,286	45,326
Accounts payable and accruals	(38,486)	(1,230)	(39,716)	41,776
Due to/from funds	(1,581)	1,581	-	-
Portfolio investments	(51,174)	49,650	(1,524)	94,891
Deferred revenue	97,010	23,648	120,658	(161,175)
	315,358	(3,641)	311,717	(120,567)
Investing				
Purchase of capital assets	(42,737)	-	(42,737)	(44,793)
Increase (decrease) in cash resources	272,621	(3,641)	268,980	(165,360)
Cash resources, beginning of year	176,937	8,208	185,145	350,505
Cash resources, end of year	449,558	4,567	454,125	185,145

THE ACCOMPANYING NOTES ARE AN INTEGRAL
PART OF THESE FINANCIAL STATEMENTS

NOTES TO THE FINANCIAL STATEMENTS *for the year ended August 31, 2014*

1. INCORPORATION AND NATURE OF THE ORGANIZATION

The BC Federation of Labour ("the BCFED") was formed to promote the principles and policies of the Canadian Labour Congress and to promote the interests of working people and the Federation's affiliates in British Columbia. The Occupational Health and Safety ("OH&S") Centre is funded under an agreement with the Workers' Compensation Board of British Columbia to provide occupational health and safety training over the three years from September 2011 to August 2014.

The Federation is a not-for-profit organization under the *Income Tax Act* (the "Act") and as such is exempt from income taxes. In order to maintain its status as a registered not-for-profit organization under the Act, the Federation must meet certain requirements within the Act. In the opinion of the administration, these requirements have been met.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations as issued by the Accounting Standards Board in Canada using the following significant accounting policies:

Fund accounting

The BCFED follows the deferral method of accounting for contributions and reports using fund accounting, and maintains the following funds:

The General Fund reports income and expenditure related to the operations and administration of the BCFED.

The OH&S Centre Fund reports operations related to occupational health and safety education and training.

The Political Action Fund reports donations received from affiliates and political donations made. These financial statements do not include any activities of the political action fund as there were no transactions in the fund during the year and the fund currently holds no assets, liabilities or net asset balances. The Fund has an active bank account available for use.

Revenue recognition

The BCFED follows the deferral method of accounting for revenue. Restricted contributions are recognized as revenue in the year in which the related expenditures are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Restricted investment income is recognized as revenue in the year in which the related expenditures are incurred. Unrestricted investment income is recognized as revenue when earned.

Per capita assessments, contributions and donations to the individual funds are recorded only on receipt of such revenue. All amounts are submitted on a voluntary basis, and it is not practicable to determine the net amount of such revenue receivable at the end of the year.

Registration fees are recognized upon completion of the related conference, course or event if collection is reasonably assured.

Investment in BC Federation of Labour Holding Society

The BCFED accounts for its investment in BC Federation of Labour Holding Society using the equity method. Accordingly, the investment is recorded at acquisition cost and is increased for the proportionate share of post-acquisition earnings and decreased by post acquisition losses and dividends received.

Capital assets

Capital assets are recorded at cost less accumulated amortization. Amortization is provided using the straight-line method at rates intended to amortize the cost of the assets over their estimated useful lives:

	Rate
Furniture, equipment, computers and software	3 - 5 years
Leasehold improvements	10 years

Financial instruments

The BCFED recognizes its financial instruments when the BCFED becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with administration. Financial assets and liabilities originated and issued in all other related party transactions are initially measured at their carrying or exchange amount in accordance with CICA 3840 *Related Party Transactions*.

At initial recognition, the BCFED may irrevocably elect to subsequently measure any financial instrument at fair value. The BCFED has not made such an election during the year.

The BCFED subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by quoted market prices. Investments in equity instruments not quoted in an active market are subsequently measured at cost less impairment. All other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the excess (deficiency) of revenues over expenses for the current

period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at amortized cost or cost.

Financial asset impairment:

The BCFED assesses impairment of all of its financial assets measured at cost or amortized cost. The BCFED groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the groups whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments; etc. in determining whether objective evidence of impairment exists. When there is an indication of impairment, the BCFED determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the BCFED reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess of revenues over expenses.

The BCFED reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess of excess (deficiency) in the year the reversal occurs.

Long-lived assets

Long-lived assets consist of capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

When the BCFED determines that a long-lived asset no longer has any long-term service potential to the organization, the excess of its net carrying amount over any residual value is recognized as an expense in the statement of operations. Write-downs are not reversed.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires administration to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues and expenses in the periods in which they become known.

3. CAPITAL ASSETS

	Cost	Accumulated amortization	2014 Net book value	2013 Net book value
Furniture, equipment, computers and software	657,570	591,844	65,726	50,166
Leasehold improvements	90,873	90,873	-	-
	748,443	682,717	65,726	50,166

4. INVESTMENT IN BC FEDERATION OF LABOUR HOLDING SOCIETY

The BCFED controls the BC Federation of Labour Holding Society ("the Holding Society"), a society incorporated under the *Society Act of British Columbia* that owns premises rented primarily to the BCFED. The Holding Society is a not-for-profit organization under the *Income Tax Act* and accordingly is not subject to income taxes.

The financial position, excess of revenue over expenditures, and cash flows of the Holding Society are summarized as follows:

	2014	2013
<i>Balance sheet</i>		
Assets	2,271,944	2,270,471
Liabilities	1,030,894	1,064,966
Net assets		
Building certificates	125,000	125,000
Net assets invested in capital assets	804,993	836,409
Unrestricted net assets	311,058	244,097
Total net assets	1,241,051	1,205,506
Total liabilities and net assets	2,271,944	2,270,471
<i>Statement of operations</i>		
Revenue	213,500	212,677
Expenditures	177,955	166,612
Excess of revenue over expenditures	35,545	46,065

During the year, the BCFED paid \$210,000 (2013 - \$210,000) in rent to the Holding Society. Of this total, the general fund paid \$188,750 (2013 - \$183,600) and the OH&S fund paid \$21,250 (2013 - \$26,400). The transactions between the BCFED and the Holding Society occur in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed upon by the related parties.

The BCFED is contingently liable for obligations of the Holding Society. However, the assets of Holding Society are available to satisfy such obligations.

The Holding Society maintains a mortgage payable of \$1,027,066 (2013 - \$1,055,600) bearing interest at 5.00% per annum, repayable \$6,723 per month including principal and interest, with a maturity date of December 15, 2014, secured by land, building and leasehold equipment with a net book value of \$1,939,820 (2013 - \$1,959,428) located at 5118 Joyce Street, Vancouver, B.C. The mortgage payable has been guaranteed by the BCFED.

5. DEFERRED REVENUE

Deferred revenue represents funds that relate to specific projects of future years, and will be recognized as revenue when the related expenditures are made.

	BCFED General Fund	OH&S Education Centre	2013	2012
Campaign and defence	283,427	-	283,427	196,270
CLAC	3,438	-	3,438	3,438
Political action campaigns	48,438	-	48,438	51,825
Polling	24,688	-	24,688	32,463
Donna Sheaves scholarship	3,597	-	3,597	4,522
SIUW scholarship	7,706	-	7,706	9,506
Deferred rent and other	22,383	39,216	61,599	19,348
Berger-Marks scholarship	-	5,136	-	5,136
Balance, end of year	398,813	39,216	438,029	317,372

6. CONTINGENCIES AND COMMITMENTS

As at August 31, 2014, the BCFED is a guarantor for the debt held by the Holding Society. The total outstanding debt of the Holding Society at August 31, 2014 is \$1,027,066 (2013 - \$1,055,600). As at August 31, 2014, no liability has been recorded related to this guarantee.

The BCFED has committed to minimum annual lease payments for office equipment as follows:

2015	25,365
2016	25,365
2017	18,110
2018	1,800
2019	-
	<u>70,640</u>

7. FINANCIAL INSTRUMENTS

The BCFED, as part of its operations, carries a number of financial instruments. It is administration's opinion that the BCFED is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise noted.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk.

The BCFED is exposed to interest rate risk with respect to its investments in term deposits and interest bearing marketable securities. The risk exposure is unchanged from prior year due to consistent levels of investments and no significant changes to market interest rates. The BCFED is not exposed to significant interest rate risk due to the short-term maturity of its monetary assets and liabilities.

SCHEDULE 1: GENERAL FUND – BCFED CAMPAIGNS

	2014	2013
Revenue		
Political action campaigns	\$ 3,387	\$ 299,985
Polling	33,775	-
	<u>37,162</u>	<u>299,985</u>
Expenditures		
Political action campaigns		
Office expenditures	\$ -	\$ 150,894
Professional fees	1,000	45,029
Salaries and employee benefits	-	61,663
Travel, automotive and meetings	2,387	42,399
	<u>3,387</u>	<u>299,985</u>
Polling	33,775	-
	<u>37,162</u>	<u>299,985</u>
Excess of revenue over expenditures	\$ -	\$ -

SCHEDULE 2: GENERAL FUND – CONFERENCE AND MEETINGS

	2014	2013
Revenue		
Registration fees, sponsorships and deferred scholarship	\$ 238,357	\$ 31,380
Expenditures		
Constitutional conferences	113,388	33,417
Conference and meetings	148,787	46,461
Deficiency of revenue over expenditure	<u>\$ (23,818)</u>	<u>\$ (48,498)</u>

SCHEDULE 3: GENERAL FUND — CONVENTIONS

	2014	2013
Revenue		
Convention registration fees	\$ -	\$ 303,750
Expenditures		
Display	-	93,323
Facilitators and speakers	-	9,313
Rental, accommodations and meals	-	258,712
Sound and equipment	-	123,899
Sundry	-	15,331
Supplies and kits	-	116,178
	-	616,756
Deficiency of revenue over expenditures	\$ -	\$ (313,006)

SCHEDULE 4: GENERAL FUND — OFFICE EXPENDITURES

	2014	2013
Equipment leases	\$ 20,422	\$ 18,653
Deliveries	8,586	7,475
Memberships and subscriptions	9,016	21,299
Other supplies and sundry	16,992	14,900
Printing and stationary	86,165	87,509
	\$ 141,181	\$ 149,836

SCHEDULE 5: GENERAL FUND — SALARIES AND BENEFITS

	2014	2013
Salaries		
Officers		
J. Sinclair	\$ 104,459	\$ 102,898
I. Lanzinger	99,459	97,898
Directors and technical staff	713,158	750,182
Administrative support staff	416,650	456,258
Clerical and Facilitators	168,426	127,182
	<u>1,502,152</u>	<u>1,534,418</u>
Allocated to C&D	(47,650)	(88,604)
Allocated to OI and IT	(4,125)	(70,883)
Allocated to OH&S as administrative Fee	(28,688)	(27,868)
Allocated to BCFED campaigns	-	(50,999)
	<u>\$ 1,421,689</u>	<u>\$ 1,296,064</u>
Employee benefits		
Medical benefits	131,239	120,506
Canada pension plan and employment insurance premiums	152,368	141,898
Retirement plan contributions	194,779	186,955
Wage loss indemnity	73,809	75,200
Other benefits	118,992	125,971
	<u>671,187</u>	<u>650,530</u>
Allocated to BCFED campaigns, C&D and OI	(44,966)	(71,670)
	<u>626,221</u>	<u>578,860</u>
Total salaries and employee benefits	<u>\$ 2,047,910</u>	<u>\$ 1,874,924</u>

SCHEDULE 6: OH&S CENTRE — SALARIES AND BENEFITS

	2014	2013
Salaries		
Director	\$ 92,493	\$ 93,734
OH&S outreach	4,658	5,841
Facilitators	284,509	194,277
YW facilitators	166,624	135,771
Administrative	147,120	124,780
ESL	26,936	30,000
	<u>722,340</u>	<u>584,403</u>
Employee benefits		
Medical benefits	53,459	38,226
Canada pension plan and employment insurance premiums	58,686	47,931
Retirement plan contributions	61,741	51,434
Wage loss indemnity	28,373	21,435
Other benefits	57,041	53,084
	<u>259,300</u>	<u>212,110</u>
Total salaries and employee benefits	<u>\$ 981,640</u>	<u>\$ 796,513</u>



Constitution and Structure

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TOGETHER

GOOD JOBS BUILD A BETTER BC



Constitution & Structure Resolutions

RESOLUTION CS: 1

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the term “affirmative action” isn’t frequently used and this just brings the Constitution in line with the current language that is used; and

BECAUSE the word “transgendered” is not the actual word used and it should just be “gay” as gay is more encompassing than just men; now

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 affirmative action equity seeking group. For this purpose, affirmative action equity seeking groups include women, people of colour, aboriginal peoples, people with disabilities, LGBTQ (lesbian, gay, bisexual, transgender and queer) persons.

BCGEU

RESOLUTION CS: 2

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the BC Federation of Labour (BCFED) may be using digital credentials;

BECAUSE an electronic signature, defined as any electronic means that indicates that a person authorizes an electronic message, are now being used in regulatory filings;

BECAUSE the BCFED has assigned electronic signatures to affiliates, local unions and labour councils for use by the local presiding officer to submit resolutions;

THE FEDERATION WILL amend Article 4 to include digital electronic resolutions and credentials for Conventions.

The amended constitution would be as follows:

Article 4 - Conventions

Section 5. Not less than sixty (60) calendar days prior to the opening of each regular Convention, and forty-five (45) days prior to any Special Convention, the Secretary-Treasurer will issue digital credentials to affiliated organizations. A digital credential will provide for a secure electronic approval by the presiding officer.

Section 12. (a) (ii) Written resolutions, in electronic format, shall be accepted, provided the resolutions comply with the requirements of subsection(b).

(b) Any resolution...must be approved by the presiding officer of the body submitting it.

EXECUTIVE COUNCIL

**RESOLUTION
CS: 3**

COMMITTEE

- ☐ Support
☐ Non-Support

CONVENTION

- ☐ Carried
☐ Defeated

BECAUSE BC FORUM is currently represented at the BCFED Executive Council with voice but not vote; and

BECAUSE the relationship between the BCFED and BC FORUM is essentially the same as that of the Canadian Labour Congress (CLC) to the Congress of Union Retirees of Canada (CURC); and

BECAUSE the CLC Constitution allows the Congress of Union Retirees of Canada two voting delegates to the CLC Constitutional convention (Article 10, 4 b), and a vice-president on the Canadian Council (Article 20, 3 l); now

THE FEDERATION WILL amend the Constitution as follows:

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

BCGEU

**RESOLUTION
CS: 4**

COMMITTEE

- ☐ Support
☐ Non-Support

CONVENTION

- ☐ Carried
☐ Defeated

BECAUSE BC FORUM is currently represented by its President at the BCFED Executive Council with voice but no vote; and

BECAUSE BC FORUM is to the BCFED as the Congress of Union Retirees of Canada (CURC) is to the CLC; and

BECAUSE the CLC Constitution recognized the relationship constitutionally by allowing the CURC two voting delegates to the CLC Constitutional Convention (Article 10, 4 B) and a Vice President on the Canadian Council (Article 20, 31); now

THE FEDERATION WILL amend its constitution as follows:

- Under Article 4, Section 4, add "(iii) The BC Federation of Retired Union Members shall be entitled to a maximum of two (2) delegates"; and
- Under Article 9, Section 1 a) add new subsection (vi) "The President or designate of the BC Federation of Retired Union Members (BC FORUM)" and renumber the following subsections accordingly.

ILWU 500

Education

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TOGETHER

GOOD JOBS BUILD A BETTER BC



Education Committee

Report to 2014 Convention

Whether it is class size, class composition, learning specialist teacher ratios, case loads, funding or governance concerns, tuition fees, support for extra-curricular activities, privatization, job-readiness (“learner to earner” is the new catchphrase), issues relating to education in British Columbia have been discussed and debated almost as long as the government has been in power. The primary instigator is still the Liberal government’s education policies, insisting on decreased funding while the system crumbles and ignoring two court decisions saying they have bargained in bad faith and ordering the restoration of 2001 provisions. The result was a full-blown teachers’ strike and lockout.

The Ministries of Education and Advanced Education continue to underfund districts and institutions, forcing program cuts and layoffs. In addition, shared services are being introduced across the province, pooling payroll and purchasing at the expense of support staff jobs. In the K–12 system, districts have closed schools, extended spring breaks, instituted four-day weeks, and cut thousands of classroom and learning specialist teachers in response. As a result, BC would now need to hire over 6,600 more teachers to bring BC public schools to the national average for teacher staffing. Currently, BC’s public schools are funded at \$1,000 below the national average, but this situation has been the case for many years — it has led to severe cuts to specialist teachers, librarians, English language and other student supports.¹

1 See betterschoolsbc.ca

Cowichan trustees, who defied the government’s balanced budget mandate and placed a priority on meeting the needs of students, schools and communities, were fired on July 2, 2012. They have still not been replaced except by an administrator who has undone all the good that was done in the trustees’ shortened term. At the last Convention, we called for early elections in Cowichan and the election of progressive government in May 2013 — that did not happen, and the situation has gotten worse for all levels of education. New trustees will not be elected in Cowichan until November 15, 2014, nine days before the opening of this Convention and 28 months after trustees were unceremoniously fired.

Under the Liberal government, in 2012-13, private school participation has risen to 12 per cent (76,000 in 348 schools) of eligible students, up from 4.3 per cent in the late 1970s and 8.4 per cent in 1997-8²; clearly, privatization has been a cornerstone in the Liberals’ agenda and that has included the area of education delivery. Now, \$327 million goes from the government to private schools,³ up from \$156 million in 2004 and \$249 million in 2010-11.⁴ It’s no wonder the public system

2 *Globe and Mail*, “The hot issue of funding private schools amid B.C. labour dispute”, June 13, 2014, theglobeandmail.com/news/british-columbia/the-hot-issue-of-funding-private-schools-amid-bc-labour-dispute/article19171198/

3 Ibid.

4 BCTF website. Jean-Claude Levesque, “Public Funding for Private Schools”, bctf.ca/IssuesInEducation.aspx?id=5952

The Ministries of Education and Advanced Education continue to underfund districts and institutions, forcing program cuts and layoffs. Currently, BC's public schools are funded at \$1,000 below the national average

is suffering: K–12 education has received a diminishing share of the provincial funding since 2001. Ministry of Education expenses, as a percentage of the provincial funding, (as measured by the Consolidated Revenue Fund*) decreased from 19.67 per cent in 2001–02 to 14.9 per cent in 2014–15 (est.). And while public school funding has gone up a bit since 2005 (16.9 per cent is less than inflation at 17.9 per cent), private school funding by government has increased 45.6 per cent.⁵

The battle over Foundation Skills Assessment (FSA) tests has led to public questioning of the usefulness of such testing. Concerned citizens have been working with the Canadian Centre for Policy Alternatives' (CCPA) BC Branch to develop the Great Schools Project, which will highlight the positive achievements of even the lowest-ranked FSA school. The Great Schools Project has developed alternate assessment tools for evaluating schools and the success of education delivery. These tools can be found on their website at greatschoolsbc.wordpress.com.

In the spring of 2013, BC's teachers made a bit of progress with the BC Public School Employers' Association (BCPSEA), and then the government fired BCPSEA, replaced them with Michael Marchbank as administrator, and Peter Cameron as bargainer. BC Teachers' Federation (BCTF) members gave the negotiating committee an 89 per cent strike mandate on March 6, 2014. With no progress in negotiations, the BCTF gave 72 hours' notice on April 17, and started Phase 1 on April 23,

moved to Phase 2 (rotating strikes) on May 26 and finally Phase 3, full strike on June 17. Instead of bargaining, the government successfully went to the Labour Relations Board (LRB) to charge the union for benefits in June, and also five per cent and ten per cent cuts in pay for Phase 1 and 2, lockouts before and after school and lunch hour, with full lockouts at the end of classes in June. Marking Grade 12 exams was ruled an essential service by the LRB, as was some summer school for students in senior grades. At the same time, after the Supreme Court of BC ruled in favour of BCTF in January 2014, the government appealed. The Court of Appeal hearing is scheduled to begin on October 14, 2014. Nothing much happened over the summer — it took weeks of back-and-forth and government preconditions to get one day with mediator Vince Ready at the end of August — he determined that the parties were still too far apart. However, after three weeks of closed schools in September, the parties, with Ready's assistance, hammered out a deal that led to a ratified collective agreement on September 18. While the settlement will provide some additional money for teachers and support staff, it will not solve 13 years of underfunding. During this time, the BC Federation of Labour (BCFED) and the affiliates have played an extremely supportive role by organizing rallies, undertaking polling and advertising, and providing financial support for BC's teachers.

In the post-secondary sector, continued underfunding has driven institutions to cut programs and lay off more faculty and staff. Federation of Post-Secondary Educators

5 The Tyee, "BC's Private School Boom", March 15, 2014.

Last year too, the federal government gave notice that it would no longer fund English as Second Language programs. At VCC, this means 27 long-time faculty took voluntary retirement, 72 regular faculty and 60 sessional faculty will have no work by Christmas, and more than 2,200 students every term will have no place to study.

(FPSE) won a major victory in arbitration over Northwest Community College's layoffs two years ago, and last year, Capilano University had draconian cuts to long-time arts and developmental programs. Last year too, the federal government gave notice that it would no longer fund English as Second Language (ESL) programs, a decision that sparked major layoff notices at Vancouver Community College (VCC), Douglas College, Camosun College, Kwantlen Polytechnic University and the University of the Fraser Valley. The province came under pressure to restore the cuts, but only provided transitional funding. At VCC, this means 27 long-time faculty took voluntary retirement, 72 regular faculty and 60 sessional faculty will have no work by Christmas, and more than 2,200 students every term will have no place to study. This is an example of privatization at its worst, as no private school has the ability to provide such specialized programming.

Support staff at colleges and universities have been without a contract since April 1, 2014, and in the last year, three university faculty associations have certified as unions: the University of Victoria Faculty Association; Simon Fraser University Faculty Association; and the University of Northern BC Faculty Association. They have fallen well behind settlements in other parts of the country.

While workers have fallen behind, the same can't be said for administrators at BC's post-secondary institutions. From 2002 to 2012, the

number of administrators has increased by 54 per cent, and their pay has increased 203 per cent. Contrast these numbers with support staff (11.55 and 33.9 per cent) and faculty (20.5 per cent and 42 per cent), and one sees inequity growing. The government introduced a new "accountability framework" for Crown Corporations and the public sector, spurred on by well-publicized abuses.

Unions representing workers involved in the delivery of education and public services continue to do more with less, working hard to ensure quality, accessible, public education despite actions to underfund and further privatize these services. Unions are on strike or mobilizing in other ways to ensure quality, accessible, public education despite underfunding and inadequate support for educational institutions.

So, too, are BC's students — the Canadian Federation of Students (CFS) BC have consistently fought tuition hikes at all post-secondary institutions, and advocate for tuition-free education. Their "Education is not a Debt Sentence" campaign continues to illustrate the huge increase in student debt since the BC Liberals came to power in 2001. It's now reached an average of \$35,000.⁶ And students, along with faculty and staff unions, continue to protest increasingly creative institutional attempts to circumvent the government's two per cent cap on tuition

⁶ *Vancouver Sun*, August 13, 2013. From BMO's Annual Student Survey 2013.

increases, rebundling curricula, changing the length of programs, or charging full cost recovery for no apparent reason! Successive federal and provincial budgets have failed to deal with the mounting student debt crisis. In addition, BC has the lowest levels of non-loan student aid in Canada and the BC Liberal government's "Jobs Blueprint" would re-allocate student aid funding to a system of incentive based grants intended to steer enrolment towards programs prioritized by government.

LABOUR EDUCATION

The Education Committee has continued work on an online catalogue of labour education courses. This catalogue is now available on the BCFED website and allows different affiliate unions to share their labour education material. In addition, it provides union activists with a place to seek out education courses or modules that will help meet their training needs. These materials are shared free of charge, or with a small cost to affiliate unions.

Both the BCFED and its affiliates have been gearing up for municipal elections on November 15. While the Canadian Labour Congress (CLC) and Labour Councils have been busy endorsing labour candidates, the BCFED produced a number of issues pamphlets to help educate union members and the broader public.

2014 CANADIAN LABOUR CONGRESS EDUCATION REPORT

The CLC Pacific Region Winter School remains the largest and best attended labour education school in Canada. Fifty-one courses were offered at the 2014 Winter School. They ranged from our core courses such as Steward Training

and Collective Bargaining, to our advanced courses such as Arbitration and Labour Law, to our specialized courses such as Benefits Bargaining and Candidate Training for Women.

Many affiliates also hold their own training and staff development meetings during the school, taking advantage of the great location, positive learning and planning environment, and the opportunity to network with the broader labour community.

2014 was one of the largest Winter Schools ever, with more than 1,200 union members attending over the five weeks in January and February. The CLC is also very proud of its expanded childcare program, which allows members with childcare needs to attend Winter School.

The "Together FAIRNESS WORKS" project has a very extensive labour education component. The CLC held several general training sessions in BC. These sessions trained more than 500 people on how to launch the Together FAIRNESS WORKS project in their locals. This was in addition to union-specific training and training that affiliates delivered to their own members. The support and excitement of affiliates shows the great interest in this project.

The CLC Pacific Region Education Program would not be possible without the cooperation and strong support of our affiliates. The donation of skilled instructors from many affiliates has been the key to our success over the years.

More information on the CLC Pacific Region Education Program can be found at: www.canadianlabour.ca/pacific-region.

The Labour movement is all about helping to improve workplaces and the lives of our members, as well as strengthening our communities. It is also the foundation of the CLC–United Way Union Counselling Program.

UNITED WAY-LABOUR PARTNERSHIP

The Labour movement is all about helping to improve workplaces and the lives of our members, as well as strengthening our communities. It is also the foundation of the CLC–United Way Union Counselling program. The flagship of the Labour-United Way Partnership, this program works with members on problems of personal impact. Trained Union Counsellors provide peer support to sisters and brothers whose lives have been impacted either on a personal level or from some negative workplace practices or procedures. The program also works in the union to identify ways to combat these work practices and/or negotiate conditions to support workers.

Outside of the workplace, many Union Counsellors take on an advocacy role in the community as board or committee members, working to identify and address critical social issues. An active list of more than 1,000 members and unions in BC identify with the Union Counselling program. Most of the training for this program takes place each year at the CLC Winter School in Harrison Hot Springs. The courses include Union Counsellors Level 1, Unions in the Community and Critical Incident Stress training.

The Critical Incident Stress courses (offered for many years as part of the Union Counselling training) have been revamped and are now focused on how each union should have this valuable information for every workplace. The training focuses on equipping unions

in any type of workplace to support all the sisters and brothers who have to deal with the aftermath of a traumatic event. Individuals gain an understanding of critical incident stress, how it can affect people and which resources are appropriate. If a critical incident should occur, the course also helps unions prepare by developing a critical incident response system for their workplace.

The Union Counselling program is just one of the many proactive ways in which Labour and the United Way are working together to create better workplaces and communities for everyone.

SUMMARY

We have a chance to take this fight to the ballot box, federally in 2015, and provincially in 2017, when the next elections are scheduled. It is our opportunity both to stop the erosion of the public education system and move in a new direction with two new governments. To that end, the Education Committee will update the list of issues to promote an accessible, quality public education system. As we approach these elections, more than ever we need to provide specific education and training for union volunteers to engage in the democratic process.

In solidarity,

The Committee

Recommendations to Convention 2014

1. The Federation calls on the provincial government to reverse government policy and end privatized delivery of K–12 public education services.
2. The Federation demands that the provincial government recognize the constitutional right to free and full collective bargaining, as the Liberal government, Public Sector Employers' Council (PSEC) and its sectoral employer associations have thwarted public sector unions' attempt to achieve fair settlements for their members for the last 13 years.
3. The Federation demands that the provincial government respect the ruling of the Supreme Court of BC with respect to the teachers' right to bargain class size and composition.
4. The Federation demands that the provincial government replace FSA testing with authentic student assessment.
5. The Federation demands that the provincial government increase non-loan funding for post-secondary education and remove the limitations proposed in the "BC Jobs Blueprint."

RECOMMENDATIONS PREVIOUSLY APPROVED

1. The BC Federation of Labour demands that the provincial government initiate a formula funding review in the K–12 and post-secondary education sectors so that the needs of all BC students are met regardless of what community they live in, and regardless of disabilities or challenges they may face.
2. The Federation calls on the provincial government to review governance provisions in all government-funded post-secondary institutions with a view to establishing representative, meaningful consultative bodies that all stakeholders, including their unionized employees, may participate in decisions about the future of education in BC.
3. The Federation and its affiliates continue to promote the participation of under-represented groups such as women, workers with disabilities, workers of colour, aboriginal workers, young workers, and gay/lesbian/bisexual/transgender workers, both in labour education, and within the labour movement as a whole.
4. Affiliates are encouraged to build Union Counselling networks and to send more members to undertake Union Counselling training at the annual CLC Pacific Region Winter School.

EDUCATION COMMITTEE MEMBERS

Paul Albrecht, **CUPE**Tim Armstrong, **CUPW**Greg Burkitt, **CUPE**Jim Chorostecki, **BCFED**Andy Cleven, **IBEW**George Davison, **FPSE** (Chair)Kyle Downie, **SkillPlan**Gwenne Farrell, **COPE 378**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**Dusty Kelly, **IATSE**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**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

Education Resolutions

RESOLUTION ED: 1 - 2014

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE public profits should stay public and not to be used for private gains; now

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

BCGEU

RESOLUTION ED: 2 - 2014

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE a quality public education system is essential to a cohesive, inclusive, and equitable society; and

BECAUSE all students deserve support and the opportunity to succeed in their learning; and

BECAUSE the provincial government has systematically defunded, destabilized, and undermined public education; and

BECAUSE our tax dollars should be spent on public services that benefit all citizens of BC rather than on schemes that advantage the very wealthy and the multi-national corporations; now

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, and public schools in their communities.

BCTF

**RESOLUTION
ED: 3**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE public education in British Columbia has been severely compromised by years of irresponsible and unpredictable cuts to funding, as well as significant costs downloaded to local school boards; and

BECAUSE public education is the cornerstone of a civil society; now

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.

CUPE BC

**RESOLUTION
ED: 4**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE provincial funding cuts to public post secondary institutions in BC is resulting in program cuts, a reduction in student services and employee lay-offs; and

BECAUSE funding cuts have led to record high tuition fees, which in turn significantly restricts access to post-secondary learning for British Columbians; and

BECAUSE education and skills training are necessary for the well being and economic future of our Province; now

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

CUPE BC

RESOLUTION ED: 5

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the provincial government has a mandate to provide language training opportunities for all BC residents; and

BECAUSE the BC government has failed to deliver on that commitment by cutting over \$20 million in ESL funding to public post-secondary institutions in BC; now

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.

FPSE

RESOLUTION ED: 6

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE aboriginal languages in BC are under serious threat; and

BECAUSE it will take a dedicated and deliberate effort on the part of governments, First Nations' communities, and educators around the province to properly address the problems facing Indigenous languages in BC; now

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.

FPSE

**RESOLUTION
ED: 7**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the BC Liberals have consistently under-funded post-secondary education in BC over the last decade and a-half; and

BECAUSE that under-funding has created an affordability and access crisis at public colleges, universities and institutes; and

BECAUSE the provincial government is now proposing to radically re-engineer post-secondary education by either eliminating or drastically reducing its support for a wide range of undergraduate programs; now

THE FEDERATION WILL go on record as opposing the government's proposed re-engineering plan 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.

FPSE

**RESOLUTION
ED: 8**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE private language schools in BC that have international students studying for more than six months now require government accreditation which was not previously required; and

BECAUSE faculty at these institutions are increasingly turning to unionization to improve teaching and learning conditions at their institution; and

BECAUSE the voice of faculty needs to be better reflected in changes to the regulation and oversight of private colleges, institutes and other forms of post-secondary education; now

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.

FPSE

Human Rights

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TOGETHER

GOOD JOBS BUILD A BETTER BC



Human Rights Committee

Report to Convention 2014

The Human Rights Committee (HRC) has developed a plan which includes some new initiatives and some reorganizing of old initiatives to ensure that the work of the Committee continues to be proactive, relevant and timely.

The HRC has outlined six areas of work that will be handled by sub-committees made up of HRC Committee members. The six areas of work are as follows:

RECONCILIATION WITH FIRST NATIONS, PEOPLE OF ASIAN DESCENT AND OTHERS

This group will work to raise awareness and further the work of the BC Federation of Labour in repairing and creating relationships with oppressed groups in society. Through participation in reconciliation activities and creating relationships of solidarity, the HRC can help to ensure that the labour movement is a welcoming place for all workers.

HUMAN RIGHTS DAY

There are many issues that the HRC works on and many dates of significance that the Committee marks through its work. Human Rights Day is December 10th and is declared such by the United Nations. This day is a

special one for the Committee as it serves as a marker to celebrate all of the achievements toward furthering human rights that have been accomplished already, and a reminder of all the work that is left to do. Human Rights Day is a great day for the Committee to be able to celebrate together as a solid and inclusive body working for global change. Human Rights Day will be a major focus of the HRC going forward.

PRIDE EVENTS

This group of HRC members has taken the lead on organizing Multi-Union PRIDE. 2014 was the first year this group has taken over the responsibility for coordinating the affiliates' participation in the Vancouver PRIDE parade, as well as the promotion of other PRIDE events happening around the province. The creation of this sub-committee of the HRC has streamlined preparations for Multi-Union PRIDE and will help to avoid confusion around the coordination of Multi-Union PRIDE in the future.

ACCESSIBILITY OF BCFED EVENTS AND CONVENTIONS

To ensure the accessibility of all BCFED events, conferences, and conventions for all delegates, the HRC has created a sub-committee to advise the Federation on potential obstacles to accessibility. The previous two years, the Workers with Disabilities representative provided feedback with respect to accessibility, however, this new sub-committee will now

Through participation in reconciliation activities and creating relationships of solidarity, the HRC can help to ensure that the labour movement is a welcoming place for all workers.

provide formal consultation to the Federation during the planning of conferences and conventions to troubleshoot anything that may become a barrier to full participation for some delegates. This sub-committee of the HRC is committed to ensuring that BCFED events meet all accessibility and mobility needs.

IMPLEMENTATION OF EQUITY RECOMMENDATIONS

At the 55th Convention of the BCFED in 2012, the Convention passed the following recommendations with respect to equity within the labour movement:

- The Federation develop a survey to assist unions in determining the current equity composition of staff and elected Officers to establish a better measure of current diversity levels and help establish plans for progress;
- The Federation track diversity participation in all of its events and encourage affiliates to do the same;
- The Federation continue to use equity targets to ensure diverse representation at Federation events; and
- The Federation and affiliates identify training and mentorship opportunities for emerging and potential leaders from equity-seeking labour activists.

This sub-committee of the HRC is committed to working toward these goals set out by the

Federation to create a labour movement that better represents the faces of working people in British Columbia.

WEBSITE CONTENT

This sub-committee of the HRC was developed to create relevant, accessible and up-to-date information on the new BCFED website pertaining to human rights. This group will be responsible for regularly submitting content to the Communications Director of the Federation for editing and posting to the website on the equity seeking groups' pages.

Caucus Reports

ABORIGINAL WORKERS' CAUCUS REPORT

The 55th BCFED Convention in 2012 achieved the first elected Equity Delegates to the Executive Council, elected by Equity Caucuses.

Key areas the Aboriginal Workers' Caucus identified included: the Murdered & Missing Women in Canada; the Idle No More Movement; Reconciliation; Equity opportunities and Equity access within the labour movement; and the recent *Tsihlot'in Nation v British Columbia* (2014) decision. Support by the Aboriginal Workers' Caucus for these key areas included: the Tears for Justice Walk; Idle No More events; Sisters in Spirit

Vigil; the Annual Women's Memorial March; the Truth & Reconciliation March; and statements for Aboriginal Day and the *Tsihlgot'in Nation v British Columbia* (2014) decision.

The BCFED HRC, including the Aboriginal Workers' Caucus, developed some useful tools such as: Human Rights Committee meetings and key events; regularly-scheduled teleconference calls; use of social media tools such as Facebook; and the establishment of sub-committees to complete action plans including areas such as Reconciliation, Accessibility of BCFED events and convention, and a BCFED equity audit.

Additional events the BCFED HRC and Aboriginal Workers' Caucus members took part in included Aboriginal Day, Reconciliation Circles and Human Rights Day.

Significant areas the Aboriginal Workers' Caucus have identified as ongoing priorities within the BCFED include: social media tool development; campaign development involving linking to existing campaigns and creating new campaigns; further Aboriginal workers networking with affiliate union committees and leadership opportunities that exist within the Canadian Labour Congress; Aboriginal Worker and Aboriginal Community outreach and campaign development regarding increasing the Aboriginal Vote during election years; and Aboriginal Youth in Foster Care.

I would like to take this opportunity to thank the BCFED, the HRC, and all of the members (past and present) of the Aboriginal Workers' Caucus for their commitment, contributions and support.

In recognizing strength in diversity and submitted with gratitude,

Cheryl Gilbert

BCFED Aboriginal Workers Representative

LESBIAN, GAY, BI-SEXUAL, TRANSGENDERED WORKERS' CAUCUS REPORT

The 2012 election of the BCFED Equity delegates saw the individual caucuses elect their representative for the first time ever in BCFED's history. There was a slow start to getting increased communication out to the affiliates about the important roles the Equity Reps play, but eventually the Facebook pages were created to allow for increased participation by members who couldn't attend meetings.

The four equity reps were part of the lobbying that took place in Victoria at the legislature March 3–5, 2014. This was my first experience with lobbying and I felt more of a connection with the Executive Council than I had ever before as a result of spending the three days with 27 members from the Council.

Several conference calls were held throughout the two-year term, especially around the planning for the 2013 and 2014 Vancouver Pride Parades. As we were unable to engage members of Multi-Union Pride both years, the BCFED took the lead in securing the parade space for a multi-union float, which was a huge success both years. We had several unions partake in marching with the float and several people who were a constant with the planning committees and the decorating and organizing that happens just a few days prior to Pride. Paul Croes (PSAC) and Kari Beppele (BC Government and Service Employees' Union (BCGEU)/BCFED LGBT rep) were co-chairs for 2014. Members were given several opportunities with the Facebook page and conference calls to be kept up-to-date on what was going on with planning, etc.

Several members of the Human Rights Committee including — Paul Croes (Public Service Alliance of Canada (PSAC)), Kari Beppele

Several members of the Human Rights Committee attended the World Pride Human Rights Conference in June of 2014 in Toronto. The workshops and daily plenary were amazing and gave the activists a global perspective on LGBTQ rights around the world and in our own country.

(BCGEU), Victor Elkins (Hospital Employees' Union (HEU)), Wally Chan (United Food and Commercial Workers' (UFCW)) and Sussanne Skidmore (Executive Vice President BCFED) attended the World Pride Human Rights Conference in June of 2014 in Toronto. The workshops and daily plenary were amazing and gave the activists a global perspective on LGBTQ rights around the world and in our own country. Connections were made with our host union, Ontario Public Service Employees Union (OPSEU) and several meetings and caucuses were attended by all union members.

This Caucus is committed to ensuring there is an "All Genders Welcome" washroom designated at each BCFED conference and convention going forward. Our caucus will work to make sure more information is going out to the affiliates around the LGBT equity Facebook group and we are committed to ensuring caucus meetings at the BCFED Convention are not scheduled when other caucus meetings are on for the sake of those members that aren't out to their unions.

While progress has been slow and steady with the HRC during the past two years, I have appreciated everyone's dedication and commitment to the important work we do as a Committee. We strive to be inclusive and to listen to the diverse voices around the table that make our work that much richer.

Respectfully submitted,
Kari Beppe
BCFED LGBT Representative

PERSONS WITH DISABILITIES REPRESENTATIVE REPORT

The Persons with Disabilities Representative on the BCFED Executive Council has connected with other members with disabilities via conference call over the summer.

Members with disabilities have identified a number of pressing issues. A key goal is to encourage affiliates to the BCFED to send more members with disabilities to BCFED events, including conferences and conventions. It has been noted that many affiliates do not have a Workers with Disabilities Working Group or Committee through which members can educate their respective unions regarding their needs, and would also like to encourage affiliates to fill this gap by forming such committees and/or working groups.

Members are grateful to the BCFED for increased accessibility provisions at their bi-annual Convention and would like to see this extended to all BCFED events. While the BCFED has responded proactively to the needs of members with disabilities, there is a desire to identify hotels in BC, and Canada where possible, that provide truly accessible hotel rooms. Many hotels claim to be accessible; however, members have learned this is not always the case. One of our goals is to develop a list of accessible hotels for use among members with disabilities.

There is a current crisis in the lack of wheelchair accessible housing in Vancouver and the Lower Mainland. It is believed that this crisis is likely a province-wide phenomenon. A

It has been noted that many affiliates do not have a Workers with Disabilities Working Group or Committee through which members can educate their respective unions regarding their needs.

definition of wheelchair accessible housing for Vancouver and the Lower Mainland is being developed through the City of Vancouver Advisory Committee on Disability Issues. Key stakeholders are working with the disability community in an effort to find solutions to this crisis.

There have been two particularly disturbing cases involving people with disabilities of late. The first involves a class action lawsuit brought forward against the Ontario government by former residents of Huronia Regional Centre in Orillia, Ontario. Former residents were awarded \$35 million in total compensation as a result of abuse and deprivation experienced while residents at the Huronia Regional Centre. Cases like this showcase the damaging effect institutions can have on residents with disabilities.

The second case involves a group of men with intellectual and developmental disabilities who worked at a turkey plant in Atalissa, Iowa. These men were rescued five years ago from 30 years of arduous labour eviscerating turkeys while they endured horrific living and rooming conditions, exploitation and abuse and payment of \$65.00 per month. The horror of this continues to haunt those who lived nearby and the Equal Employment Opportunity Commission recently awarded the largest settlement in history of \$240 million. While this award was to be dramatically reduced later, it is still regarded as significant and resulted in President Obama making changes to minimum wage for particular groups of people.

On October 1, 2014, the City of Vancouver proposed a motion "City Action to Ensure Innovative, Increased Taxi Service" designed to prevent an agency called UBER from entering Vancouver with volunteer, untrained taxi drivers. Unfortunately, the motion had the effect of freezing all applications for taxi licenses to the Passenger Transportation Board for six months, including 78 applications for new, accessible taxis to persons with sensory and physical disabilities currently pending.

The City of Vancouver Advisory Committee on Disability Issues, along with CUPE Local 1936, and the BCFED Persons with Disabilities Representative, proposed an amendment to this motion, suggesting that City Council exempt the applications for 78 accessible taxis from this proposal, and that the City promote the acceptance of these applications with the Passenger Transportation Board. The motion was passed with these proposed amendments unanimously. This is a victory for our members with disabilities who reside in the Lower Mainland, as well as for citizens with disabilities who also live in the Lower Mainland.

The HRC would like to remind affiliates to send in requested accessibility needs for delegates with disabilities and/or accommodation needs when registering members for the upcoming BCFED Convention. Please ensure these requests are specific in order to assist the BCFED with meeting the needs of our members with disabilities.

Sheryl Burns
Persons with Disabilities Representative

WORKERS OF COLOUR CAUCUS REPORT

The four equity representatives have worked together to raise awareness and identify inequalities of the marginalized and discriminated. The equity reps have accomplished a significant amount in raising awareness of issues faced by workers of color through conference calls of equity caucuses, and through the Workers of Colour group in social media. The Workers of Colour Caucus remains committed to raising awareness about the issues that systematically affect workers of color and working toward creating equality in the workplace and in society for these workers.

The BCFED Worker of Colour Group Facebook page is quite active in promoting cultural events in the Metro Vancouver area and other regions of BC such as Vaisakhi, the 100th anniversary of the Komagata Maru, and Asian Heritage month.

Workers of Colour participated in the November 2013 Union Renewal Conference and the preceding Diversity Forum. The Diversity Forum was a gathering of members of all of the equity seeking groups of the BCFED and featured guest speakers Iglia Ivanova (Canadian Centre for Policy Alternatives), Harry Bains (NDP MLA) and Jim Sinclair, President of the BC Federation of Labour.

One of the most significant issues facing workers of colour is the "Temporary Foreign Workers Program." This complex and controversial program has mainly benefited employers as a source of low cost labour and has exploited foreign workers by offering them less pay and worse working conditions than Canadian workers. The BCFED has taken a principled position on this issue. The BCFED has clearly stated that if workers are good enough to work here in Canada, they should be

considered good enough to stay, and provisions should be put in place to make sure that workers who want to help build our country by investing their hours of work here are able to reap the benefits of living here if they choose.

Respectfully submitted,

Frank Lee

Workers of Colour Equity Representative

Recommendations to Convention 2014

1. Given that the number of murdered and missing indigenous women has risen to 1,200 between 1980 and 2013 and given the appalling refusal of the Conservative government to conduct a national inquiry, it is the joint recommendation of the BCFED Women's Committee, the BCFED HRC and the BCFED Aboriginal Workers' Caucus that the Federation will continue to demand an immediate, full and meaningful public inquiry.
2. That the Federation encourage the Canadian Labour Congress (CLC) to apply an equity lens to all materials, training, workshops and meetings related to the CLC Fairness Works campaign.
3. That the Federation encourages its affiliates to identify and send equity seeking members as part of their delegations to BCFED conventions, conferences and workshops.
4. That the Federation encourages its affiliates to constitute Persons with Disabilities Committees and/or Working Groups in order to ensure the needs of members with disabilities are recognized and addressed.

5. The BCFED HRC will encourage affiliates to examine their pension investments in order to ensure that the companies that they are investing in are not involved in human rights violations. In addition, the Committee will work with Shareholder Association for Research & Education (SHARE) to identify those companies that have been found to be contravening human rights laws and to either encourage divestment or work to change those companies' practices regarding human rights.
6. The Federation will develop an Aboriginal Round Table to link with existing Aboriginal Round Tables within affiliate unions (including the Public Service Alliance of Canada (PSAC) and BC Government and Service Employees' Union (BCGEU) to provide further networking and action plan opportunities.
7. The Federation will continue to provide support and networking to the CLC Aboriginal Workers VP to ensure the BCFED's Aboriginal Workers' Caucus is coordinated at a national level.

HUMAN RIGHTS COMMITTEE MEMBERS

Michele Alexander, CUPE	Eliza Gardiner, FPSE	Sharryn Modder, HEU
Tim Armstrong, CUPW	Joyce Galuska, COPE 378	Carlos Moreira, Unifor
Dileep Athaide, United Way	Cheryl Gilbert, BCGEU	Brian Nasu, UFCW
Bruce Armstrong, UFCW	Kathy Hartman, BCTF	Annie Ohana, BCTF
Monty Bartlett, USW	Natasha Heughan-Tony, IATSE	Eileen Ryan, Unifor
Kari Bepple, BCGEU	Sean Hillman, FPSE	Mario Santos, Unifor
Christina Brock, IBEW	Arnold Horan, Unifor	Rick Singh, IAM&AW
Ardell Broph, USW	Steve Houston, PSAC	Sussanne Skidmore, BCGEU
Sheryl Burn, CUPE	Lyndon Johnson, IAHFIW	Robert Strang, PSAC
Nora Butz, UFCW (Chair)	Frank Lee, CUPE	Angela Talic, ILWU
Wally Chan, UFCW	Tamara Marshall, TWU	Louella Vincent, HEU
Jennifer Chieh Ho, PSAC	Agata Matyszczyk, Unifor	Karen Whyte, BCTF
Kassandra Cordero, BCFED	Earl Moloney, BCGEU	
Paul Croes, PSAC	Kelly Moon, IATSE	

Human Rights Resolutions

RESOLUTION HR: 1

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the Harper Conservatives refuse to fulfill the federal government's obligations under the *Kelowna Accord*; and

BECAUSE Canada, under the Harper government, was one of two countries that voted to oppose the UN Human Rights Council declaration on the Rights of Indigenous Peoples; now

THE FEDERATION WILL, through the CLC, work with Canada's aboriginal communities to ensure that the federal government fulfils 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.

BCGEU

RESOLUTION HR: 2

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE population demographics are increasingly changing; and

BECAUSE unions are increasingly under attack and require the participation of all their members to resist these attacks; and

BECAUSE equity seeking members often feel excluded from participation in their own movement; now

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

CUPE 1936

**RESOLUTION
HR: 3**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE people with episodic disabilities require additional funds while they are disabled to support themselves in order to meet the challenges of daily living, integration into the workforce and to move towards greater independence; now

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.

CUPE 1936

**RESOLUTION
HR: 4**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE persons with disabilities have additional expenses related to their disability needs that cannot be met at regular income assistance rates; and

BECAUSE persons with disabilities should not have to collect regular income assistance for one full year before being eligible to apply for Persons With Disabilities assistance; and

BECAUSE this will put the health and well-being of persons with disabilities at further risk; now

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.

CUPE 1936

RESOLUTION HR: 5

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE everyone has a right to fully participate in society as a whole and in BC Federation of Labour events, regardless of their abilities; and

BECAUSE in accommodating members with disabilities, we encourage increased participation of our membership and help address member apathy; and

BECAUSE an aging membership means there will be an increase in members with disabilities. In accommodating members with disabilities we lead by example, and help reduce shame experienced by members with disabilities; and

BECAUSE organizations within Canada and British Columbia are required to provide accommodation to the point of undue hardship; now

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

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

CUPE 1936

BECAUSE workers who are transgender report experiencing employment discrimination; and

BECAUSE transphobia, violence against transgender people, and general lack of awareness is an unacceptable norm in Canadian society; and

BECAUSE transphobia is related to, but distinct from other forms of discrimination, including sexism, homophobia, racism, and ableism; and

BECAUSE unions have gained protections for their members through collective bargaining and through lobbying for legislation; now

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.

BCTF

RESOLUTION HR: 6

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

**RESOLUTION
HR: 7**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE washroom and changing facility access issues can be particularly acute for people in transition and of ambiguous gender; now

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

PSAC BC

**RESOLUTION
HR: 8**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE transgendered individuals should not be burdened with the costs associated with medically necessary procedures; now

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.

PSAC BC

RESOLUTION HR: 9

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE there is a need for blood, bone marrow and organ donations with long waiting lists for life saving transplants; and

BECAUSE all blood, bone marrow and organ donations are screened to ensure the health of recipients; and

BECAUSE everyone is susceptible to contracting HIV, hepatitis and other viruses; and

BECAUSE singling out men who have sex with men for special mention as a high risk group is discriminatory; now

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.

PSAC BC

RESOLUTION HR: 10

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE at least 800 Indigenous women have been murdered or gone missing since 1990 and at least eight have been murdered since September 2013 including Loretta Saunders; and

BECAUSE the federal government fails to heed the calls for a national inquiry and action plan; and

BECAUSE the BC government has failed to implement most of the recommendations outlined in the Missing Women Commission of Inquiry report; now

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.

BCGEU

**RESOLUTION
HR: 11**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE in the last year, the number of confirmed missing and murdered aboriginal women cases has increased from 582 to 1186 (confirmed by RCMP in June 2014). We need to know why these women continue to be victims of violence at such high rates, and what we can do, as a nation, to prevent further tragedies;

BECAUSE last year, every Canadian Premier supported a call for a national inquiry. Such an inquiry would reveal the root causes of violence toward this marginalized group of Canadians, identify programs and policies that are working and not working to protect Aboriginal women;

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.

HEU

**RESOLUTION
HR: 12**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Prime Minister Harper has refused the First Nations' demand to establish an independent inquiry to look into the disappearances and murders of First Nations' women; now

THE FEDERATION WILL, through the Canadian Labour Congress, call on the federal government to establish an independent inquiry to investigate the disappearances and murders of First Nations' women.

KAMLOOPS DLC

Occupational Health and Safety

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TOGETHER

GOOD JOBS BUILD A BETTER BC



OH&S Committee

Report to Convention 2014

Workplace health and safety has always been an intrinsic part of the labour relations environment in British Columbia. Indeed, the roots of the first Royal Commission into workers' compensation in BC can be traced back to the Nanaimo coal miners' strike over gas leaks in the collieries in 1912.

The BC Federation of Labour has a long, proud history of being the voice of working people with respect to health, safety and compensation — persistently lobbying for the changes necessary to make our workplaces safer and healthier, as well as to ensure full compensation for injured workers.

In the 1977 "Compensation & Safety Committee" Report to Convention, the Committee identified the rising concerns of occupational illness and stressed the need for the Committee to shift their focus, making prevention of industrial disease and injury their first priority, and compensation secondary. In doing so, the Committee understood how much work was ahead of them to make gains on this front, recognizing that workplace health and safety was a political issue. The Committee made the following statement:

We said that in recognition of the fact that compensation was not granted by benevolent legislators or sympathetic employers...Any discussion of changes or improvements in the field of health and safety must be predicated by an understanding that there has never been a time when safety and politics were not linked.

Although Committee members change over the years, this recognition and focus has continued. In the lead-up to the 2013 provincial election, the Committee developed materials and spent time with the NDP candidates and the Labour Liaison Committee to educate them about our legislative priorities for occupational health and safety and much needed improvements in workers' compensation.

However, with a longstanding, anti-worker government, it is easy for Committee members and affiliates to become weighed down in the mire of regressive law and policy changes that negatively impact workers' health, safety and compensation, as well as on every other front in our labour relations environment.

Even more concerning, is the Federal government's attacks on workplace safety with the introduction of Bill C-4. Included in the workplace health and safety changes proposed by this omnibus bill is one which has a direct consequence on what has been a fundamental health and safety right for Canadian workers — their right to refuse unsafe work. The Bill proposes to dramatically change the definition of what constitutes a danger to a worker; workers will need to argue that they faced an "imminent or serious" health effect by performing a task, introducing the idea that workers are not entitled to protection from conditions that could cause them illness in the future. The definition change also removes the explicit prevention of exposure to a hazardous substance that is likely to result in a chronic illness, disease or damage to the reproductive system.

Included in the workplace health and safety changes proposed by Bill C-4 is one which has a direct consequence on what has been a fundamental health and safety right for Canadian workers — their right to refuse unsafe work.

Nevertheless, it is important to keep in mind that in the past 37 years since the Committee became focused on prevention, the labour movement has many achievements to celebrate. Workers now benefit from many of the recommended changes proposed in the 1977 report. To name a few: mandatory risk assessments; mandatory joint accident investigations; annual worker education programs; lists of all toxic materials being used in a workplace available to workers; first aid reporting; and enforceable legislation relating to joint safety committee meeting frequency, minutes, etc.

The labour movement has continued to be at the forefront of improvements in legislation and policy changes as our knowledge and understanding of workplace hazards grows. With the changing nature of workplaces from predominantly industrial models, the Federation and its affiliates recognized the need for regulation pertaining to ergonomics, working alone, violence in the workplace, and psychological health and safety. Without the efforts of the Committee, the Federation and the affiliates, not one of these workplace hazards would be regulated.

Since the last Convention, and moving forward, in the footprints of our predecessors, the Committee analyzed the effectiveness of the current state of the occupational health and safety regulation in BC and identified areas that required attention.

The Occupational Health & Safety Standing Committee is committed to continue pressing forward — championing the need for increased prevention resources, stronger enforcement and bona fide employer accountability.

PREVENTION

The Committee continues to provide feedback on behalf of the labour community on any proposed prevention policy or regulation review through participation on the Policy and Practice Consultation Committee (PPCC), pre-consultation meetings, written submissions, as well as participating in the WCB public hearings across the province. The Committee's effort in responding to the voluminous amount of proposed changes released by the WCB is a substantial portion of our work. The written responses submitted by the Federation and/or its affiliates in 2013 and 2014 included, but are not limited to, the following:

REGULATORY & POLICY REVIEW

- *2014 Proposed Amendments to the Occupational Health & Safety Regulation*
- *One Additional 2014 Proposed Amendment to the Occupational Health & Safety Regulation*
- *Two Additional 2014 Proposed Amendments to the Occupational Health & Safety Regulation*
- *Proposed Changes to the BC Occupational Exposure Limits*
- *Proposed Deletion of Policy R20.26-1, Regarding Inspections of Formwork and Falsework*

In order to keep abreast of these and other emerging issues and to assist in preparation to respond to them, the Committee invites the WCB management staff to make presentations to the Committee three times per year. The Workers' Compensation Advocacy Group joins us for these presentations which always include reports on compensation issues, as well as prevention.

In addition to this, many Committee members are actively involved in the pre-consultation process used to vet upcoming proposed regulatory changes. Of note, members of the Committee are currently involved in pre-consultation sessions regarding silica, lead and asbestos regulations, as well as the implementation of the jury recommendations from the mushroom farm inquest.

JOINT HEALTH AND SAFETY COMMITTEES

The key to sustaining a safe and healthy workplace is a well represented, high-functioning, and educated Joint Health and Safety Committee. Despite the Federation's and affiliates' efforts in raising awareness and providing joint committee education, the ideal Joint Health and Safety Committee is rarely achieved. This is largely due to the lack of employer support, whether passive or intentional, including barriers to committee members' access to suitable education specific to their individual needs.

The Committee has identified as a priority the need to review our current legislation in Part 3, Division 4—Joint Committees and Worker Representatives, of the *Workers Compensation Act* (WCA), including a review of the joint committee requirements in other jurisdictions. The object of the review is to ascertain what legislative changes are required to create

higher functioning Joint Health and Safety Committees, in addition to increasing the number of hours for committee education and reducing employer interference in accessing this education.

PSYCHOLOGICAL HEALTH & SAFETY

At the same time that changes were made in 2012 to Section 5.1 (Mental Disorder) of the WCA through Bill 14, the government announced that WCB would develop and add new policy to the current violence in the workplace regulations and provide tools for employers to use in the prevention of workplace bullying and harassment.

The WCB developed three occupational health and safety workplace bullying and harassment policies which came into effect on November 1, 2013, in addition to a guideline and a toolkit for employers. These policies were developed to clarify the obligations of employers, workers, and supervisors regarding preventing, where possible, or otherwise minimizing workplace bullying and harassment.

Unfortunately, these policies fell short of the government's promises, and labour's expectations, as the WCB did not expand the definition of violence by adding bullying and harassment to these regulations. Rather, the WCB developed separate policies under Section 115, 116 and 117 of the WCA, which not only made them less stringent and enforceable than the violence regulations, but also resulted in the exclusion of the Joint Health and Safety Committees in the processes, such as incident investigations.

In addition, although the policies finally establish that bullying and harassment is a workplace hazard, the definition is far too

The OH&S Committee has identified as a priority the need to review our current legislation in Part 3, Division 4 — Joint Committees and Worker Representatives, of the *Workers Compensation Act*, including a review of the joint committee requirements in other jurisdictions.

narrow and the labour relations exclusions included are too restrictive. These deficiencies allow bullying and harassment, and thus psychological unsafe and unhealthy workplace behaviours, to persist.

The Committee continues to pressure the WCB to resume stakeholder consultations on the involvement of Joint Health and Safety Committees with respect to the implementation of the bullying and harassment policies. In addition, the Committee continues to demand that these policies are made regulations under the existing violence regulation, as originally promised.

In support of ongoing education regarding psychological health and safety, a Committee member and Federation staff sit on the steering committee for the annual Canadian Mental Health Association's Bottom Line Conference. In addition, the Federation sat on the planning committee for the Canadian Institute for the Relief of Pain and Disability (CIRPD) conference in June 2014 entitled Creating and Sustaining Psychologically Healthy Workplaces. A number of Committee members attended this conference which covered topics such as bullying and harassment, violence, depression, anxiety and stress management.

The BCFED Health and Safety Centre developed and presented one-day and one-week courses to address the demand from joint committee members, employers and members for education about implementing the new bullying and harassment policy requirements.

For more information regarding the activity of the BCFED Health and Safety Centre, please see the OH&S Centre's Report to Convention.

VIOLENCE IS NOT PART OF YOUR JOB

Workplace violence, including domestic violence, bullying, and harassment are on the rise at an alarming rate in many sectors, including health care, public education, public transportation, social services, correctional facilities, retail, emergency responders, and the list goes on. Sadly, many workers accept that violence is simply an unavoidable part of their job.

Prevention of violence regulations were incorporated into Part 4 of the Occupational Health and Safety Regulations as a result of the labour movement's extensive efforts. These regulations are effective in that they mandate that employers' primary obligation is to eliminate violence in their workplace; however, employer compliance of these regulations is poor, at best.

Through our experience in working with our members regarding issues of violence in their workplaces, as well as anecdotal evidence from WCB inspection officers, it has become evident that our current violence regulations must be reviewed and revised to make them stronger and more enforceable. As well, expanding the definition of violence to include domestic violence and bullying and harassment is

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critical to the overall prevention of these hazards in the workplace. In order for these changes to be adopted by the WCB, we must gain full support by increasing the awareness of workers, employers, government and the public about the serious impacts of violence in the workplace and the need for change.

In addition to regulatory changes, language in our collective agreements must reinforce and improve on the regulatory requirements to provide another avenue to enforce prevention of violence in the workplace and provide effective resolutions.

The Committee has identified this work as a priority for the Committee in the coming years. With the support of the Convention, we commit to developing a robust action plan around violence in the workplace, including the following:

- Develop and lobby for changes to the Occupational Health and Safety Regulation pertaining to violence in the workplace, including adding domestic violence and bullying and harassment to the existing regulation;
- Develop and share examples of bargaining proposal language addressing violence, domestic violence and bullying and harassment in the workplace; and
- Continue to raise awareness across all stakeholders about the necessity of preventing violence in the workplace.

WORKING ALONE IN LATE-NIGHT RETAIL

Following the tragic death of Grant DePatie in 2005, the DePatie family, the Federation, and the Young Workers' and Occupational Health and Safety Committees lobbied tirelessly for changes to the working conditions in late-night retail. In February 2008, our hard work was rewarded when new Occupational Health and Safety Regulations were approved that prescribed a 24/7 prepaid fuelling mandate at gas stations, as well as making it mandatory for late-night retailers to have a barrier or two workers on shift between the hours of 10 pm and 6 am. Unfortunately, the WCB rolled back a portion of these important changes, allowing for late-night hours to start at 11 pm and for administrative measures to replace barriers or two workers on shift.

However, the Federation has not given up. The Federation's Young Workers' Committee continues to hold overnight vigils to keep this issue in the public's awareness, demanding that Grant's Law be reinstated in order to ensure the protection of workers in late-night retail.

FARM WORKER HEALTH & SAFETY

The Federation continues to work with the families of the three women who were killed when an overloaded and dangerously-operated 15-passenger van crashed on March 7, 2007, in Abbotsford. Although by all accounts, travel to and from work is now safer for farm workers following the Coroner's inquest in 2009, the Federation is still pressuring the government to fully implement all of the 18 recommendations made by the Coroner's Jury. Unfortunately, we continue to hear anecdotal reports of unsafe transportation of farm workers as well as other terrible health and safety violations.

The Federation also continues to work with the families of the three men who were killed and two men who were seriously injured at the mushroom composting facility in Langley on September 5, 2008. The families and the Federation have kept up the pressure on the government and the WCB to fully implement the Coroner's Jury's 15 recommendations, including mandatory training for all farm owners, supervisors and workers, as well as a declaration of compliance

to be signed annually by all employers. These recommendations, if implemented, would go a long way in preventing a repeat of this terrible workplace catastrophe.

INSPECTIONS AND ENFORCEMENT

The numbers in the table below clearly indicate that inspection hours and orders written have been on a downward trend since 2010.

This is a disturbing trend and lends credence to the Committee's continued pressure on the government and the WCB to increase the number of WCB Officers, to organize their work more efficiently, and to ensure that Officers are provided with a full complement of enforcement tools and the support to use them.

The Federation and its affiliates are hopeful that Gord Macatee's recommendations regarding inspection and enforcement practices will result in significant changes in this trend. For more information regarding the Macatee report please see the appropriate section of the Executive Council report.

WCB INSPECTIONS — A DOWNWARD TREND

	2010	2011	2012	2013
Inspection hours	217,051	202,846	196,687	200,129
Inspection reports	43,569	40,260	38,757	39,911
Orders	76,905	65,136	63,680	68,481
Penalties imposed	256	352	260	233
Penalties imposed (\$)	\$3,136,898	\$4,850,306	\$2,909,968	\$2,857,923
Initiated investigations	144	158	134	155
Completed investigations	138	146	146	138

SERIOUS INJURIES AND FATALITIES

The figures below represent fatalities that occurred in the noted year and have been reported to WCB by February 2014, regardless of adjudication status.

BC WORKER FATALITIES		
	Fatalities	WCB fatal claims accepted in that year
2013	186	128
2012	183	149
2011	190	142
2010	185	143

These statistics reinforce the importance of joint health and safety committees and committee training, as well as providing worksite-specific health and safety education to workers, especially new and young workers. All workers require ongoing education about their rights and responsibilities, in particular with the right to refuse unsafe work.

DAY OF MOURNING

The Committee worked with both the New Westminster and Vancouver and District Labour Councils to organize a sobering Day of Mourning ceremony at the New Westminster Quay on April 28, 2014. A large crowd of labour activists, family members and residents gathered, surrounded by the sounds of labour from the railway, Skytrain, boats, shops and restaurants. The most compelling speakers were family members from the Babine and Lakeland mill explosions who provided heart-wrenching pleas for justice to the government, in the wake of the Crown Counsel's decision not to pursue charges in either of the two incidents.

The 2013 event was held at the Fisherman's Memorial in Steveston. This event focused on honouring the dedication of the members of the fishing industry to improve health and safety and to honour those who had been injured or killed in the fishing industry.

ADDRESSING A DEADLY ISSUE – ASBESTOS

Asbestos exposure remains the leading cause of workplace fatalities and this trend is expected to continue for years to come, with many employers knowingly putting their workers at risk to this deadly substance. Arthur Moore was one of the more egregious cases in 2010, knowingly exposing vulnerable youths and violating the court imposed stop work order. However, in 2013 the Singh family, operating as Seattle Environmental Consulting, surpassed Moore's awful legacy. The Singhs continued to expose workers even seven months after the court injunction, resulting in 51 more orders. Since 2009, the Singh companies were written up with a total of 290 violations and racked up more than \$340,000 in unpaid penalties. After hearing the WCB's 900-page submission of evidence, the judge found the Singhs in contempt of court, but only fined them another \$15,000. It has become increasingly evident that the WCB does not have the enforcement tools required to make a real impact on these egregious offenders.

The Federation, including the BC Building Trades, is collaborating with employers, communities and other stakeholders, to develop a system of accountability for the owners, employers, and contractors that consciously oppose the WCB regulations regarding working with asbestos. A few recommendations made by Gord Macatee are a result of this work and, if implemented, will

The Federation, including the BC Building Trades, is collaborating with employers, communities and other stakeholders, to develop a system of accountability for the owners, employers, and contractors that consciously oppose the WCB regulations regarding working with asbestos.

provide the WCB with stronger tools to combat these employers, such as being able to shut down operations over multiple sites.

The Committee continues to fight for the regulatory changes and increased enforcement that will help prevent future exposures, as well as for the much needed compensation changes for those suffering from asbestos exposure.

Although the WCB established an exposure registry as a result of the Committee's persistent lobbying efforts, the registry is not being utilized properly. One reason for this is that the registry is voluntary — a mandatory registry would require employers to register any suspected or confirmed exposures. Secondly, the registry has been poorly promoted by the WCB. In order to mitigate this, the Federation and the affiliates promote this registry at every opportunity. In addition to asking for changes to the existing registry, the committee continues to lobby for a centralized public building and workplace registry to complement the existing exposure registry.

PROSECUTIONS AND EMPLOYER ACCOUNTABILITY

May 9, 2012, marked the 20th anniversary of the Westray coal mine tragedy in Plymouth, Nova Scotia when 26 miners were killed after methane gas ignited causing an explosion. Following the disaster, a Royal Commission of Inquiry was established to investigate the disaster. The findings of this commission,

along with the years of hard work by the Westray families and the United Steelworkers (USW), led to the push for Bill C-45, which amended Sections 22.1, 22.2 and 217.1 of the *Criminal Code*, establishing new legal duties for workplace health and safety and new rules for attributing criminal liability to organizations, including corporations, their representatives and those who direct the work of others.

In the ten years since the changes to the *Criminal Code* in 2004, over 9,000 workers have died across Canada. Of these deaths, and countless other serious injuries, very few cases have been investigated by police for possible criminal charges. Across Canada, the labour movement has been campaigning to increase the awareness, education, training and political will necessary to ensure that the legislation is used and prosecutions proceed.

The USW launched their national campaign "Stop the Killing. Enforce the Law" in November 2013 and has been making good progress, engaging in conversations at the federal, provincial and municipal government levels.

The BC Federation of Labour, with the support of the Standing Committee and the families of the victims of these catastrophic workplace incidents, continues to work on this issue, as well as consistently calling for more criminal and administrative prosecutions and, ultimately, jail time for those responsible. For more information about the Federation's work in this area, please see the appropriate section of the Executive Council report.

COMPENSATION AND INJURED WORKERS

Workers' compensation law and policy continues to be eroded in BC despite the best efforts of the Federation, our affiliates and workers' compensation advocates who provide fulsome submissions against these proposed changes. To add insult to injury, workers are faced with the impact of regressive internal systems of the WCB such as experience rating, which sets discounts or surcharges on the employer's base rate in relation to their claims costs. This "the safer you are, the less you pay" system is a facade, providing financial motivation for employers to engage in claim suppression, to challenge workers' claims through the appeal process, and to provide inadequate return-to-work programs aimed at reducing costs by forcing workers back to work too early. Workers need a workers' compensation system that motivates employers to create proper rehabilitation and return-to-work programs that facilitate a safe, healthy and sustained return to meaningful work.

As feared, the changes made in 2012 to Section 5.1 (Mental Disorder) of the WCA through Bill 14 discriminate against workers with psychological injuries. Following the legislative changes, many workers who were suffering from psychological injuries, including injuries as a result of bullying and harassment in the workplace, made applications to the Board for compensation expecting to have their claims accepted. Sadly, most of these injured workers have had their hopes dashed due to the introduction of "predominant cause" and are now stuck in the appeal system with no financial support.

WCB reported that psychological injuries are the fastest rising cause of long-term disability.

In the 20 months following the implementation of Bill 14, WCB reported that 4,561 claims were filed. Of these claims, 678 (15 per cent) were accepted, 1,129 (25 per cent) were suspended, 2,060 (45 per cent) were disallowed and 7.4 per cent did not require adjudication. The majority of suspended claims were due to the intensive survey that injured workers are required to fill out in order to establish "predominant cause." Workers are told that the employers could be privy to their surveys in the case of an appeal and so many choose to use sick leave or other measures rather than pursue their claim application. The two main reasons for disallowed claims are those which fall under labour relations exclusions or not meeting the test for predominant cause.

Affiliates and workers' compensation lawyers are looking for a good test case to use to challenge the lawfulness of this legislation and associated policies. They also continue to challenge other damaging policies and legislation whenever possible and the Federation works together with affiliates and compensation lawyers to achieve this.

The Federation routinely participates in referrals under Section 251 of the WCA, which allows the Workers' Compensation Appeal Tribunal (WCAT) to refuse to apply a policy if it is found to be "so patently unreasonable that it is not capable of being supported by the WCA and regulations." Most recently, the Federation provided submissions in a Section 251 referral regarding the last portion of Policy Item #40.13 of the *Rehabilitation Services and Claim Manual, Volume II*.

In 2014, the Federation and the Community Legal Assistance Society made a joint application to intervene in a Court of Appeal case regarding the WCAT's jurisdiction to reconsider fundamentally flawed decisions, arguing that removing reconsideration power

Workers' compensation law and policy continues to be eroded in BC despite the best efforts of the Federation, our affiliates and workers' compensation advocates who provide fulsome submissions against these proposed changes.

will mean that injured workers will have less access to justice, and to challenge the application of the *Lysoshirka v British Columbia (Workers' Compensation Board)*, 2012 BCCA 457 in this case.

In addition, the Federation worked together with affiliates and advocates to provide submissions on the following policy discussion papers released by the WCB:

- *Proposed Policy Amendments Regarding Compensation of Principles — Shareholder Dividends*
- *Personal Optional Protection Coverage*
- *Consultation on the 2014-2016 Compensation, Occupational Disease & Assessment Policy Priorities Workplan*
- *Proposed Policy Amendments Regarding Primary Skin Cancer & Certain Occupational Exposures*
- *Proposed Policy Amendments Regarding Nerve Entrapments and Tendinopathies of the Arm, Neck, Shoulder*
- *Proposed Policy Amendments Regarding the Permanent Disability Evaluation Schedule*
- *Multiple Sclerosis as a Compensable Consequence of Traumatic Injury*
- *Proposed Policy Amendments Regarding Personal Optional Protection*
- *Proposed Policy Amendments Relating to the Time Allowed for Submission of an Application for Compensation for a Mental Disorder*
- *Proposed Policy Regarding the Treatment of Principles*

Through the Committee, and hopefully with injured workers standing beside us, the Federation will continue to lobby for much needed legislative and policy changes, including the governance structure, abolishing experience rating, the reinstatement of lifetime and loss of earnings pensions, and removing employers' ability to challenge workers' compensation claims through the appeal process.

100 YEARS OF WORKERS' COMPENSATION — WHERE ARE MEREDITH'S PRINCIPLES NOW?

On May 30, 2014, the Committee hosted our first Injured Workers' Forum. This event was very successful with approximately 100 participants — injured workers, advocates, family and supporters. Steve Mantis, of the Ontario Injured Workers' Network, gave the keynote address, providing the inspiration and framework for the day. Steve Mantis was followed by experts, former decision makers and injured workers, each adding detail to the picture of the WCB's utter inadequacy in compensating BC's injured workers and the need for bold reforms in the system. The participants wrapped up the day by completing a report card measuring how the BC system does against Meredith's Principles, established over 100 years ago — the result being an overwhelming failure of our workers' compensation system.

On May 31, 2014, a smaller group met at the BC Federation of Labour to discuss the path to creating a BC Injured Workers' Group.

Steve Mantis of the Ontario Injured Workers Group and Karl Crevar of the Canadian Injured Workers' Alliance led the workshop. The result was a commitment from most members of the group to continue to meet regularly as well as to join an injured workers' email list serve to allow for ongoing communications between the members. In addition, the group developed a joint media statement to the government that was released on June 1, 2014—Injured Workers' Day.

Following the success of this event, the Committee intends to spend the next few years lobbying government, as well as educating the affiliates and the public about the need for bold reforms in the workers' compensation system to ensure that injured workers are fully compensated, and able to live with dignity, as a functional part of the community. Our goal would be to have this work culminate with a two-day conference in 2016—in honour of the Royal Commission of 1916 headed by Avarad Pineo.

OH&S COMMITTEE RECOMMENDATIONS

1. The Federation will host an Injured Workers' Forum in 2015.
2. The Federation will host a two-day conference and a one-day lobby in 2016 to mark the 100-year anniversary of the WCA in BC as a result of the Pineo Commission.
3. The Committee develop and lobby for legislative changes to Part 3, Division 4—Joint Committees and Worker Representatives, of the WCA; including access to joint committee education and increasing the annual allotment of education hours.
4. The Committee develop a robust action plan around violence in the workplace, including the following:
 - Develop and lobby for changes to the Occupational Health and Safety Regulation pertaining to violence in the workplace, including adding domestic violence and bullying and harassment to the existing regulation;
 - Develop and share examples of bargaining proposal language addressing violence, domestic violence and bullying and harassment in the workplace; and
 - Continue to raise awareness across all stakeholders about the necessity of preventing violence in the workplace.
5. The Federation and its affiliates continue to advocate for improvements in workplace health and safety and full compensation for all workers, including non-union workers.

OH&S COMMITTEE MEMBERS

Dal Benning, **CUPE**

Paul Bergin, **CEU**

Nicole Biernaczyk, **IBEW**

Romeo Bordignon, **ILWU**

Dan Burroughs, **SMWIU**

Chris Cheung, **IAM&AW**

Ron Corbeil, **USW**

Dave DiMaria, **TWU**

David Durning, **HSA**

Tony Evangelista, **UFCW**

Gwenne Farrell, **COPE 378**

Jan Florian, **BCFMWU**

Nina Hansen, **BCFED**

Linda Harding, **PSAC**

Ron Hinksman, **Unifor**

Jasmine Hunter, **BCTF**

Tom Jackson, **CUPW**

Jim Jarvie, **IBEW**

Dusty Kelly, **IATSE (Chair)**

James Little, **PSAC**

Lee Loftus, **IAHFIW**

Nelson McCabe, **Unifor**

Steve Milne, **COPE 378**

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**

RECENT PAST MEMBERS

Mike Clarke, **BCGEU**

David Clarabut, **CEU**

Adam Van Steinburg, **IBEW**

Ed Selinger, **BCPFFA**

Karen Langenmaier, **BCTF**

Zoe Towle, **FPSE**

OH&S Resolutions

RESOLUTION OH: 1

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE knowing that the *Workers Compensation Act* is complicated and an injured worker should not have to learn how the appeal process works while recovering from injury; and

BECAUSE the Workers' Advisory Office is understaffed and the workers are overworked; and

BECAUSE there are few unions that have worker advocates to assist in these claims; and

BECAUSE not all injured workers can afford to hire a lawyer in a claim that may take five years to complete; now

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

CUPE 1936

RESOLUTION OH: 2

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the return to work programs in the province of BC are ineffective due to the size of workplaces; and

BECAUSE 80 per cent of all workplaces have 20 or less workers; and

BECAUSE the approach to return to work does not address the workplace dynamics; and

BECAUSE an unsuccessful return to work in a small workplace has a greater impact on the majority of workers in BC; now

THE FEDERATION WILL lobby WCB to develop comprehensive disability management programs that are effective for workplaces with 20 or less workers.

IAHFI AW 118

RESOLUTION OH: 3

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the government of British Columbia, the employer community, and workers all have a vested interest in the long term stability of WCB; and

BECAUSE workers are an integral part of any safe, accountable, and transparent prevention, compensation, return-to-work, and insurance program; and

BECAUSE workers continue to be under-represented on the Board of Directors at WCB; now

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.

IAHFIAW 118

RESOLUTION OH: 4

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE WCB, ICBC and our disability plans fail to incorporate all the elements of a Disability Management Plan; and

BECAUSE much of the disability programs that our members participate with are driven to limit liability; and

BECAUSE most current disability management plans ignore the nature of work, the size of workforce and the dynamics of the industry; and

BECAUSE the current approach of bringing injured workers and workers with disabilities back into our workplaces ignore the principles of disability management; and

BECAUSE no return to work program can be successful without all components being in place with oversight by a skilled and trained facilitator; now

THE FEDERATION WILL encourage affiliates to reject WCB's narrow approach to return to work and only support return to work programs that include all the principals of a proper disability management program as outlined by the Institute for Work and Health.

IAHFIAW 118

**RESOLUTION
OH: 5**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE studies and extensive testing have proven that the 1:40 ratio of flight attendants to passengers is the standard needed to ensure passenger safety; and

BECAUSE less crew members on board aircrafts pose significant risks to the health and safety of passengers and crew; and

BECAUSE flight attendants work in a hazardous and unpredictable environment within a confined space and are trained to handle hijackings, violent and unruly behaviour, medical emergencies, fire suppression tactics, and evacuations; and

BECAUSE the government, via Transport Canada, is allowing air operators exemptions to the crew complement regulations at the expense of passenger and worker safety for the express purpose of corporate profit; now

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, that exemptions cease and that any exemptions that have been granted be immediately withdrawn.

KAMLOOPS DLC

BECAUSE Sections 22 and 23 of the *Workers Compensation Act* were amended in 2002 by the provincial government; and

BECAUSE these amendments eliminated lifetime pension for permanently disabled workers upon reaching age 65 and also severely decreased loss-of-earnings awards; and

BECAUSE the Liberal government has been lobbied continuously by the Federation and other individual affiliated unions to repeal the 2002 amendments, without success; now

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*.

UA 170**RESOLUTION
OH: 6**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

RESOLUTION OH: 7

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the intention of the “historical compromise” was to justly compensate injured workers in return for limiting workers’ rights to litigate their injury claims in the courts; and

BECAUSE WCB currently denies benefits beyond retirement age; and

BECAUSE an injured worker is no longer able to contribute to the Canadian Pension Plan and/or any employer/union sponsored retirement plans that may have been in existence at the time of injury; and

BECAUSE injured workers who are denied just compensation for their injury may be left to rely on social assistance in retirement; now

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.

IAHFIAW 118

RESOLUTION OH: 8

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the intention of the “historical compromise” was to justly compensate injured workers in return for limiting workers’ rights to litigate their injury claims; and

BECAUSE WCB currently limits the amount of compensation that an injured worker can expect to receive; and

BECAUSE WCB currently denies benefits beyond retirement age; and

BECAUSE an injured worker is no longer able to contribute to the Canadian Pension Plan and/or any employer/union sponsored retirement plans that may have been in existence at the time of injury; now

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; and

THE FEDERATION WILL actively advocate for lifetime pensions for injured workers.

IAHFIAW 118

RESOLUTION OH: 9

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE transportation workers are experiencing increasing numbers of assaults while exercising their duties; and

BECAUSE transportation workers provide an essential service to the population and should have the same legal protection that is provided to police officers under the *Criminal Code*; and

BECAUSE assaults on transportation workers not only have devastating effects on the workers' health and safety, but could also jeopardize the safety of the passengers they are transporting; now

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, transit drivers, transit supervisors, Skytrain operators, flight attendants, etc., on duty.

KAMLOOPS DLC

RESOLUTION OH: 10

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE transit operators in British Columbia and across Canada face serious and escalating violent attacks while providing needed public services, including; and

BECAUSE there were 134 driver assaults in Metro Vancouver in 2013, a 15.5 per cent increase over the total of 116 in 2012; and

BECAUSE sentences for those convicted of vicious assaults on transit operators have been minimal and do not provide deterrence to offenders; and

BECAUSE several recent assaults in BC and Canada involve bus drivers attacked with their vehicle in motion and passengers on board, leading to the potential of a crash with multiple injuries or fatalities; now

THE FEDERATION WILL, in conjunction with the Canadian Labour Congress, lobby to pass *Criminal Code* amendments providing stronger sentences for those who assault transit operators.

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TOGETHER

GOOD JOBS BUILD A BETTER BC



Political Action

Report to Convention 2014

The political action work of the labour movement brings us all together to extend our influence beyond the bargaining table. We know that the outcome of collective bargaining efforts are within the context of the political power structures at all three levels of government: local, provincial, and federal. Through our collective efforts we seek to improve the lives of working people by electing better governments.

This report will cover the political action strategies and actions of the labour movement beginning in fall 2012. In our review, we seek to analyze our collective work and develop strategies to enhance our effectiveness in current and future political battles.

When the Political Action Committee reported at the November 2012 Convention, we were just six months ahead of the May 2013 provincial election. The labour movement was determined, motivated, and actively engaging our members in the provincial election campaign. We were focused on mobilizing union members across BC to elect the BC NDP into government. We had high hopes that an NDP government would set out to reverse the damage done by 12 years of a right-wing Liberal government which has systematically down-sized and privatized public services, privatized Crown assets and services, and abandoned its responsibilities to care for BC's most vulnerable. Indeed, the results of the 2013 election were deeply disappointing. Now

we seek to learn from that election in order to better our next effort.

Today, we take this opportunity to analyze our election campaign efforts and reflect on how we can build our political strength. We need to connect deeply with both union and non-union workers to create a deeper engagement in our campaigns to elect progressive governments at the provincial, federal, and local levels. We will look at modernizing our tactics, better coordinating our efforts in swing ridings, connecting the NDP with our members throughout the province, and motivating union families to become more active in our struggle for political power in BC.

ELECTION STRATEGY

In 2009, the provincial election was decided by a mere 3,500 votes spread across eight provincial ridings, similar to the vote spread in 2005. As we prepared for the 2013 election, the labour movement was focused on mobilizing union members and their families to vote. We also sought to raise the record of the BC Liberals in education, health care, workers' rights, and childcare. The BC Federation of Labour focused its effort on coordinating and supporting affiliate activities in 16 strategic ridings where working people could have the greatest impact in the elections.

We know that the outcome of collective bargaining efforts are within the context of the political power structures. Through our collective efforts we seek to improve the lives of working people by electing better governments.

KEY ISSUES FOR THE LABOUR MOVEMENT

In preparation for the 2013 election campaign, the Federation set out to have a clearly defined set of legislative priorities. The BC Federation of Labour undertook extensive consultation and collaboration to develop position papers on the Workers' Compensation Board (WCB), the *Employment Standards Act*, the *Labour Relations Code*, apprenticeship and skills training, as well as economic position papers on good jobs and taxation. We also set out to ensure that both progressive politicians and union members were armed with research and messaging to effectively counter BC Liberal government spin.

The five key areas were:

1. Improvements to the *Labour Relations Code* — restore balance in labour laws, make it easier to join a union, and respect the right to join a union;
2. Improvements to Employment Standards — to restore respect and fairness at work, increase the minimum wage, restore four (4) hour minimum shifts, raise the minimum working age, and strengthen inspection and enforcement;
3. Improvements to Apprenticeship and Skills Training — by taking steps to ensure BC's apprenticeship system can meet the needs of young people and double the rates for red seal certifications;

4. Improvements to Workers' Compensation and Occupational Health and Safety — by reducing workplace diseases and injuries, and helping injured workers and their families get back on their feet; and
5. Good Jobs Economy — An economy that works for everyone by reducing inequality and creating economic opportunities for everyone.

TARGET CONSTITUENCIES

Sixteen strategic target constituencies were identified as swing districts where labour unions had significant membership which could be mobilized for the 2013 provincial election.

These areas were constituencies that the BC NDP would need to win in order to see a change in government. The labour movement focused resources in these areas. Working from the theory that incumbents would have to run winnable campaigns, affiliates shifted resources in an effort to win new seats. In most of these instances, a single union would have a few hundred members in each of the target constituencies. In only a few instances was a single union's membership greater than the margin of loss in 2009. Therefore, it was important that each union motivate and mobilize its members.

WE VOTE FOR A BETTER BC

The Federation's election campaign was branded We Vote for a Better BC. The campaign was designed to build a network of union activists across BC. The campaign strategy focused on educating and motivating union activists to vote and volunteer in the election. Campaign activities included regional organizing meetings, volunteer training, motivating voters, social media outreach, and a strong labour get out the vote effort.

WE VOTE WORKSHOPS

The BC Federation of Labour held volunteer training workshops around the province and many unions held internal training sessions or workshops. A total of 822 people were trained at workshops held by the BC Federation of Labour.

The objectives of the workshops were that members and participants would:

- Meet and develop relationships with fellow union members who would be involved in the provincial election campaign;
- Learn and improve skills in persuasion of co-workers, neighbours, friends and family members;
- Learn political skills including writing letters to the editor, phoning into talk show hosts, social media campaigning, and lobbying MLAs;
- Practice skills in political discussions and gain confidence to be effective volunteers; and
- Learn effective member-to-member communication and be motivated to participate in their unions' campaigns.

The workshops were intended to increase the number of volunteers available during the pre-election and election periods and support unions in organizing member-to-member campaigns.

Workshops were held in: Campbell River, Courtenay, Kamloops, Langley, Nanaimo, Penticton, Prince George, Quesnel, Vancouver (multiple), Victoria and Vernon. In addition to the multi-union courses, several affiliate-specific briefings were held, such as the campaign briefing for the New Westminster and District Labour Council.

WE VOTE ACTIVIST NETWORK

In addition to the extensive election training, the Federation and affiliates built an activist network of union members who wanted to be involved in the election campaign. Over 1,000 union members joined the network. These activists were sent regular bulletins and were encouraged to volunteer in union and local campaigns. Activists were matched with local target campaigns and connected with the political action coordinator in their own union. In addition to the new activist sign-ups, the Federation sent regular updates and calls-to-action to its broader list of 43,000 email contacts.

The Federation conducted a post-election survey of these volunteers to better understand their election campaign experience.

Results of the Volunteer Survey:

- 80 per cent of those trained by the Federation said they went on to volunteer for the BC NDP;

In addition to the extensive election training, the Federation and affiliates built an activist network of over 1,000 union members who wanted to be involved in the election campaign.

- 46 per cent of BCFED volunteers were new volunteers who had not participated in 2009;
- 62 per cent found training workshops “extremely useful” or “very useful”;
- 24 per cent volunteered for both NDP and union campaigns;
- 4 per cent volunteered for only their union’s campaign;
- Majority attended other events including member-to-member activities, labour council events and union training;
- 54 per cent felt “very appreciated” as volunteers, 30 per cent felt “moderately appreciated”; and
- 70 per cent said they are “very likely” to volunteer in the next provincial election campaign.

SOCIAL MEDIA

Over the past five years, information sources have changed dramatically. With the 24-hour news cycle now moving beyond cable news to Internet sites, our members have a vast number of news, information and entertainment sources to choose from. Facebook has released statistics that show that 74 per cent of Canadians are using Facebook regularly, which is higher than the US at 70 per cent and the global average of 61 per cent.

As social media becomes a primary source of news for many Canadians, the Federation’s communications strategies have evolved to incorporate a greater focus on social media. Campaign strategies now include a social media component which delineates production of shareable content, online advertising and engagement activities.

The Federation used Facebook, Twitter, our primary website and direct e-mail to engage our membership and activists online. During the election campaign, the “BCFED Election Desk” report went out daily to activists and subscribers. The bulletins featured short, easy to digest content on campaign issues, events and volunteer opportunities.

ELECTION CAMPAIGN MATERIALS

The Federation’s We Vote Election Kit proved to be popular with union locals and members across the province. The kits included factsheets, workshop handouts and election information. A total of 15,000 kits were distributed to union members. As the campaign moved forward from the pre-election period to the election period, copies of the Federation’s mailers and report cards were inserted into the kits.

The Federation produced three distinct We Vote Mailers for distribution to union members. In total, 350,000 mailers were ordered by affiliates for distribution to members.

During the election campaign, the “BCFED Election Desk” report went out daily to activists and subscribers. The bulletins featured short, easy to digest content on campaign issues, events and volunteer opportunities.

We Vote buttons were printed with the following slogans:

- We Vote for a Better BC
- We Vote for Public Health Care
- We Vote for Public Education
- We Vote for Safe Work
- We Vote for Better Pensions
- We Vote for Seniors’ Care
- We Vote for Childcare
- We Vote for Apprenticeships
- We Vote for the Right to Join a Union
- We Vote for our Families
- We Vote for Workers’ Rights
- We Vote for Green Jobs

In addition to the above listed materials, the Federation produced stickers, postcards, wristbands, balloons, pencils and posters to promote the We Vote campaign.

MEMBER-TO-MEMBER (M2M)

For many unions, connecting on a member-to-member level was a key strategy for their provincial election campaigns. Often coordinated by one union organizer or enthusiastic volunteer, these efforts resulted in numerous meaningful conversations taking place in lunch rooms, on the shop floor, at members’ homes, or through door-knocking and phone bank efforts. We have found that these meaningful one-to-one interactions

result in a deep and lasting connection to the issue or campaign of the day, and form long-term relationships that strengthen the union. This is an area that presents great opportunity to have meaningful conversations and develop our technological capacity.

REGIONAL VISITS

During the campaign, President Sinclair and Secretary-Treasurer Lanzinger made it a priority to meet with activists around the province to bolster and encourage local campaign activities. This series of dinners, lunches and receptions were held as open invitations to local labour activists to meet and discuss the importance of the election and the local-specific issues that were of interest to union members in each region.

Regional meetings and events were organized to compliment the targeted riding strategy and were held in the following areas: 100 Mile House, Burnaby, Burns Lake, Comox Valley, Kamloops, Langley, Penticton, Prince George, Prince Rupert, Quesnel, Terrace, Vancouver, Vernon, Victoria and Williams Lake. The local candidates and campaign activists were often invited to join the meetings and brief participants on campaign efforts. Close to 500 activists participated in these meetings.

GET OUT THE VOTE (GOTV)

GOTV: SEND CHRISTY PACKING

Drawing on the success of American “vote pledge” campaigns, social media tools were used to encourage activists to make a plan of voting. Experience shows that for reluctant or occasional voters, pledging to vote and filling out “why I’m voting” dramatically increases the likelihood that a person will follow through on their intention to vote.

The “Send Christy Clark Packing” messaging and images were used in the last ten days of the campaign to ask union members and supporters to commit to voting in the advanced polls.

This end game messaging was delivered online to our universe using Google advertisements, Facebook advertisements and social media tools.

Over 10,000 British Columbians signed a pledge to vote in the advanced polls. Those who signed the pledge were emailed with their local polling station based on their postal code.

GOTV: ADVANCE VOTING EVENTS

A key component of the Federation’s approach to the election was to motivate progressives to vote in the advanced polls. The Federation’s GOTV messaging focused on the five opportunities to vote that were spread out over four days of advanced polls leading up to general voting day on May 14, 2013. This strategy would insulate members from negative and destructive voter suppression messaging from the Liberals. It also had the additional benefit of focusing the final GOTV efforts on those voters who would most benefit from a reminder to vote.

To raise awareness of the advance voting days, several unions hosted BBQs or lunches for union members in various constituencies. The majority of these events were held on Saturday, May 11; however, one took place on May 8 and another on May 10.

The following is a list of the unions who hosted:

- BCFMWU – on May 8 – in Delta North and South (approximately 30 members attended), in Horseshoe Bay (approximately 100 members turned out) and on May 11 – in Oak Bay-Gordon Head;
- CSWU, Local 1611, Labourers’ – on May 10 – in Burnaby-Lougheed;
- BCGEU – on May 11 – in Vancouver-Fairview (approximately 30 members combined canvassing with BBQ);
- COPE 378 – on May 11 – in North Vancouver-Lonsdale;
- CUPE Local 23 – on May 11 – in Burnaby North;
- Local Labour Committee – on May 11 – in Vancouver-Fraserview; and
- USW – on May 11 – in Surrey Tynehead and Kamloops-North.

We found that BBQs that were combined with campaign activities, such as member-to-member canvassing, were the most successful events.

POLITICAL ACTION COMMITTEE

The BC Federation of Labour's Political Action Committee met regularly during the pre-election and election period. Together, we developed strategies, reviewed plans and approved materials such as election mailers. The Committee received regular reports from the election campaign staff. The Committee also shared information amongst affiliates by building educational sessions into meetings including a train-the-trainer session on specific topics such as organizing member-to-member canvassing and writing phone scripts and effective use of social media.

ELECTION RESULTS

As the election results began to come in on May 14, it became clear that pundits, pollsters and party activists were about to be shocked by the re-election of the BC Liberals. While leader Christy Clark had been unseated in Vancouver Point Grey, that was no consolation for the loss of the general election, putting the NDP back on the Opposition benches with fewer members and the loss of key MLAs such as Jagrup Brar. This election also saw the election of the first-ever Green Party member.

For activists, leaders and labour unions whose election efforts were widely-viewed as "doing more than we have ever done," the election results were a stunning defeat. Unions made large donations, mobilized members and spent political capital in a full effort to see the NDP elected to government. As we prepare for the 2017 election, we will need strategies to motivate members without triggering people's disappointment over this election loss.

ELECTION DEBRIEFS

Following what many describe as the "surprise" election loss, the BC NDP launched a formal election review. The labour movement was represented on the review panel by former COPE 378 President Andy Ross and FPSE President Cindy Oliver. The Federation made a presentation to the review panel which focused on increasing the connection of the party and MLAs to working class British Columbians. It was felt that the BC Liberals were able to own traditional working-class issues such as good jobs, resource development and regional economic growth. In fact, the Liberals were widely seen to be the party of resource and rural job-creation, territory that should be the natural territory of the NDP.

The Review Panel produced a thorough report on the election which outlined these issues, as well as concerns on campaign strategy and implementation. It is felt that the BC NDP *Report of the 2013 Election Review Panel* should be used as a guiding document for the NDP as it rebuilds from this election loss in preparation for the 2017 election.

In addition to the NDP's review, the labour movement also undertook a review of our election activities. The Federation and affiliates held numerous debrief and discussion sessions to examine our campaign efforts and discuss how we can be more effective in the future.

For many activists, their sentiments were strongest when we reflected on the NDP's election campaign. Activists spoke of the need for the NDP campaign messages to speak to the priorities of busy and stretched working families. Working families are looking for assurance that there will be a good jobs strategy, that today's young people will have training and apprenticeship opportunities

For activists, leaders and labour unions whose election efforts were widely-viewed as “doing more than we have ever done,” the election results were a stunning defeat.

and that BC will invest in strong and vibrant public sector, including health care, education, municipal services and the provincial civil service.

Going forward, the Federation and affiliates must develop better strategies to fully engage union members and their families. There is a wide variety of opinions on this that range from investing in our labour councils and the on-the-ground strength of the labour movement, to adapting to rapidly changing technology and the nature of communication and information delivery in 2014. While we will never be as financially flush as right-wing business interests, the labour movement does have a depth of financial and human resources that should allow us to adapt and deepen our ability to influence politics in British Columbia.

Metro Vancouver is a rapidly expanding city which welcomes thousands of new Canadians each year. The Labour movement must develop better strategies for engaging the diversity of voters in British Columbia on the issues that they care most about. Speaking with communities in their own languages and having translated materials is important. For example, information on the HST in Chinese would have been useful material which the labour movement and party could both have used. We must challenge ourselves to better connect on issues that speak to women, young people, new Canadians, Aboriginal people, and those living on the economic and social margins.

Equally important, we must better connect with British Columbians who live in smaller towns and rural areas throughout the province. There is much work to be done in building a stronger relationship with the voters who reside geographically east of Hope, BC. We must do better at understanding the political and social dynamic of these regions which fuel our economy.

In the 2013 election, we continued to see a decline in engagement amongst younger union members. As we move forward, we recommend a specific strategy to work with the younger members of the labour movement to create a renewal of our election activist. The labour movement needs to find new ways to connect with members. We need to educate people on the importance of voting. Connecting with young people, in high schools and elsewhere over the next four years, talking to them about the political system and the importance of participating in the political process (voting) at every level (federally, provincially and municipally), is critical.

BC FEDERATION OF LABOUR LOBBY IN VICTORIA, MARCH 2014

The Federation’s Officers and Executive Council met in Victoria for the annual lobby days on March 3 to 5, 2014. The Lobby was focused on three key issues facing British Columbia: increasing minimum wage to the low-income cut-off (LICO), improving BC’s system of apprenticeship and skills training and the abuse of the Temporary Foreign Worker (TFW)

Program. All politicians were presented with a detailed information kit which included up-to-date briefing papers on each of the three key issues.

The lobby was structured to include meetings with the Premier, the Minister of Labour, Liberal MLAs, the Leader of the Opposition, Opposition MLAs, and the Green Party MLA. Following a half-day of briefings and strategy discussions, Officers met with the following MLAs:

1. Premier Christy Clark
2. Minister of Labour Shirley Bond and Liberal MLAs: Jordan Sturdy, Doug Horne, John Yap, Eric Foster, Linda Reimer, Linda Larson, Simon Gibson, Norm Letnick, Jane Thornthwaite, Ralph Sultan, Greg Kylo
3. NDP Leader Adrian Dix, NDP Labour Critic Harry Bains and NDP MLAs: Nicholas Simons, Bruce Ralston, Mable Elmore, Carole James, Maurine Karagianis, Nicholas Simons, Scott Fraser, Robin Austin, Mike Farnworth, Michelle Mungall, Bill Routley, Doug Routley, Sue Hammel, Shane Simpson, John Horgan, Jennifer Rice, Selina Robinson, Claire Trevena, Cathy Corrigan, George Heyman, Judy Darcy, Raj Chouhan, Gary Holman, Leonard Krog, Katrina Conroy, Jenny Kwan, Jane Shin
4. Green Party MLA Andrew Weaver
5. Mayor of Victoria Dean Fortin

In addition, an evening reception was held with excellent attendance of MLAs from both sides of the house. The reception provided an opportunity for participating affiliates to raise additional issues such as education, health care and the BC Jobs Strategy.

The lobby culminated in a meeting of Officers with Premier Christy Clark to discuss the issues that had been raised throughout the week.

The Premier was receptive to the Federation's concerns about BC's weakened apprenticeship system which has struggled under the dismantled Industry Training Authority.

NDP LEADERSHIP

Prior to the fall 2013 NDP Convention, NDP Leader Adrian Dix announced that he would step down as leader once a new leader was chosen. On May 1, 2014, John Horgan was selected as the new leader of the BC NDP. Horgan, the long-serving MLA for Juan de Fuca, put forward an agenda to re-focus the NDP on the issues of greatest concern for working British Columbians. These areas of focus include good jobs for future generations, safe resource extraction and a BC-built energy policy. As soon as he became leader, Horgan set out on a province-wide tour to meet with workers and families on the BC Liberal record, the NDP's plans for a good jobs economy and strengthening the NDP's relationship with interior British Columbia.

The Federation is proudly affiliated to the NDP and devotes considerable energy on working to build the Party towards the goal of securing an NDP Government. It was clear that voters, including some union voters, were not persuaded that the NDP was their best choice when they voted in the 2013 election. With a new leader in place and a vision that speaks to working families, including union members, we hope that working families will support the NDP as the best choice to govern.

As we well know, the BC Liberal government has been devastating for working families. Over the past 13 years, the government has systematically worked to weaken our public services through privatization, contracting-out, funding cuts and staff cuts through lay-offs as well as attrition.

We must re-double our efforts to win a progressive government in BC. The decisions of government affect us every day, and so too should our efforts to change government. Just as we fight for fairness, safety and representation in our workplaces through collective bargaining, we must also fight for these things in electoral politics at the local, provincial and federal levels.

MUNICIPAL ELECTION 2014

The municipal elections of 2014 provided a critical opportunity to elect progressive candidates who support vibrant communities built on the foundation of good jobs and strong and well-funded municipal services. The Federation works closely with the Canadian Labour Congress, labour councils, affiliate unions, and local activists to put forward a full effort to elect strong labour-endorsed candidates to local government, including school boards and regional districts.

Beginning almost a year before the elections, the labour councils began reviewing the record of local governments and school boards. Labour Councils set out to prioritize issues and candidates to focus their efforts on the 2014 election race. Each labour council identified key local issues as well as common provincial and federal issues.

The Municipal Working Group, a sub-committee of the Political Action Committee, met monthly to prepare for the election.

Local government elections are traditionally won or lost by a few hundred votes, a result of voter turnout rates that are often well below 30 per cent. Affiliates undertook campaigns to encourage their members to participate in the election as voters and volunteers. These campaign efforts included using traditional

campaign techniques such as phone banks, member-to-member canvassing, mailing poll cards and distributing education materials on key issues.

This year the Federation led the effort to modernize affiliate voter contact efforts and the collection and use of data in elections through a pilot project for the municipal election. Using Nation Builder, affiliates and the Federation were able to use more sophisticated tools for engaging and mobilizing union members to vote in the municipal elections. This project was still underway at the time of printing and will be reported on separately.

In addition, this election saw a great improvement in the use of social media and electronic campaign tools such as Nation Builder.

FEDERAL ELECTION 2015

In the next year, we will work closely with the Canadian Labour Congress on the federal election. Stephen Harper and his conservative government have been at the centre of the fight against organized labour in Canada. The Conservatives put forward Bill C-377, an unconstitutional piece of legislation that will force labour organizations (but no one else) to undertake costly and time consuming reporting of even the most minute of financial transactions. The Conservatives also put forward Bill C-525, legislation that would make it nearly impossible for workers in the federally-regulated sector to join a union. Further, they introduced Bill C-4 which would limit the rights of workers to refuse dangerous and unsafe work. Together with their ongoing attacks on retirement security, public services and the rights of union workers, Harper has used his majority to further his aggressive, anti-union, right-wing agenda.

In the next year, we will work closely with the Canadian Labour Congress on the federal election. Federal unions and provincial unions alike will work hard to win more seats for the Federal NDP in British Columbia.

In addition to his legislative agenda, Harper has intensified the scrutiny, and therefore the administrative burden on non-profits engaged in political work as well as non-partisan but progressive charities. This seems to have stemmed from a concern by Joe Oliver, then Minister of Natural Resources, who complained that some international non-profit organizations were opposing development in the Alberta oil sands. The budget that year included an additional \$8 million for audits of non-profits.

This coming federal election will be critical for building on the party's success under former leader Jack Layton's breakthrough success in securing Official Opposition for the first time in the NDP's history. British Columbia will have many interesting races as the Federal Liberals win back some voters, the Conservatives become increasingly polarizing and the NDP has had a successful transition to Leader Thomas Mulcair.

Federal unions and provincial unions alike will work hard to win more seats for the Federal NDP in British Columbia.

MOVING FORWARD

As we reflect on the provincial election loss of 2013, our most devastating loss since the 2001 election, we look to build a stronger, more resilient, more focused political machine to elect progressive politicians at all levels of government.

The BC Liberals have set out to pin BC's future on liquefied natural gas (LNG) development. The labour movement has always had a deep connection to resource extraction and the industrial economy. If the LNG promise should come to fruition, labour will have a very important role to play in ensuring those jobs are good union jobs that build our skill base and propel us into the province's next economic chapter.

We also know that economic development and resource extraction comes with many issues that will deeply affect our collective future. Will today's generation of young people get the skills, training and apprenticeship credentials that will provide them with a career and economic opportunity well into their future? Will the economic benefits of resource extraction be balanced with strong environmental regulations to protect BC's natural ecology and the tourism and service jobs that stem from a protected environment? Will BC's public service be robust and well-funded to provide necessary services which are a much needed buffer against economic downturns? Will the Tsilhqot'in court decision be respected to give full rights to BC's First

Nations? Will women's wages increase or will women's work continue to be undervalued?

To ensure that average people and our communities have a say in BC's future, the labour movement must organize. We must continue to train organizers and campaign workers to engage in electoral politics. We believe that building our member-to-member programs will build both our political capacity as well as the ranks of our unions. When the next election happens, we believe that the conversation about voting should be following numerous other conversations about politics that have built a broader base of engaged and active union members.

We must modernize our tactics. Over the past 10 years, technology has dramatically changed how we interact with our neighbours, how

we access and share information and how political power is built. While it is reported by the Industry that over 50 per cent of Canadians continue to read daily newspapers, we know that this is rapidly changing. Rather than lamenting the changing political environment, we must work to modernize our use of technology and tactics so that we can maintain strong relationships with our union members. Our members have always been and will continue to be our greatest resource and our greatest strength. If we let our communication techniques stagnate, we also allow our political influence to weaken and stagnate.

This challenge to engage our members is significant and warrants focus and study in this coming year as we prepare a multi-year strategy to build towards the 2017 provincial election.

Recommendations to Convention 2014

1. The Federation will mobilize to elect the BC NDP in the May 2017 provincial election by:
 - a. Campaigning on issues of importance to working families well in advance of the election;
 - b. Engaging union members and their families prior to 2017;
 - c. Recruiting and training organizers to work in election campaigns; and
 - d. Focusing resources in key seats currently held by the BC Liberals.
2. The Federation will undertake government relations and campaigning to seek legislative improvements in the following areas:
 - a. *BC Labour Code*;
 - b. *Employment Standards Act*;
 - c. Workers' Compensation Board;
 - d. Apprenticeship and Skills Training; and
 - e. Good jobs for Canadian residents, including ending abuse of Temporary Foreign Workers.
3. The Federation will work to increase the number of NDP Members of Parliament (MPs) elected in BC and defeat the Harper Government by:
 - a. Working closely with the Canadian Labour Congress, affiliates and community coalitions;
 - b. Raising public awareness on the Harper government's record in office; and
 - c. Encouraging union members to volunteer and vote in the coming federal election.
4. The Federation will develop a political action training program to offer regional training opportunities in cooperation with the Canadian Labour Congress, local labour councils and progressive political organizations.
5. The Federation will organize a political action think tank in 2015, bringing together activists to:
 - a. Assess the labour movement's political action program;
 - b. Learn from successful progressive campaigns in other jurisdictions in Canada, the US, and overseas;
 - c. Strategize on modernizing the tactics and technologies used in election campaigns; and
 - d. Develop a multi-year strategic plan with an emphasis on winning the 2017 provincial election.

POLITICAL ACTION COMMITTEE MEMBERS

Robert Ashton, Jr., **ILWU**

David Black,
COPE 378 (Chair)

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 378**

Gavin McGarrigle, **Unifor**

Barb Nederpel, **HEU**

Mike Old, **HEU**

John Pesa, **IBEW**

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**

Political Action Resolutions

RESOLUTION PA: 1

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE political action must be an ongoing activity not just during election years; and

BECAUSE it takes time for political action to have an impact on voters; now

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.

BCGEU

RESOLUTION PA: 2

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE such automated check-out machines essentially contract out of work to us as consumers; and

BECAUSE this technology is often an attempt by large and very profitable corporations to downsize their workforce and offload the processing of payments to the purchaser; and

BECAUSE often the work that is being eliminated is unionized work at decent wages; and

BECAUSE this practice results in us, as consumers, causing the unemployment of our neighbours and community members; and

BECAUSE technology now touches virtually every aspect of our lives, the opportunities for simple human interactions have become dramatically reduced. Allowing machines to replace human beings in our daily interactions can foster more loneliness and social isolation at a time when we need to increase social cohesion and community building; now

THE FEDERATION WILL co-ordinate a campaign and encourage affiliates to engage British Columbians in a consumer boycott of automatic check-out machines.

BCTF

RESOLUTION PA: 3

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the New Democratic Party is the party of working people, founded in 1961 by the Co-operative Commonwealth Federation and the Canadian Labour Congress; and

BECAUSE the labour movement should encourage our members to engage in politics in support of politicians and political parties that most closely share and represent our values; and

BECAUSE voters are more engaged when they are voting for, rather than against, something or someone; and

BECAUSE those who advocate “strategic voting” are often wrong in their predictions of which candidate will win in a given electoral district; now

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

CUPE BC

RESOLUTION PA: 4

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE governments and anti-union organizations across Canada are promoting the regressive right to work movement that has taken hold in the United States; and

BECAUSE right to work laws destroy unions, driving down wages, benefits and pensions for all working people, and weakening support for public services; and

BECAUSE strong unions are critical to ensure safer workplaces and fair treatment at work; and

BECAUSE a strong labour movement is essential for our country to have a truly democratic system, and to work effectively at the political level to create the just society we desire for all; now

THE FEDERATION WILL continue working to protect and promote labour rights; and

THE FEDERATION WILL work with the Canadian Labour Congress to make the federal Conservative government’s support for anti-union measures a vote-determining issue for working people in the 2015 federal election.

HSA

**RESOLUTION
PA: 5**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the Harper Conservatives have refused to enforce the *Canada Health Act*, to negotiate a new Health Accord with the provinces, to set national standards for essential programs such as home care and residential care, or to establish a national pharmacare program; and

BECAUSE these measures have drastically reduced the critical role that the federal government has historically played in health care, and are damaging our public health care system; and

BECAUSE polling shows that voters want our federal government to play a strong role in health care across the country, and that voters will change the way they vote based on a federal party's position on health care; now

THE FEDERATION WILL work with the Canadian Labour Congress to make the federal Conservative government's abdication of responsibility for health care a vote-determining issue in the 2015 federal election.

HSA

**RESOLUTION
PA: 6**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the British Columbia government will put public transit and transportation improvements in Metro Vancouver to a binding referendum before July, 2015; and

BECAUSE one million new residents will arrive in the region by 2044; and

BECAUSE Metro Vancouver already greatly suffers from overcrowded public transit, inadequate service, particularly for the disabled, air pollution, greenhouse gas emissions and serious traffic congestion; and

BECAUSE these problems dramatically harm BC's economy by delaying the flow of goods and workers getting to and from their jobs; and

BECAUSE the proposed Mayors' Council plan would significantly improve public transit and transportation and its failure would mean immediate transit service cuts; now

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.

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TOGETHER

GOOD JOBS BUILD A BETTER BC



Women's Rights Committee

Report to Convention

The Women's Rights Standing Committee (WRC) of the BC Federation of Labour (BCFED) has defined three pillars to guide work for itself. The Committee pillars were developed and decided on during a Strategic Planning Session held in 2013 and are based on the issues most prevalent to the fight for women's equality in today's society. The pillars are Women's Safety, Women's Economic Security and Women in Leadership. They provide focus to the work of the Committee and serve as criteria for taking on new initiatives. Along with a number of other communities across the province, the Committee partnered with Labour Councils to celebrate the achievements of women on International Women's Day, and at other significant times of the year. Over the past two years, the Committee has been committed to working intensively around the province on issues that fall under these three categories. The following serves as a brief report of this work.

WOMEN'S SAFETY

DOWNTOWN EAST SIDE WOMEN'S MEMORIAL MARCH

The Committee continues to support the Annual Downtown East Side Women's Memorial March. In 2013, Committee members attended the March and volunteered serving food afterward at the community meal. In 2014, members of the Committee attended the March and volunteered to help with set-up.

DECEMBER 6TH DAY OF ACTION AGAINST VIOLENCE AGAINST WOMEN

In 2012 and 2013, the WRC planned candlelight vigils to mark December 6th, the Day of Action Against Violence Against Women. The 2012 event took place at Burnaby Civic Square and was attended by MLAs and union activists from the Lower Mainland. Speakers included Burnaby Mayor Derek Corrigan, Executive Director of Battered Women Support Services Angela Marie MacDougall, and BCFED Secretary-Treasurer Irene Lanzinger.

The 2013 event was held at the Women's Monument in Thornton Park which was built to commemorate the fourteen women murdered December 6, 1989, at L'Ecole Polytechnique of the University of Montreal, Quebec. Speakers at the event included Ending Violence Associations' Tracey Porteous, Former President of the Native Women's Association of Canada, Bev Jacobs, the Canadian Labour Congress' (CLC) Chantel O'Neill, and the BCFED's Secretary-Treasurer Irene Lanzinger.

UNION SISTERS: TACKLING VIOLENCE AGAINST WOMEN

The Committee held a Union Sisters event in April 2014 on violence against women. Over 80 women attended, and the evening's panel included the CLC's Chantel O'Neill, SFU Women's Centre's Brienne Olibris, and BCFED Secretary-Treasurer Irene Lanzinger. At the event, women were able to talk about sexual violence against women on campuses, the CLC's survey on Domestic Violence in

The WRC supports the work of the CLC and Western University, who are partners in a unique survey to study the impact of domestic violence on Canadian workers and workplaces.

the Workplace, and recent tragedies that had happened in the Lower Mainland and Fraser Valley. Following the panel, an open discussion allowed many women from different community groups and unions to speak about how violence against women affects both their personal and working lives.

CLC DOMESTIC VIOLENCE IN THE WORKPLACE SURVEY

The WRC supports the work of the CLC and Western University, who are partners in a unique survey to study the impact of domestic violence on Canadian workers and workplaces. The national survey, the first of its kind in Canada, has gathered data on the prevalence and impact of domestic violence in Canadian workplaces. In BC, the survey was launched at an event hosted by the BCFED's WRC on December 6th, 2013.

WOMEN IN FILM AND TV PANEL

The BCFED, through the WRC, supported WIFTV's panel discussion, "Portrayals of Violence against Women in Film & Television," during their 9th Annual Vancouver International Women in Film Festival. Vancity Theatre was the setting for a well-attended, in-depth discussion on the afternoon of Friday March 7th, 2014. The panel, led by Moderator Angela Marie MacDougall (Battered Women's Support Services), included Arlana Green (WAVAW Rape Crisis Centre), Natalie Hill (Women, Action, and the Media), Jarrah Hodge (Gender Focus), and Hilla Kerner (Vancouver Rape Relief and Women's Shelter).

BE MORE THAN A BYSTANDER

The WRC was pleased by the news of the Federation's support for the Be More Than a Bystander campaign, developed by the Ending Violence Association of BC and carried out by the BC Lions. This campaign, with the goal of equipping men and boys with the tools to influence their peers in speaking out about violence towards women, dovetails with one of the focus areas for the WRC this year: violence against women. It is particularly noteworthy that many women working in the women's anti-violence sector belong to member unions of the Federation and have expressed appreciation for the Federation taking a position of leadership in this area.

WOMEN'S ECONOMIC SECURITY

UNION SISTERS: CHILDCARE

Union Sisters' events bring union and non-union women together to have dinner and talk about issues that face women. Union Sisters' events are priced to cover the cost of food only, and guest speakers are brought in to speak on a topic, followed by a group discussion. These events are held three to four times per year.

The WRC hosted a Union Sisters event at the BC Government and Service Employees' Union (BCGEU) office on childcare in November of 2013. Speakers included New Democratic Party (NDP) MLA Mable Elmore, Coalition for Child Care Advocates of BC (CCCABC) Sharon Gregson, and BCGEU's Stephanie Smith. The

event was centered around making the case for a publicly-subsidized, affordable childcare plan, and then educating people on the CCCABC's \$10 a day childcare plan.

CHILDCARE BRIEFING AND DIALOGUE WITH FEMALE LABOUR LEADERS AND POLITICAL LEADERS

The WRC, along with the BCGEU, planned a dialogue across the province with female NDP MLAs and candidates and female labour leaders in April of 2012, to discuss the importance of a publicly-subsidized affordable childcare system in BC specifically, the Coalition of Child Care Advocates of BC's \$10 a day child care plan.

STROLLER BRIGADES

In 2013, the WRC, in conjunction with the Coalition of Child Care Advocates of BC (CCCABC), Canadian Union of Public Employees (CUPE BC) and BCGEU planned a stroller brigade in place of an International Women's Day (IWD) celebration. The brigade began with a rally at Jericho Park in Vancouver, where juice boxes and granola bars were offered to families as they wrote messages to Christy Clark on post-it notes. The messages called on her to meet with the Coalition of Childcare Advocates of BC to talk about the \$10 a Day Childcare Plan for BC. At the end of the rally, the whole crowd marched to the beat of the Carnival Band to Christy Clark's constituency office to place their post-it messages on her window. The event was covered by the major TV, radio, and print news networks and remained the top story for both the noon and 6:00 pm news.

As part of the Western Regional Summer Institute for Union Women (SIUW), the WRC planned a Stroller Brigade rally for childcare at the legislature building in Victoria on

Saturday, July 12, 2014. The event was planned in conjunction with the CCCABC and was attended by over 500 people. Speakers from the BCFED, CCCABC, and the provincial NDP all called for the province to adopt the CCCABC's \$10-a-day childcare program.

WOMEN IN LEADERSHIP

UNION SISTERS: WOMEN IN POLITICS

Prior to the 2013 provincial election, the WRC held a Union Sisters event with three female candidates as speakers — Elizabeth Rosenau, Janet Routledge, and Sue Hammell. The candidates talked about their own experiences getting into politics, and deciding to run for office. The evening also included group discussions and facilitated group activities.

SIUW — TOGETHER WOMEN WIN

The WRC hosted the 2014 Western Regional Summer Institute for Union Women (SIUW), which was held at the University of Victoria in Victoria, BC, July 8 to 13, 2014. Over 200 participants and 30 facilitators from the US, Turkey and BC were in attendance. The atmosphere during the week was filled with solidarity, learning, sharing, understanding and union pride.

During the week, core course curriculum was taught each morning where participants and facilitators engaged in topics on Women in Leadership, Collective Bargaining, Organizing, Public Speaking and Bullying in the Workplace.

Each afternoon, participants were able to broaden their expertise with a range of short workshops from Aboriginal Relations, Women's Contemporary History, Media, Free-Trade

Effects on Women, Progressive Organizing and Temporary Foreign Workers.

During the week-long SIUW, activists were encouraged to explore Creative Resistance, Activism through Song and Sign Making for Rallies, Story Telling, and how to Avoid Burn Out as an Activist.

Keynote speaker Sarita Gupta, Executive Director of Jobs With Justice, Washington, DC, shared her experience leading the fight for worker's rights and for an economy that benefits everyone.

At the end of the week, participants, facilitators, organizers and activists came together on the grounds of the Parliament Buildings in Victoria for the Stroller Brigade Rally for \$10/day Childcare that called for the BC Government to address the issue of Affordable Daycare. Sharon Gregson from the CCCABC, BCGEU President Stephanie Smith and sisters from US Unions were among the dynamic speakers who spoke in support of an affordable public childcare system.

Discussion and debate could be heard throughout the campus all week with women celebrating both their commonalities and differences, coming away from thought-provoking sessions that would stay with them for days, weeks and even years to come. Entertainment during the SIUW was an important part of the week, from Aboriginal Dancers, movie nights, singing and dancing, the Western Regional SIUW encompassed experiences that challenged, inspired and brought a strong appreciation for solidarity and sisterhood in the labour movement for all who attended.

Recommendations to Convention 2014

1. The Federation's WRC, in partnership with existing women's networks, will work to support events happening with women across the province including, but not limited to, IWD and Union Sisters.
2. The Federation will continue to coordinate affiliates to fund and support the BC Lions and Ending Violence Association's "Be More Than a Bystander" campaign.
3. Given that the number of disappearances of missing and murdered indigenous women has risen to at least 1,200 between 1980 and 2012, and given the appalling position of the Conservative government on the issue of a national inquiry into missing and murdered Indigenous women in Canada, the Federation, through the CLC, will continue to demand a full public inquiry.
4. The Federation will continue to work with affiliates and partner groups to lobby for a comprehensive provincial poverty reduction plan with targets and timelines, employment standards and labour code changes to help lift women's wages and standard of living.
5. The Federation will join the CLC's call to demand a national leaders' debate on women's issues.
6. The Federation will demand the provincial government implement the CCCABC's \$10-a-day childcare plan in British Columbia, looking to Quebec as an example of a system that is provincially controlled and is effective.

7. The Federation, through the CLC, will continue to oppose any measures that undermine women's reproductive rights.
8. The Federation, through the CLC, will continue our work to ensure the new United Nations agency for women, UN Women, is adequately resourced to fulfill its mandate.
9. The Federation will support the mandate of Canadian Unions for Equality on Screen (CUES) to achieve gender equality in the production of screen-based media, both on-screen and at all levels of production. CUES aims to record and report on annual employment and gender statistics and to develop tools and resources to assist the industry in addressing inequality and misrepresentation. For links to the complete report, Focus on Women 2013, and other information, visit cueonscreen.ca.

WOMEN'S RIGHTS COMMITTEE MEMBERS

Ticha Albino, IBEW	Natasha Heughan-Tony, IATSE	Carolyn Rice, New Westminster & DLC
Janet Andrews, IAM&AW	Janelle Ho-Shing, PSAC	Susan Ruzic, BCTF
Donisa Bernardo, HEU (Co-chair)	Lori Joaquin, BCGEU	Viji Shanmugha, BCTF
Susan Blair, CUPE	Lynnette Kingston, HEU	Stephanie Smith, BCGEU
Angela Brathwaite, IAM&AW	Rysa Kronebusch, COPE 378	Lenora Stenersen, Unifor
Brenda Brown, BCGEU	Irene Lanzinger, BCFED Secretary-Treasurer	Angela Talic, ILWU
Lesley Burke-O'Flynn, FPSE	Trena Legge, USW	Barbara Tetu, UA
Susan Butler-Gray, IATSE	Kelly Moon, IATSE	Deirdre Torrence, BCTF
Betty Carrasco, TWU	Christine Morrison, Unifor	Donna Tremblay, UFCW
Kassandra Cordero, BCFED	Sheena Murdoch, CUPE	Virginia Vaillancourt, PSAC
Anne Davis, HSA	Chantel O'Neill, CLC	Terri Van Steinburg, FPSE
Melinda Driedger, UFCW	Susan Orr, COPE 378	Brenda Wagg, USW
Michelle Fedosoff, UFCW	Marion Pollack, BC FORUM	Joie Warnock, Unifor (Co-chair)
Joey Hartman, Vancouver & DLC	Sabrina Prada, UBCP/ACTRA	Michelle Wilson, Unifor

Women's Rights Resolutions

RESOLUTION WR: 1

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE research conducted by CUES (<http://cueonscreen.ca/>) and many other organizations has shown that not only are women underrepresented onscreen, and far less likely than men to have leading roles in movies and television series, but also that men hold most of the key creative, higher paid and decision making roles in the screen-based industries, including directors and screenwriters; and

BECAUSE a gender imbalance behind the screen shapes the gender imbalance of stories we see on the screen; and

BECAUSE this results in a lack of equal work opportunities for unionized female workers; and

BECAUSE depictions of gender roles viewed on our screens shapes our understanding of the world and each other; now

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.

UBCP

**RESOLUTION
WR: 2**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the Federation has supported a Community Plan for a Public System of Integrated Early Care and Learning in the past; and

BECAUSE the Federation represents members who cannot afford current childcare costs; and

BECAUSE only 20 per cent of BC Children have access to quality childcare; and

BECAUSE affordable, quality, accessible childcare is the best investment in the future of BC insofar as economic stimulus through greater tax revenue as a result of greater participation in the paid labour force; and

BECAUSE BC once again leads the country in the highest child poverty rates in Canada; and

BECAUSE affordable childcare is the greatest way to effectively reduce poverty in BC; now

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

BCGEU

**RESOLUTION
WR: 3**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE there is a Federal election in 2015; and

BECAUSE the current government has said there will not be a childcare plan without federal funding; now

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 community-based, non-profit groups, funded through transparent agreements, accountable to parents and communities;
- Established in a national childcare act; and
- Unionized.

BCGEU

RESOLUTION WR: 4

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE working parents' childcare needs remain unmet in this province and others; and

BECAUSE the current cost of childcare to families in BC is among the highest in the country; and

BECAUSE affordable, universal childcare would be an enormous step towards equality for women workers; now

THE FEDERATION WILL, along with the Canadian Labour Congress, lobby the provincial/federal governments to implement a national childcare program and support the \$10 a Day Childcare Campaign of the Coalition of Childcare Advocates of BC.

HEU

RESOLUTION WR: 5

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the time is right to end this form of gender biased systemic discrimination, which harms all workers; and

BECAUSE it is the right of all British Columbians to have stand-alone pay equity legislation; now

THE FEDERATION WILL demand that the BC provincial government enact stand-alone pay equity legislation.

CUPE 1936

**RESOLUTION
WR: 6**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE pay equity legislation recognizes wage discrimination is systemic and not an individual problem; and

BECAUSE pay equity legislation combines human rights with labour and employing organizations to seek comprehensive solutions proactively rather than by individual complaint. Without legislation, there are no incentives for employers to provide comprehensive pay equity; now

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

CUPE 391

**RESOLUTION
WR: 7**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE pay equity legislation recognizes wage discrimination is systemic and not an individual problem; and

BECAUSE pay equity legislation combines human rights with labour and employing organizations to seek comprehensive solutions proactively rather than by individual complaint. Without legislation, there are no incentives for employers to provide comprehensive pay equity; now

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

VANCOUVER DLC

Young Workers

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TOGETHER

GOOD JOBS BUILD A BETTER BC



Young Workers' Committee

Report to Convention 2014

The Young Workers' Standing Committee (YWC) of the BC Federation of Labour (BCFED) is committed to working on issues that face new and young workers in BC. Part of the work of the Committee is encouraging other young union members to become more involved in their unions, and much of the Committee's work is focused on this. The Committee also works through the Employee Action & Rights Network (EARN) for non-union workers in the province on issues regarding employment standards, youth underemployment and unemployment, safety for late night workers, and much more.

THE EMPLOYEE ACTION & RIGHTS NETWORK (EARN)

ANNUAL GRANT'S LAW SIT-INS

On April 12, 2014, EARN staged an overnight protest at a local Vancouver Macs convenience store. The demonstration was held to protest changes that were made to Grant's Law in April 2013. Ten young workers from various affiliates and activist groups spent the night speaking to community members and the media about the dangerous working conditions for overnight workers. The goal of this protest is to raise awareness about Grant's Law and to ultimately return the legislation to its original form. This is the third year that EARN has put on this demonstration and has since collected over 80,000 signatures.

The event in 2013 was held in three cities simultaneously due to the participation of young activists in Nanaimo and Victoria who were willing to lead events in their areas to coincide with the Vancouver event. 72 EARN activists in total were involved in the 2013 sit-ins.

PETITIONING AT THE FIREWORKS AND AT METROTOWN

The Committee petitioned for the restoration of Grant's Law at the annual fireworks at English Bay, as well as at Metrotown. At the fireworks, we were joined by a reporter who subsequently wrote a piece on young workers in the labour movement for the Globe and Mail. At Metrotown, our petitioning coincided with an election rally for the NDP, allowing us to get numerous signatures including from several candidates.

FACILITATING LABOUR EDUCATION IN HIGH SCHOOLS

The Labour Education Program is coordinated through the BCFED and involves young workers going into classrooms and informing students on their rights at work as well as the role of unions in society and the benefits of having a unionized workplace. The program is delivered as part of EARN's outreach and usually generates leads for EARN organizers to follow up on. Over the past two years, the Labour Education program has been delivered to over 4,000 students.

Part of the work of the Committee is encouraging other young union members to become more involved in their unions, and much of the Committee's work is focused on this.

EARN WINS \$5,000 FOR A TEMPORARY FOREIGN WORKER

EARN was contacted by a Temporary Foreign Worker (TFW) who was hired as a pizza chef on a Labour Market Opinion (LMO) at \$26.00 per hour. When the man in question arrived in Canada, after having to pay his own flight cost from Italy, he found he was only being paid \$18.00 an hour. Throughout his months of working for the employer his LMO was assigned to, he was subjected to harsh treatment from his employer, unpaid overtime, and was not given vacation pay. EARN worked for over a year to get this TFW the \$5,000 he was owed in order to be made whole.

SCREENING OF *SOUNDTRACK FOR A REVOLUTION*

Through EARN, the YWC marked Black History Month with a screening of the powerful film *Soundtrack for a Revolution*, which explores the role of music in the civil rights movement of the United States while telling the stories of several civil rights activists.

EARN ORGANIZER TRAINING IN NANAIMO

As part of the BCFED Young Workers' Regional Conference in Nanaimo, young workers were given an EARN organizer training session. Skills covered included tabling, petition signing events, direct actions, and an overview of EARN's "Make Work Better" campaign demands. This organizer training led to organizers in Nanaimo holding their

own Grant's Law Sit-in in conjunction with the Vancouver event a month later.

YOUNG WORKERS' COMMITTEE EVENTS

YOUNG WORKERS' FLYING ELECTION SQUAD

The YWC volunteered one night a week in different key target ridings in the months leading up to the 2013 election. The flying squad participated in door knocking, leaflet drops, and phone banking.

THE 18TH WORLD FESTIVAL OF YOUTH AND STUDENTS

In December 2013, the 18th World Festival of Youth and Students was held in Quito, Ecuador. The YWC participated in the organizing committee. BC sent the largest delegation in recent years, with over 20 young workers attending. The Committee fundraised thousands of dollars to cover costs in order to allow more young workers to attend. Following the Festival, the Committee held a report back at the BCFED office which included a panel of attendees, video and pictures.

THE BCFED YOUNG WORKERS' SCHOOL AT CAMP JUBILEE

The BCFED Young Workers' School is held every year in June and serves as a chance for young workers from all over the province, and from different unions, to get together and

learn about the labour movement. This event facilitates the forming of friendships that last and gets more young workers involved in the YWC and in their unions. When participants are not in the classroom, they are taking part in outdoor activities and team building exercises.

The 2013 School featured special courses on International Solidarity facilitated by Carol Wood from CoDevelopment Canada, Progressive Economics facilitated by Jason Mann, and Advanced Labour History facilitated by Vancouver and District Labour Council President Joey Hartman. The 2014 school featured Labour History facilitated by SFU professor Mark Leier, Austerity 101 facilitated by Kwantlen University's Wayne Fenske, and Anti-Oppression training facilitated by the Anti-Violence Project from the University of Victoria.

REGIONAL YOUNG WORKERS' CONFERENCE IN NANAIMO

As part of the BCFED Regional Conference in Nanaimo, young workers gathered for a mini-conference on Sunday, March 3, 2014, which included a political action presentation, EARN organizer training, and two guest speakers. One of the guest speakers was Janine Annett, who founded "A Walk for a Wish" at the age of 14. The other guest speaker was Fred Speck, an activist from Idle No More. The day finished with a bowling social at a local Nanaimo bowling alley.

OUR TURN 2013

On Sunday, November 23, 2013, the YWC held a one-day conference in cooperation with the Human Rights Committee. The beginning portion of the day was a plenary session in which Iglia Ivanova, from the Canadian Centre for Policy Alternatives, made a presentation on youth and underemployment. Her report also included information on how race and

class affect people's employment prospects. Other guest speakers for the plenary included NDP MLA Harry Bains and BCFED President Jim Sinclair. After the plenary session the young workers had a strategic planning session on where they felt the work of the YWC should be focused moving forward. The main area of interest was The Employee Action & Rights Network (EARN).

Recommendations to Convention 2014

1. The Federation will demand that the minimum wage for all workers, including liquor servers and farm workers, be increased to \$15 by the end of 2015, and that further increases to the minimum wage be indexed so that it equals the living wage by 2021.
2. The Federation will oppose the negotiation of two-tiered contracts, and the Federation will recommend to its affiliates that they adopt a similar policy as these contracts disproportionately affect young workers.
3. The Federation will endorse First Call's child labour standards campaign.
4. The Federation will work with the Teamsters Local 213, the Teamsters national union and the Canadian Labour Congress to organize a national boycott of IKEA should the lockout of unionized workers continue.
5. The Federation will work with affiliates and community allies on a comprehensive campaign against poverty and income inequality.
6. The Federation will conduct semi-annual EARN organizer training in locations around the province.

7. The Federation will work with the CLC to lobby the federal government to return funding for post-secondary ESL courses.
8. The Federation will work with student unions to increase access to post-secondary education and work towards our established goal of tuition elimination.

YOUNG WORKERS' COMMITTEE MEMBERS

Georgi Bates, USW	Zaineb Ghlayem, IAM&AW	Kim Novak, UFCW
Charissa Bryant, BCFMWU	Devin Gillan, UA	Liz Oliphant, PSAC
Ralph Bursey, Unifor	Travis Harrison, Unifor	Shanee Prasad, BCTF
Josh Charette, HEU	Shane Kallusky, HEU	Cassandra Sahay, CUPE
George Christou, UFCW	Deanna Kimball, PSAC	Amandeep Sandhu, USW
James Coccola, BCGEU	Laura Lajoie, BCFMWU	Nadia Santoro, Unifor
Gregory Corbin, CUPW	Kari Michaels, BCGEU	Erin Searle, COPE 378
Kassandra Cordero, BCFED	Vanessa Miller, PSAC	Stephanie Smith, COPE 378
Cody Crick, Unifor	Denise Moffatt, BCFED	Stephen Von Sychowski, COPE 378 (Chair)
Zach Crispin, CFS	Alanna Mulholland, HEU	Aaron Young, CUPE BC
David Fleming, CUPE	Stuart Neatby, UNITE HERE!	

Young Workers Resolutions

RESOLUTION YW: 1

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the BC Federation of Labour's Young Workers' Committee is limited to workers 30 years of age and younger; and

BECAUSE many BC Federation of Labour and Canadian Labour Congress affiliates, including The International Transport Workers Federation Young Workers Committee and the ILWU-Canada Young Workers' Committee include workers 35 years of age or younger in their young workers' committees; now

THE FEDERATION WILL include in any and all BC Federation of Labour young worker events and organizations, members of The International Transport Workers Federation Young Workers' Committee and the ILWU-Canada Young Workers Committee, as well as any other members of affiliate organizations' young workers' committees, to the age of 35 inclusive.

ILWU 500

General Resolutions

TOGETHER

GOOD JOBS BUILD A BETTER BC



**RESOLUTION
GE: 1**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the liberal government has dramatically weakened the BC apprenticeship system through policy changes and reducing support for apprentices; now

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

- establishing an apprenticeship and skills training system that has full and equal representation by labour and is organized by individual trades as opposed to industrial sector;
- ensuring that equity seeking groups are encouraged to participate in apprenticeship programs;
- reinstating a system of compulsory trades to maintain high standards;
- requiring Crown corporations that employ trades to have a fixed ratio of apprentices to journeypersons; and
- providing incentives to encourage public and private sectors to train apprentices.

CUPE 1936**RESOLUTION
GE: 2**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the BC Liberal government has dramatically weakened the apprenticeship system in BC through policy changes and reduced support for apprentices; and

BECAUSE the demand for qualified tradespersons is expected to continue to increase; and

BECAUSE the lack of an effective apprenticeship program will have a negative effect on our economy; now

THE FEDERATION WILL lobby the BC government to repair the BC apprenticeship system including:

- establishing an apprenticeship and skills training system that has full and equal representation by labour and is organized by individual trades, as opposed to the industrial sector;
- reinstating a system of “compulsory trades” to maintain high standards;
- requiring Crown Corporations that employ trades, to have a fixed ratio of apprentices to journey persons; and
- providing incentives to encourage public and private sector employers to train apprentices.

CUPE BC

RESOLUTION GE: 3

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the BC government has a responsibility to provide funding and policy leadership on trades training and apprenticeships in our province; and

BECAUSE the BC government has failed on both fronts through its decade-long efforts to back an employer-dominated trades training agenda advanced by the Industry Training Authority; now

THE FEDERATION WILL continue to pressure the provincial government to improve the shared governance of the ITA by including greater union representation on the ITA and greater union input into trades programs; and

THE FEDERATION WILL also continue to press government to adopt a more sustainable form of funding based on the levy-grant principles that the Canadian Labour Congress has proposed at the national level.

FPSE

RESOLUTION GE: 4

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE there are plans to import up to half of the construction and materials in modular pieces for upcoming LNG projects from overseas; and

BECAUSE the importation of modularized materials bypasses the hiring of local workers and circumvents local businesses; and

BECAUSE the material being imported can be unsafe for workers to handle or the environment and/or of poor quality; and

BECAUSE BC businesses produce, manufacture and assemble many of the components needed in the construction of an LNG facility and pipeline domestically; now

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

IAHFIAW 118

**RESOLUTION
GE: 5**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the provincial government recently conducted a pilot program for commercial truck and transport mechanic apprentices at Thompson Rivers University using front-loaded training delivery and appear to be seeking expanded opportunities for front-loaded training; and

BECAUSE front-loaded training will not provide apprentices sufficient time to practice the various aspect of a trade in order to fully retain the information and techniques being taught; and

BECAUSE the front-loaded model shifts more responsibility onto the apprentices by forcing them to come up with the full cost of tuition at the start of instruction without any guarantee of placement with an employer; and

BECAUSE the Red Seal is recognized as the interprovincial standard and demonstrates a breath of experience and skill in a trade; now

THE FEDERATION WILL oppose the introduction of front-end loaded training delivery for Red Seal trades.

IAHFIAW 118

**RESOLUTION
GE: 6**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the Red Seal is recognized as the interprovincial standard of excellence in the skilled trades; and

BECAUSE workers depend on the integrity of the Red Seal to demonstrate their breath of experience and skill in a trade; and

BECAUSE the BC Safety Authority has recently undermined the integrity of the Red Seal and provincial and national standards by allowing other organizations to establish training standards and certifications such as the Electrical Work Practitioner certificate; now

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

IAHFIAW 118

RESOLUTION GE: 7

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE 80 per cent of apprenticeship training takes place on the job; and

BECAUSE skilled journeypersons play a valuable role in mentoring apprentices; and

BECAUSE successful mentorship requires regular contact and supervision between a journeyperson and apprentice; and

BECAUSE BC does not currently have apprenticeship ratios and as a result some job sites have reported rates as high as 10 apprentices to a journeyperson; now

THE FEDERATION WILL lobby the provincial government to re-introduce apprenticeship ratios; starting with the immediate introduction of apprenticeship ratios on public projects.

IAHFIAW 118

RESOLUTION GE: 8

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE industry training organizations were recently dismantled to be replaced by sector advisory groups; and

BECAUSE the McDonald Report called for these sector advisory groups to play a key role in advising the ITA on policy issues such as the need for reintroduction of compulsory certification, apprentice quotas/ratios, expanded opportunities for challenging for trades credentials; and

BECAUSE decisions made by the ITA have a profound impact on workers in BC; and

BECAUSE workers bring an important perspective and play a significant role in trades training; and

BECAUSE employer and union representatives on these advisory groups should be playing a role in training; now

THE FEDERATION WILL advocate sector advisory groups be composed of an equal number of employers and labour representatives who are actively engaged in training.

IAHFIAW 118

**RESOLUTION
GE: 9**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE a key barrier to successfully completing a trade is the lack of employer sponsors; and

BECAUSE BC is anticipating a shortfall of over 26,000 construction workers by 2023; and

BECAUSE unionized employers represent a major segment of employers in BC; and

BECAUSE the unions that currently financially support apprenticeships invest millions of dollars annually; and

BECAUSE many employers with Red Seal employees do not train, placing an undue burden on the employers and unions who do train; now

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

IAHFIAW 118

**RESOLUTION
GE: 10**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE British Columbia will be building Liquefied Natural Gas (LNG) facilities to enable LNG to be sold on the world market; and

BECAUSE LNG facilities will be state of the art with the latest technological advances to enable the safest transfer of LNG from a pipeline to a ship; and

BECAUSE all British Columbians deserve well-paying construction jobs with benefits and a good union pension; and

BECAUSE British Columbians deserve the opportunity to begin careers in construction through apprenticeship; now

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.

IUOE 115

RESOLUTION GE: 11

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE several years ago it was mandatory that city and municipal building inspectors, as part of their worksite inspection process, would verify that all trades' workers on the job site were in possession of the appropriate certified trades qualification ticket for their particular craft; and

BECAUSE several years ago, provincial policy changes directed building inspectors to cease this protective inspection practice; now

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 and industrial, 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, workmanlike, and cost saving manner.

UA 170

RESOLUTION GE: 12

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE potentially devastating consequences could occur from a spill as a result of the pipelines and shipping developments; and

BECAUSE these pipelines have had no meaningful consultation with aboriginal communities; and

BECAUSE these pipelines have done no meaningful or real environmental and cultural impact assessments; and

BECAUSE the pipeline developments pose significant risks to the environment in public lands and the resources of over 100 First Nations' peoples; now

THE FEDERATION WILL publicly voice opposition to these pipeline projects currently being reviewed in BC; and

THE FEDERATION WILL explore ways to be supportive of First Nations opposing these pipeline developments.

CUPE 1936

**RESOLUTION
GE: 13**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE workers have a strong leadership role to play in transitioning to green energy sources; and

BECAUSE workers are responsible for building and fabricating many of the energy systems used today; and

BECAUSE BC construction unions have been leading the way on green transition by developing the specifications and standards for new green technology; and

BECAUSE there has been a history of misusing green language to promote products as “environmentally friendly”; now

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.

IAHFIAW 118

**RESOLUTION
GE: 14**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE a passionate debate continues across Canada about pipeline construction and resource extraction that undermines a united way forward between labour and environmental groups; and

BECAUSE the labour movement has been disappointed by the lack of action by provincial and federal parties to identify and take tangible and meaningful steps towards transitioning away from a carbon dependent economy; and

BECAUSE it is critical that a provincial and national energy strategy be created that will protect workers and their children, the environment and the economy; now

THE FEDERATION WILL invest in evidence-based, environmental and economic research on BC’s energy economy that identifies a benchmark, transition measures and sources of capital generation; and

THE FEDERATION WILL bring labour and environmental groups together using this research to develop a transition plan that moves BC away from carbon-based, non-renewable energy.

IAHFIAW 118

RESOLUTION GE: 15

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE an emotional debate continues across Canada about pipeline construction; and

BECAUSE the focus on pipelines does not address the larger issues around natural resource extraction; and

BECAUSE transportation of dangerous goods and raw resources needs to be debated from a practical point of view; and

BECAUSE hazardous products such as oil, gas, corrosives, solvents, oxidizers and compressed gasses have increasingly been transported by rail and truck; and

BECAUSE highly-skilled and qualified unionized workers have been constructing pipelines for decades in BC; now

THE FEDERATION WILL refrain from taking a position on specific resource extraction projects and pipelines and instead lobby for rigorous environmental assessment processes and high safety standards on all major projects; and

THE FEDERATION WILL continue to work with stakeholders to promote a comprehensive sustainable energy transition plan.

IAHFIAW 118

RESOLUTION GE: 16

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE all Canadians depend on the energy and resource sectors of Canada to provide good paying blue collar jobs that support pensions, benefits and training for BC Federation of Labour members; and

BECAUSE the community services that all Canadians rely on are supported by the billions of tax dollars collected by all three levels of government directly from energy and resource development; and

BECAUSE major energy and resource projects such as the Northern Gateway Pipeline, Liquid Natural Gas Projects and Mining Development depend on the support from British Columbian tax payers to sustain our strong growing economies and public sector services; now

THE FEDERATION WILL support the International Union of Operating Engineers Local 115 and the BC Building Trades' unions by supporting development of major energy and resource projects.

IUOE 115

**RESOLUTION
GE: 17**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the Gulf of Mexico oil rig disaster ought to serve as a frightening wake-up call for all Canadians; and

BECAUSE the British Petroleum Company's fatal oil rig explosion and ensuing environmental tragedy clearly indicates the uncertainty of safe off-shore oil drilling/exploration and the lack of safe technology; now

THE FEDERATION WILL vigorously oppose any and all attempts by the oil industry to suspend the moratorium on off-shore drilling/exploration in BC coastal waters; and

THE FEDERATION WILL vigorously oppose any and all attempts by the oil industry to commence off-shore oil/drilling in BC coastal waters.

KAMLOOPS DLC**RESOLUTION
GE: 18**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE ecological global catastrophe is now at our doorsteps; and

BECAUSE inherent in the global capitalist system is the insatiable need for continuous, never-ending growth and intensified exploitation of the earth's resources; and

BECAUSE it is extremely doubtful that humanity can save the planet from this disaster within the framework of the capitalist economic system; now

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.

KAMLOOPS DLC

RESOLUTION GE: 19

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE between 100-200 million sharks are slaughtered by shark finning every year for the sole purpose of supplying the demand for shark fin soup; and

BECAUSE sharks are the apex predator of the oceans, which keep the whole ecology of the sea in balance and healthy; and

BECAUSE shark finning is a process whereby a shark is hauled up on a deck of a fishing vessel, its fins (only) are sliced off, then the shark (still alive) is thrown back into the water to bleed to death and sink to the bottom of the ocean, to be eaten by other marine life; now

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.

KAMLOOPS DLC

RESOLUTION GE: 20

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE it is now irrefutable that salmon farms are having a devastating impact on wild salmon populations; and

BECAUSE a study by marine biologists published in the Public Library of Science Journal reveals that salmon farming operations have reduced wild salmon populations up to 40 per cent in some areas around the world; now

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

KAMLOOPS DLC

**RESOLUTION
GE: 21**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the 2008 Convention of the CLC resolved to call on and lobby the federal government to nationalize the petrochemical industry but there has been no report back to the membership on any actions that have been taken; now

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.

KAMLOOPS DLC

**RESOLUTION
GE: 22**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the Calgary-based Enbridge Incorporated plans to build an oil pipeline from Alberta to Kitimat, BC; and

BECAUSE the pipeline would traverse 50 First Nations' territories, many with unresolved land-claims, 700 waterways, and would pump 550,000 barrels of tar sand oil per day; and

BECAUSE this project will pose a potential catastrophe for our inland waterways and our priceless and bountiful coastline; and

BECAUSE Enbridge Incorporated, over the past five years, has reportedly had 278 oil spills, leaks and releases; now

THE FEDERATION WILL, through the Canadian Labour Congress, lobby the federal government to stop the Northern Gateway Pipeline Project.

KAMLOOPS DLC

RESOLUTION GE: 23

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the catastrophe at the Mount Polley Lake mine ought to serve as an alarming wake-up call for all British Columbians, and in particular all those who benefit from the health of the Fraser River system; and

BECAUSE it appears that there are no effective regulations or regulatory authority responsible for the safe operation of mining in BC; now

THE FEDERATION WILL demand that the provincial government:

- establish more stringent, enforceable regulations for mining operations; and
- establish a properly funded, independent regulatory authority to monitor and enforce the regulations.

KAMLOOPS DLC

RESOLUTION GE: 24

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE water can be viewed as Canada's most valuable natural resource, which is essential to the lives of all Canadians; and

BECAUSE the federal government has considerable jurisdiction over water and its uses in Canada, including navigable waters, environmental assessment, *Fisheries Act*, international waters and federal lands; and

BECAUSE the federal government's commitments to protect fresh water for all Canadians and to ensure a sustainable resource have declined markedly in the last two decades; now

THE FEDERATION WILL adopt the PSAC BC Region's policy paper on water.

PSAC BC

**RESOLUTION
GE: 25**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the fishing industry supports thousands of environmentally sustainable union jobs throughout BC; and

BECAUSE fishing is a part of our heritage and is an extremely important component of First Nations' culture; and

BECAUSE the fishing industry meets all the specific goals of the Green Jobs BC initiative; and

BECAUSE there was considerable support for fisheries as an area of policy focus during this year's round of community forums; and

BECAUSE fisheries is such an important sector to the union movement, to the environment, and to our culture; now

THE FEDERATION WILL add sustainable fisheries as a fifth area of policy focus to the Green Jobs BC initiative.

PSAC BC

**RESOLUTION
GE: 26**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the Harper Conservatives have led a strategic attack on environmental protection legislation in Canada in order to move their agenda of oil and gas extraction forward; and

BECAUSE the protection of the environment is a fundamental value of all Canadians, and Canada is seen as a global leader in management of its natural resources; and

BECAUSE the recent de-listing of the Northern Right Whale and Humpback Whale under the *Species at Risk Act* is a further erosion of our environmental protection legislation and is doing harm to Canada's reputation as a global leader in protection and management of its natural resources; and

BECAUSE the de-listing of the Northern Right Whale and the Humpback Whale is not acceptable; now

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*.

PSAC BC

RESOLUTION GE: 27

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE some individuals and organizations are sometimes found to be overzealous and without adequate and convincing proof, they nevertheless continue to advocate against construction of necessary oil pipelines in British Columbia; now

THE FEDERATION WILL recognize that there can be no reward without risk as any Union Pension Trustee can verify, and risk, in many situations in life brings a chance or possibility of danger, loss, or other negative consequences in both financial and industrial enterprises. Therefore, the delegates, recognize their fellow British Columbians' interest regarding the question of whether environmental concerns should take precedence over providing workers with good paying union jobs, and they have concluded that all oil companies have legal responsibility to ensure that their pipeline projects conform to all government environmental regulations and as there is no tangible evidence to the contrary, the delegates support these necessary and important union job producing projects.

UA 170

RESOLUTION GE: 28

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Canada's social programs, including but not restricted to, health care, Employment Insurance, veterans' services, First Nations' peoples' services, Old Age Security Basic Pension, and Guaranteed Income Supplement Pension, etc., are all dependent upon continuous secure financing; now

THE FEDERATION WILL, through the Canadian Labour Congress, further emphasize that the federal government has both a moral duty and an economic obligation to expand and improve these social programs for all Canadians nationwide; and

THE FEDERATION WILL declare our awareness of our social, economic and environmental concerns in addition to realizing the important need for good paying union jobs which also provide adequate health and pension programs. Finally, following due consideration of the importance and necessity of a long time source of corporate taxes being necessary to expand and improve the foregoing government programs, the delegates here assembled therefore give their support to the construction of safe, dependable pipelines.

UA 170

**RESOLUTION
GE: 29**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE it has been announced that all oil tankers required to transport their pipeline products shall be doubled-hulled, accompanied by two tug escorts, radar at critical stretches of the provincial coastline, and a spill response capability more than three times greater than now required by Transport Canada. Perhaps these safety measures will help to alleviate any concerns over a possible oil spill in the coastal waters of British Columbia; now

THE FEDERATION WILL, in union with the delegates, acknowledge the industry's intention to provide the safe movement of oil tankers, including super tankers, to ensure safer ocean and coastal water shipping wherever the oil tankers are located and to that end, the delegates concur with these endeavours to make pipeline/tanker projects as safe as is humanly and technologically possible on both land and sea.

UA 170

**RESOLUTION
GE: 30**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the delegates acknowledge the need for the construction of oil refineries in British Columbia to upgrade and process, through refining, the bitumen crude oil from Alberta that is proposed to be transported in oil tankers to markets in Asia. This will therefore bring about the much-needed, major creation of long-lasting, full-time, good paying, union jobs in the day-to-day maintenance and servicing of these oil refineries; and

BECAUSE the delegates further acknowledge these new oil refineries shall provide both new additional government revenue through taxation plus adding monetary value to the crude oil in its new refined state; now

THE FEDERATION WILL, with the delegates, support the construction of new pipelines on condition that new modern oil refineries are constructed in British Columbia to upgrade, process and refine the bitumen crude oil, whilst complying with all government environmental regulations.

UA 170

RESOLUTION GE: 31

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE watershed damage is being done by corporations on privately owned watershed land and private land adjacent to watersheds; and

BECAUSE private ownership of watershed lands allows private individuals or corporations the ability to dictate who can have access to water and at what costs; and

BECAUSE watersheds are essential to all life on earth and must be kept publicly owned and protected; now

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.

BCGEU

RESOLUTION GE: 32

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE everyone should have access to clean and free public water; now

THE FEDERATION WILL defend the right to access clean and free public water for British Columbia citizens no matter where they live; and

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

THE FEDERATION WILL launch a media campaign to discredit these corporations and defend citizens’ basic right to clean and free public water.

CUPE 1936

**RESOLUTION
GE: 33**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE nearly three-quarters of First Nations' peoples on reserves in Canada rely on water systems that are classified at a medium or high-risk of not meeting safety standards; and

BECAUSE a recent report to Parliament by the Auditor General found that clean drinking water on First Nations - as well as education, adequate housing and child welfare - are all in an "unacceptable state"; and

BECAUSE the United Nations has recognized access to clean water and sanitation as a basic human right - something currently not afforded to many First Nations' people living on reserves; now

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.

HEU

**RESOLUTION
GE: 34**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE there are communities in Canada that do not have access to clean, safe drinking water; now

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 drinking water.

KAMLOOPS DLC

RESOLUTION GE: 35

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE “fracking” uses enormous amounts of water mixed with sand and toxic chemicals that is forced into the ground in order to fracture rock and coal to release natural gas; and

BECAUSE despite a global shortage of potable water, petroleum companies are mixing water with toxic chemicals to be pumped into the ground, and later abandoned into water tables worldwide; and

BECAUSE when toxic water is pumped into these water tables, the environment and its habitat are irrevocably altered and harmed; and

BECAUSE there is a growing global campaign in opposition to LNG/fracking; now

THE FEDERATION WILL state labour’s opposition to LNG/fracking and encourage affiliate unions to participate in committees and movements opposed to LNG/fracking.

CUPE 1936

RESOLUTION GE: 36

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE fracking involves the injection of millions of litres of water and thousands of litres of unidentified chemicals underground at very high pressure in order to create fractures in the underlying shale rock formations and extract the natural gas below the surface;

BECAUSE the way fracking is carried out and the amount of chemicals used in fracking can pose danger to human health, the environment, disruption to wildlife, danger to groundwater and drinking water;

BECAUSE the process has increased seismic activity (earthquakes), and the migration of gases and chemicals that have contaminated land and water;

THE FEDERATION WILL, with the Canadian Labour Congress, lobby the provincial and federal governments to ban hydraulic fracturing (fracking) until a thorough investigation on the cumulative effects of fracking on the environment and on the treaty and inherent rights of First Nations, and full consultation with the public and affected First Nations, is completed.

HEU

**RESOLUTION
GE: 37**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE fracking uses enormous amounts of water mixed with sand and toxic chemicals, which is forced into the ground in order to fracture rock and coal to release natural gas; and

BECAUSE notwithstanding a global shortage of potable water, petroleum companies are mixing water with toxic chemicals to be pumped into the ground, to be later abandoned to water tables worldwide; and

BECAUSE there is a growing global campaign in opposition to fracking; now

THE FEDERATION WILL state labour's opposition to fracking and encourage all affiliates to participate in local committees and movements opposed to fracking.

KAMLOOPS DLC

**RESOLUTION
GE: 38**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the Mount Polley environmental disaster demonstrated the increased risks associated with intensive mining activities in an environment of self-regulation; and

BECAUSE there has been a decrease in the past 15 years in the number of staff assigned for mine inspections in the province of BC; and

BECAUSE the Ministry charged with promoting the mining industry is also responsible for regulation and oversight; now

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 oversight and inspection of mining to be moved under the jurisdiction of an impartial and independent practices board.

BCGEU

RESOLUTION GE: 39

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE unions have a proud history of bargaining improvements that raise the standard for all workers; and

BECAUSE the collective bargaining process provides a mechanism for the allocation of resources for public services; and

BECAUSE government has attempted to divide affiliates during negotiations by pitting one's bargaining objectives against the other's and in comparison to an arbitrary settlement zone; and

BECAUSE a collection of public sector unions can set common objectives in a way that establishes a fair and reasonable standard for the collective while maintaining the flexibility of each affiliate to address issues specific to their particular sector and the broader public interest; now

THE FEDERATION WILL facilitate enhanced coordination between public sector unions for future rounds of bargaining. Should the government attempt to target any individual affiliate, the collective will respond accordingly until each affiliate in the collective has negotiated a fair settlement.

BURNABY TEACHERS' ASSOCIATION

RESOLUTION GE: 40

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE BC's Public Sector Employers Council (PSEC) model has resulted in the absence of true collective bargaining in BC's public sector for two decades; and

BECAUSE BC's public sector workers' wages continue to fall behind inflation; and

BECAUSE BC's public sector employers are increasing attacks on existing benefits and other terms and conditions; and

BECAUSE public sector unions continue to struggle to achieve an effective response to the PSEC and employer threats; now

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.

PEA

**RESOLUTION
GE: 41**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the Vancouver and District Labour Council, which celebrated its 125th anniversary on November 21, 2014, loaned the founding BC Federation of Labour the sum of \$50.00 in 1909 in order to assist with start-up costs of the new province-wide labour central;

BECAUSE this \$50.00 loan assisted in creating a strong provincial Federation of Labour, bringing together unions throughout British Columbia to advance workers' rights, compensation, health and safety, equity and numerous other issues for our common good;

BECAUSE there is no record of this loan ever being repaid, which in 2014 is calculated as an outstanding debt of \$9,190.19, including compounded interest;

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.

VANCOUVER DLC**RESOLUTION
GE: 42**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE reports have shown some BC employers in the service industry deducting their own business costs from their employees' paycheques, such as docking a server's cheque when a diver leaves without paying their restaurant bill;

BECAUSE the *BC Employment Standards Act* states that an employer cannot deduct any of their business costs from wages, including cash shortages, breakage, damage to company property or loss resulting from a customer leaving without paying; and

BECAUSE young workers, workers of colour, and women workers are overrepresented in the service industry and are most at risk of this kind of behaviour; now

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.

COPE 378

RESOLUTION GE: 43

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE BC's labour movement played an essential role in motivating BC's provincial government to increase BC's provincial minimum wage to \$10 per hour;

BECAUSE even with the increase to \$10 per hour, BC's minimum wage is much too low to provide a decent standard of living for minimum wage workers; and

BECAUSE other jurisdictions, like the city of Seattle, are raising their minimum wage by a significant amount (for example, to \$15 per hour in Seattle); now

THE FEDERATION WILL work with affiliates and unorganized workers to:

- encourage BC municipalities to implement citywide minimum wage laws that will increase the minimum wage within their municipality to at least \$15 per hour over the next few years;
- pressure the BC government to increase BC's provincial minimum wage to at least \$15 per hour; and
- continue to support the goal of all workers earning at least a Living Wage.

HSA

RESOLUTION GE: 44

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE precarious workers (on call, auxiliary and casual) are an ever-increasing portion of unionized labour, often not by choice; and

BECAUSE availability of work and opportunities for advancement are often dependent on shrinking government and employer budgets; and

BECAUSE precarious workers often do not receive the same benefits or access to advancement as their full-time counterparts in the same or similar positions; now

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

CUPE 391

**RESOLUTION
GE: 45**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE precarious workers (on call, auxiliary and casual) are an ever-increasing portion of unionized labour, often not by choice; and

BECAUSE availability of work and opportunities for advancement are often dependent on shrinking government and employer budgets; and

BECAUSE precarious workers often do not receive the same benefits or access to advancement as their full-time counterparts in the same or similar positions; now

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

VANCOUVER DLC

**RESOLUTION
GE: 46**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE globalization is reducing the number of manufacturing jobs in Canada; and

BECAUSE Canadian manufacturing jobs are being lost to countries that have no labour rights and allow the exploitation of their workforce and their children; and

BECAUSE all consumers need more education on how their shopping habits negatively affect Canadian workers and unprotected workers around the world; now

THE FEDERATION WILL:

- make available on its website a link to organizations campaigning against sweat shops; and
- undertake a member education campaign on the real cost of sweat shop manufacturing.

BCGEU

RESOLUTION GE: 47

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the union movement as a whole is weakened by CLAC's existence; and

BECAUSE they bargain substandard agreements and lower the standards for workers across the Province; now

THE FEDERATION WILL reinvigorate a campaign to fight against CLAC.

BCGEU

RESOLUTION GE: 48

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE BC has one of the highest child poverty rates in Canada; and

BECAUSE currently there is an absence of a realistic child poverty reduction plan; now

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

BCGEU

**RESOLUTION
GE: 49**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE current income assistance rates are wholly inadequate to sustain a reasonable quality of life and contribute to the highest child poverty rate in Canada; now

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.

BCGEU

**RESOLUTION
GE: 50**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE provincial government funding for subsidized housing has been focused mainly on assisted living units for the elderly; and

BECAUSE wait lists for families needing subsidized housing are growing; and

BECAUSE the lack of subsidized and affordable housing is contributing to homelessness; now

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

BCGEU

RESOLUTION GE: 51

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the statement of principles between the Canadian Labour Congress and the United Way states that “volunteers not work in positions which provide an ongoing service for which funding could and should be made available”;

BECAUSE the United Way Lower Mainland has, since 2011, received \$22 million from the BC government to coordinate the delivery of non-medical home support services across BC;

BECAUSE meal preparation, housekeeping, and transporting clients to appointments is part of the duties of Community Health Worker 1 and 2 in the Community Health Agreement; and

BECAUSE cuts to public home support services over the last 15 years have largely eliminated these services from the public system; now

THE FEDERATION WILL work with affiliates to develop a campaign opposing the use of public funding for home support services being delivered by volunteers and low-paid workers through the United Way of the Lower Mainland’s “Better at Home” program.

BCGEU

RESOLUTION GE: 52

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the BC Federation of Labour represents members who work in agencies that follow the *Society Act of BC*; and

BECAUSE the *Society Act of BC* is not being upheld by the government; and

BECAUSE the *Society Act of BC* is being manipulated by some agencies in a negative manner towards our members; now

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

BCGEU

**RESOLUTION
GE: 53**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE pension investments in companies whose practices are not socially and/or environmentally responsible undermine the labour movement's commitment to social justice; and

BECAUSE through strong advocacy for socially and environmentally responsible changes, pension trustees can greatly influence pension investment choices by the British Columbia Investment Management Corporation (bcIMC), which invest on behalf of Teachers' Pension Plan, College Pension Plan, Municipal Pension Plan, Public Service Pension Plan, and WCB Pension Plan; and

BECAUSE there is strong evidence that socially and environmentally responsible investments may perform as well or better than other investments; now

THE FEDERATION WILL encourage affiliates with pension investments in bcIMC to advocate collectively for socially environmentally responsible changes to its investment practices; and

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

BCTF

**RESOLUTION
GE: 54**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the recently-leaked BC Public Sector Compensation Review report on wages and salaries paid by local governments is biased and represents a direct assault on the autonomy of elected municipal councils; and

BECAUSE the report recommends the establishment of a provincial body to control compensation levels of civic employees; and

BECAUSE the report was written without consultation with labour or even the Union of BC Municipalities, instead relying on the input from right-wing organizations intent on suppressing wages; and

BECAUSE local governments are the closest and most accountable to the tax-paying public and are in the best position to determine the value of services provided to their citizens; now

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.

CUPE BC

RESOLUTION GE: 55

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the best way to protect Canadian sovereignty, jobs, and consumer interests in the telecommunications sector would be to put wireless and the entire telecommunications industry under public ownership and democratic control; now

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.

KAMLOOPS DLC

RESOLUTION GE: 56

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE support for Canada's scientific enterprise has been harmed under the Harper government by:

- the wholesale closure of research programs, projects and institutions including libraries and archives;
- direct political control— extending to outright muzzling— of government scientists through the substitution of ideological criteria in place of objective evidence in policy development; now

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.

KAMLOOPS DLC

**RESOLUTION
GE: 57**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the current pension plans contributed to by public sector workers are safe and understandable defined benefit programs whereby workers know what their income will be when they retire;

BECAUSE there has been a growing shift in the private sector to defined contribution plans that resemble RRSPs in terms of high risks, high costs, and very uncertain outcomes;

BECAUSE there has been continued pressure on the federal and provincial governments from right-wing organizations such as the CD Howe Institute and the CFIB to do away with the current defined benefit program;

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.

PSAC BC

**RESOLUTION
GE: 58**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE *Bill M212: Poverty Reduction and Economic Inclusion Act* would require the British Columbia government to develop a comprehensive poverty reduction strategy within one year, and legislate specific targets and timelines to reduce the breadth and depth of poverty in BC; and

BECAUSE despite having the highest rate of overall poverty in Canada for 13 years and the highest child poverty rate for ten years, BC is now one of only two provinces left without a poverty reduction plan; and

BECAUSE the BC Poverty Reduction Coalition (BCPRC) supports this bill; now

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.

VANCOUVER DLC

RESOLUTION GE: 59

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE this new trade deal Comprehensive Economic and Trade Agreement (CETA) will:

- open up the rules, standards and public spending priorities to direct competition from European corporations;
- risk Canada's control of natural resources including our water; and
- lead to over-fishing in Canadian waters, especially in the Atlantic Ocean; and

BECAUSE this new deal (CETA) emphasizes investor protection over government policies in environmental protection and provides for large corporations to thwart regulatory initiatives without comparable rules and regulations to police these same corporations; and

BECAUSE the negotiations for this agreement are being conducted in secret; now

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.

KAMLOOPS DLC

RESOLUTION GE: 60

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the European Union and Canada have completed negotiations on a free trade agreement known as CETA and have done so behind closed doors and have not consulted any trade unions or the Canadian Labour Congress; and

BECAUSE the CETA agreement will have an immediate and profound effect on workers in the transportation sectors across Canada, and at page 282 International Maritime Transport Services EU Canada, these articles spell out the end of Canadian cabotage for European flagged or owned vessels operating in Canadian domestic trade; now

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.

VANCOUVER DLC

**RESOLUTION
GE: 61**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Community Living BC (CLBC) is cutting services to people with developmental disabilities, putting individuals at risk and ignoring the needs of individuals and their families; and

BECAUSE CLBC's privatization efforts are union busting aimed at gutting the wages, benefits, and working conditions of community based social service workers; and

BECAUSE CLBC funding is inadequate to meet the needs of the clients and those awaiting services; now

THE FEDERATION WILL:

- Call for legislation to establish an independent officer of the legislature to advocate for people with developmental disabilities and their families;
- Call for an independent public review and audit of CLBC's budget, expenditures and service delivery model;
- Call for an immediate moratorium on cuts to group homes, day programs, and community inclusion services; and
- Continue to fight against the BC Liberals and CLBC's anti-union agenda.

BCGEU

RESOLUTION GE: 62

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Community Living British Columbia (CLBC) has been plagued by problems ever since its original inception; and

BECAUSE the needs of people with developmental disabilities are not adequately addressed; and

BECAUSE the parents, families and friends of people with disabilities need support to adequately support their loved ones who have developmental disabilities; and

BECAUSE workers in the community living field are grossly overworked and underpaid; and

BECAUSE CLBC has downloaded negative media attention onto service providers which is unacceptable. The government and the CLBC created problems in the community living sector and should be the ones to correct them; and

BECAUSE the government has been dishonest about problems plaguing the community living sector and cannot be trusted to conduct its own reviews; now

THE FEDERATION WILL demand that the Minister of Social Development BC finance and commission an independent and thorough review of CLBC.

CUPE 1936

RESOLUTION GE: 63

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE protecting the rights of people with disabilities to safe, supportive and comfortable living and support situations is more important than minimal cost savings; and

BECAUSE the coercion and subsequent removal of people from group homes, often their only family and long-term home, is a violation of the rights of people with disabilities under the *Canadian Charter of Rights and Freedoms* and under the UN Convention on the Rights of Persons with Disabilities of which Canada became a signatory in March 2010; now

THE FEDERATION WILL urge the BC provincial government to provide adequate funding to Community Living British Columbia in order to cease cuts and restore funding to group homes across British Columbia; and

THE FEDERATION WILL urge the BC provincial government and Community Living British Columbia to stop the coercion of people with disabilities moving from group homes to home share situations.

CUPE 1936

**RESOLUTION
GE: 64**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the union movement needs to stand by the principles we value, and purchase products from companies that employ Canadian and unionized workers; and

BECAUSE we must ensure that any products we purchase are not made in foreign factories that have deplorable and dangerous working conditions and who often employ young children; now

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 to purchase union and Canadian made products whenever possible.

CUPE BC

**RESOLUTION
GE: 65**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the trade union movement historically demonstrates solidarity by purchasing and using union only products and services; and

BECAUSE there is a growing trend in support of low bid in the purchase of products and services; and

BECAUSE fair compensation and working conditions are a benchmark of the trade union movement; now

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

IAHFI AW 118

RESOLUTION GE: 66

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE emergency responder service levels are dangerously low in northern and remote areas; now

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.

BCGEU

RESOLUTION GE: 67

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE health authorities are creating new programs without an increase in funding; and

BECAUSE the education provided for workers does not adequately prepare them for the job; and

BECAUSE the lack of staff has created the need for mandatory overtime; and

BECAUSE recruiting and retaining workers has been difficult due to high workload, workplace violence, and low wages; and

BECAUSE the widespread use of Lean Principles means cutting from one program to fund another; now

THE FEDERATION WILL work with affiliates to develop a campaign to address inadequate training, low recruitment, low retention and high workloads for members in the mental health and substance use, and social services sectors.

BCGEU

RESOLUTION GE: 68

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE it is proven that community health care improves health outcomes; and

BECAUSE the community health care model is a cost-efficient complement to acute and residential care; and

BECAUSE community health care is chronically underfunded; and

BECAUSE community health does not have a high profile with the public; now

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.

BCGEU

RESOLUTION GE: 69

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE workers are faced with an expensive, privatized, patchwork of addiction treatment approaches; and

BECAUSE addiction is a recognized disability and is not treated as other disabilities are in our Medicare system; and

BECAUSE underfunding of services for citizens afflicted with mental illness and addictions is reaching crisis levels; now

THE FEDERATION WILL 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

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
- provide increased funding and support for members with mental health and serious addiction problems; and
- develop a strategy on mental health and addiction awareness in the workplace highlighting prevention, respectful representation and challenging stigma.

CUPE 1004

RESOLUTION GE: 70

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE dependency and addiction to alcohol and drugs can lead users to become increasingly vulnerable to harm; and

BECAUSE studies have demonstrated that many users benefit from harm reduction programs; now

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.

CUPE 1936

RESOLUTION GE: 71

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE access to employment, housing, and mental health services as well as removing barriers, such as mental illness stigma and discrimination, are all important public issues;

BECAUSE the more we learn about mental health and mental illness, the better equipped we become to promote and maintain good health; and

BECAUSE people with mental health issues are not adequately supported by the health care system at this time, individuals with severe cases are forced into their homes or onto streets; now

THE FEDERATION WILL, 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; and

THE FEDERATION WILL lobby the BC provincial government and WCB to provide appropriate funding and education to increase the awareness of mental health issues affecting workers.

CUPE 1936

**RESOLUTION
GE: 72**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE British Columbia is one of only two provinces in Canada to charge a premium for a medical services plan (MSP); and

BECAUSE premiums are after tax dollars, or a taxable benefit if employer paid, taxing British Columbia residents unfairly compared to other provinces; and

BECAUSE MSP premiums harm British Columbia's competitiveness; and

BECAUSE MSP premiums compromise the well being of all retired British Columbians; and

BECAUSE the MSP premium is a regressive tax; now

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

CUPE BC

**RESOLUTION
GE: 73**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the most significant constitutional challenge in Canadian history must be met with equally significant efforts to protect our most treasured social program. If Dr. Day, aka Dr. Profit, were to be successful in his quest, it would allow doctors to set their own price and private insurance will be required to cover basic costs, resulting in a US-styled health care system; now

THE FEDERATION WILL support the initiatives of the BC Health Coalition and Canadian Doctors for Medicare as intervenors in the Private Clinics case and the public and labour driven grassroots campaigns to support Medicare.

HEU

RESOLUTION GE: 74

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Dr. Brian Day's for-profit surgical and specialist referral clinics are challenging the constitutionality of BC's Medicare legislation in the courts, and this could lead to American-style, two-tier health care in Canada;

BECAUSE the trial scheduled to begin September 8, 2014, has been postponed to allow the clinics and BC government to discuss settling the case;

BECAUSE the terms of this settlement may damage our public health care system given the BC Liberals' record of supporting increased privatization and for-profit health care;

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

THE FEDERATION WILL continue to support the BCHC-led group intervening to protect public health care in Brian Day's constitutional challenge to Medicare, if the case eventually proceeds to trial.

HSA

RESOLUTION GE: 75

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Dr. Brian Day, owner of Vancouver's for-profit Cambie Surgery Centre and the leading proponent of privatized health care, has launched a constitutional challenge to break Medicare via the courts and establish a US-style system in Canada; and

BECAUSE this challenge aims to break Medicare in Canada by striking down provincial health legislation that limits the for-profit delivery of medically necessary services, claiming that these rules violate the *Canadian Charter of Rights and Freedoms*; now

THE FEDERATION WILL support actions by groups including the BC and Canadian Health Coalition in their defense of Medicare and opposition to the Dr. Day constitutional challenge and similar cases.

VANCOUVER DLC

**RESOLUTION
GE: 76**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the negative effects of trends towards globalization have been to erode the rights and quality of life for both unionized and non-unionized workers which in turn has major social implications; and

BECAUSE it is important that labour organizations and social and human rights advocacy groups across the globe take an active role in establishing alliances to effectively challenge the negative effects of globalization, while still permitting the gains achieved by workers in third world countries; now

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.

BCGEU

**RESOLUTION
GE: 77**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Maquila workers in Central America manufacturing garments and other goods for the global market are subject to unrealistic levels of productivity and poor working conditions; and

BECAUSE Maquila workers have high levels of occupational injuries and are often fired or discriminated against when injured. Some cannot even hold their own babies due to repetitive injuries; and

BECAUSE companies and the government regularly ignore occupational health and safety standards; now

THE FEDERATION WILL, through the CLC, aggressively 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

THE FEDERATION WILL continue to support CoDevelopment Canada's work with Maquila factory workers and work together to apply international pressure.

BCGEU

RESOLUTION GE: 78

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE April 24th marks the anniversary of the tragic 2013 collapse of the Rana Plaza garment factory in Bangladesh, killing over 1,100 workers and injuring at least 2,500 more; and

BECAUSE Loblaw's is the only Canadian company to sign the Accord on Fire and Building Safety, created in May 2013 to improve worker safety in the Bangladesh garment industry by holding companies legally responsible for safety and labour conditions in the factories where they employ people; now

THE FEDERATION WILL, through the Canadian Labour Congress, act to 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.

VANCOUVER DLC

RESOLUTION GE: 79

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE mill closures are decimating workers, families, logging communities, small businesses; and

BECAUSE every raw log leaving BC takes away workers' jobs; now

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 benefited workers, families, communities and logging companies for decades.

BCGEU

**RESOLUTION
GE: 80**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE federal and provincial governments have downloaded costs to local governments in areas such as infrastructure, environmental mandates, and social services; and

BECAUSE local governments do not have the revenue tools available to senior levels of government to meet these downloaded costs and responsibilities; now

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

CUPE BC

**RESOLUTION
GE: 81**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE road and bridge tolls are regressive taxes that indiscriminately penalize workers regardless of ability to pay; and

BECAUSE some workers, such as those engaged in construction, work in remote areas, during off hours and even in road building where there is no alternative mode of transportation to work; and

BECAUSE workers that must use a personal vehicle to travel to and from work as well as perform work duties are disproportionately penalized by road and bridge tolling; now

THE FEDERATION WILL lobby 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; and

THE FEDERATION WILL campaign for a toll exemption for workers who cannot make alternative travel arrangements due to the nature of their work.

IAHFIAW 118

RESOLUTION GE: 82

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the trade union movement historically demonstrates solidarity by purchasing and using union-only products and services; and

BECAUSE this practice has not been as robustly observed recently in regards to childcare, home renovations, transportation, choice of accommodation, air travel and other products and services; and

BECAUSE fair compensation and working conditions are a benchmark of the trade union movement; now

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.

IAHFIAW 118

RESOLUTION GE: 83

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE construction unions offer the highest quality of work performed by highly skilled and trained workers; and

BECAUSE construction unions promote local hire that draws from the local community first, provincial workers second and Canadian residents third before bringing in foreign workers from the US for acute labour shortages; and

BECAUSE construction unions lead the province in training and promote apprenticeships by using apprentices on public projects; and

BECAUSE the BC government dismantled the apprenticeship system, mandatory trades, and Red Seal programs allowing anyone to perform the work and driving construction bids down; and

BECAUSE requests for proposal that favour low bid neglect apprenticeship ratios, Canadian hire, fair wages, pension contributions and other important criteria; now

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

IAHFIAW 118

**RESOLUTION
GE: 84**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE probation officers' caseloads are now comprised of only medium and high-risk offenders and the number of offenders on every caseload is climbing to unheard of levels within BC; and

BECAUSE bail supervisors' caseloads are also growing and their clients are mainly bail supervision orders which cannot be properly monitored due to high caseload numbers; and

BECAUSE effective monitoring of offenders in communities is essential to ensure public safety; now

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

BCGEU

**RESOLUTION
GE: 85**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the current staffing levels in Ministry of Children and Family Development (MCFD) are contributing to BC's children being left at risk; now

THE FEDERATION WILL lobby the provincial government to increase the resources and funding allotted to the MCFD in order to specifically address the current staffing crisis.

BCGEU

RESOLUTION GE: 86

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE there is no government-run liquor store in our provincial capital; and

BECAUSE government is deliberately foregoing revenues in a major tourist centre; now

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.

BCGEU

RESOLUTION GE: 87

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the Liquor Distribution Branch revenues help communities all around BC; now

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

BCGEU

**RESOLUTION
GE: 88**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the erosion of MCFD programs to non-unionized employers destabilizes the social services sector; and

BECAUSE the destabilization of the social service sector leaves our most vulnerable citizens such as children, youth, elderly, and those with developmental difficulties at greater risk; now

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.

BCGEU

**RESOLUTION
GE: 89**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the Harper government's plans to consolidate the Coast Guard Marine Communications and Traffic Services Centres will:

- Increase the threat of maritime accidents that will have a negative impact on coastal economies;
- Reduce the vessel traffic zones on the west coast of Vancouver Island and Haida Gwaii by 75 per cent;
- Eliminate the Tanker Exclusion Zone along the BC Coast;
- Close the busiest Vessel Traffic Centre in Canada overlooking Vancouver Harbour and relocate it to Victoria;
- Eliminate the redundancy of the current Coast Guard MCTS centres;

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 MCTS Centres in BC and creating public awareness of the dramatic reduction of Coast Guard resources on the BC Coast.

UNIFOR 2182

RESOLUTION GE: 90

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Canada Post and the Conservatives are taking an axe to long-treasured postal services; and

BECAUSE 6,000 to 8,000 postal jobs will be destroyed and five million households will lose door-to-door delivery, particularly affecting seniors and people with disabilities; and

BECAUSE Canada Post barely held any consultations, effectively eliminating any opportunity for input from the people who will be most affected; now

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.

VANCOUVER DLC

RESOLUTION GE: 91

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE the federal government and its Canada Pension Plan benefits have not kept pace with the cost of living; and

BECAUSE people with disabilities are most vulnerable to federal compensation benefit cutbacks; now

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.

CUPE 1936

**RESOLUTION
GE: 92**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE many Canadian workers will not have sufficient income in retirement because they do not have an adequate (or any) workplace pension and the federal Conservatives refuse to improve the Canada Pension Plan (CPP); and

BECAUSE Ontario is creating, and other provinces including BC, are considering whether or not to create, provincial pension plans for workers that operate in a manner similar to the CPP to improve retirement security for workers; now

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.

HSA

**RESOLUTION
GE: 93**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Canadians receiving Employment Insurance (EI) benefits has dropped to the lowest level in Canadian history thanks to stringent new rules imposed by the Conservative government; and

BECAUSE these new rules are making it harder for workers to access EI benefits; and

BECAUSE the government has cut the number of EI processing centers across Canada from 120 to 19, leaving fewer workers to answer the phone and process claims; and

BECAUSE these cuts are creating poisonous working environments for EI workers who are struggling with massively increased workloads and backlogs; now

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

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

PSAC 20947 CEIU

RESOLUTION GE: 94

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Canadians receiving Employment Insurance benefits has dropped to the lowest level in Canadian history thanks to stringent new rules imposed by the Conservative government; and

BECAUSE these new rules are making it harder for workers to access EI benefits; and

BECAUSE the government has cut the number of EI processing centers across Canada from 120 to 19, leaving fewer workers to answer the phone and process claims; and

BECAUSE these cuts are creating poisonous working environments for EI workers who are struggling with massively increased workloads and backlogs; now

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

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

PSAC 20974 CEIU

RESOLUTION GE: 95

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE cuts to the Ministry of Advanced Education, Innovation and Technology have added further pressure on libraries, which now have to try and provide greater technology training, career and job search skills to 360 communities across the province; and

BECAUSE libraries provide outreach and educational services in urban, rural and remote communities regardless of individual socio-economic status; and

BECAUSE supporting libraries means supporting communities. Funding must not come solely from municipal governments but must also come from annual per capita operating grants from the provincial government; now

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.

CUPE 391

**RESOLUTION
GE: 96**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE cuts to the Ministry of Advanced Education, Innovation and Technology have added further pressure on libraries, which now have to try and provide greater technology training, career and job search skills to 360 communities across the province; and

BECAUSE libraries provide outreach and educational services in urban, rural and remote communities regardless of individual socio-economic status; and

BECAUSE supporting libraries means supporting communities, funding must not come solely from municipal governments but must also come from annual per capita operating grants from the provincial government; now

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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.

VANCOUVER DLC

**RESOLUTION
GE: 97**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE there is a history in Canada of exploitation, abuse and denial of rights, such as health and safety, employment standards and the right to organize workers; and

BECAUSE of recent exploitation of “guest workers” or “temporary foreign workers” by employers; now

THE FEDERATION WILL:

- Create a working group, and in conjunction with the CLC, continue to expose abuse of immigration and temporary foreign worker programs by any employer; and
- In conjunction with the CLC, launch a public campaign to ensure that immigration and temporary foreign worker programs are a key election issue during the next federal election with the purpose of amending “temporary foreign worker” programs so that those who choose to work in Canada have the opportunity to become full Canadian citizens.

BCGEU

RESOLUTION GE: 98

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE migrant workers have been silenced by their employers. If they identify themselves to workers' advocates, they risk loss of employment; and

BECAUSE unions and workers' advocates need to locate and identify migrant workers to ensure they are being afforded the same working conditions that Canadians have come to expect; and

BECAUSE informing the public as to where the migrant workforce is employed allows the public to assess the need for jobs and training for those jobs; now

THE FEDERATION WILL lobby the BC provincial government to make public the names of all businesses and corporations that hire migrant workers/temporary foreign workers in British Columbia and to list them on the BC government's website; and

THE FEDERATION WILL encourage the CLC to lobby the federal government to make public the names of all businesses and corporations that hire migrant workers and to list them on the federal government's website.

CUPE 1936

**RESOLUTION
GE: 99**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Temporary Foreign Workers (TFW) are to be utilized by employers to assist in labour shortages in BC; and

BECAUSE a Labour Market Opinion (LMO) is to identify labour shortages through investigation of facts by employers when applying for TFW; and

BECAUSE IUOE Local 115 challenged TFW use by HD Mining in Tumbler Ridge BC; and

BECAUSE all mining operations in Tumbler Ridge have or will cease operation and over 800 qualified miners are or will be unemployed by 2014's end; and

BECAUSE TFW with HD Mining will continue working while qualified miners are unemployed; now

THE FEDERATION WILL, through the Canadian Labour Congress, lobby the federal government to change the TFW/LMO process to deal with qualified labour becoming available after TFW have been approved; and

THE FEDERATION WILL, through the Canadian Labour Congress, lobby the federal government to be included in the LMO application process.

IUOE 115**RESOLUTION
GE: 100**

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE temporary foreign migrant workers in the Province of British Columbia are not adequately covered under the *BC Labour Standards Act*; now

THE FEDERATION WILL demand, through this Convention, that

- the Province of British Columbia include 'temporary' foreign migrant workers in the *British Columbia Labour Standards Act*; and
- that employers of 'temporary' foreign migrant workers be required to post the amended *Labour Standards Act* in all worksites, in a language that such workers will comprehend.

KAMLOOPS DLC

RESOLUTION LA: 1

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE Article 10 of the BC Federation of Labour Constitution is unclear on the makeup of Executive Council members with regards to meetings and because Executive Council members cannot always attend meetings; now

THE FEDERATION WILL add a NEW Section 10 to Article 10 of the Constitution.

Section 10. In the event an Executive Council member is not able to attend a meeting, as outlined in Article 9, Section 3, affiliated organizations may designate a person to attend the meeting on their behalf. The designate will be selected in accordance with Article 9, Section 1, of the BC Federation of Labour Constitution and the internal by-laws and procedures of that organization and will have full voice and vote at the meeting.

PSAC BC

RESOLUTION LA: 2

COMMITTEE

- ☐ Support
- ☐ Non-Support

CONVENTION

- ☐ Carried
- ☐ Defeated

BECAUSE contracted cleaning, food and security service jobs are mainly low paying and constantly being undercut by a lower bid and because they are not protected by successorship rights under the *Labour Code*, these workers lose their jobs through no fault of their own; now

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

UNIFOR 3000

Union Acronyms of BCFED Affiliates

ACTRA	Alliance of Canadian Cinema, Television & Radio Artists
ATU	Amalgamated Transit Union
BCFMWU	BC Ferry & Marine Workers' Union (affiliated through BCGEU)
BCGEU	BC Government & Service Employees' Union
BCTF	BC Teachers' Federation
BCTGM	Bakery, Confectionery & Tobacco & Grain Millers International Union
BWU	Brewery Workers' Union (affiliated through BCGEU)
CFU	Canadian Farmworkers' Union
COPE	Canadian Office & Professional Employees Union Local 378
CPAA	Canadian Postmasters & Assistants Association
CUPW	Canadian Union of Postal Workers
CUPE	Canadian Union of Public Employees
CWA	Communication Workers of America
CEU	Compensation Employees' Union (affiliated through BCGEU)
CSWU	Construction & Specialized Worker Union (affiliated through LiUANA)
DGC	Directors' Guild of Canada
FPSE	Federation of Post-Secondary Educators of BC
GSU	Grain and General Services Union (affiliated through ILWU)
GWU	Grain Workers Union (affiliated through BCGEU)
HSA	Health Sciences Association of BC
HEU	Hospital Employees' Union
IATSE	International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IW	International Association of Bridge Structural and Ornamental Iron Workers
IAFF	International Association of Fire Fighters

IAHFIAW	International Association of Heat & Frost Insulators & Allied Workers
IAM&AW	International Association of Machinists and Aerospace Workers
IBB	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
IBEW	International Brotherhood of Electrical Workers
ILWU	International Longshore & Warehouse Union
IUOE	International Union of Operating Engineers
LiUNA	Laborers' International Union of North America
MFHIU	Machinists, Fitters & Helpers Industrial Union (affiliated through SGWF)
MWBIU	Marine Workers' and Boilermakers' Industrial Union (affiliated through SGWF)
TNG/CANADA /CWA	National Guild of Canadian Media, Manufacturing, Professional & Service Workers (affiliated through CWA)
PEA	Professional Employees Association
PSAC	Public Service Alliance of Canada
RWU	Retail Wholesale Union (affiliated through ILWU)
SEIU	Service Employees' International Union
SJCIU	Shipwrights, Joiners and Caulkers Industrial Union (affiliated through SGWF)
SGWF	Shipyards General Workers' Federation of BC
TCRC	Teamsters Canada Rail Conference (affiliated through IBT)
Teamsters	Teamsters Local 155 (BC Film Industry) (affiliated through IBT)
TWU	Telecommunications Workers' Union
Unifor	Unifor the Union Canada
UBCP	Union of BC Performers (Affiliated through ACTRA)
UNITE HERE!	UNITE HERE!
UA	United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry
UBCJA	United Brotherhood of Carpenters and Joiners of America
UFCW	United Food & Commercial Workers' International Union
USW	United Steelworkers
Workers United	Workers United (affiliated through SEIU)

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EXPLANATION OF THE TRAVEL POOL

The Travel Pool is required by the B.C. Federation of Labour Constitution. It is an assessment placed on all local unions attending the Convention which is used to assist out-of-town locals in recovering some of the travel expenses incurred.

Claims can be submitted by presenting completed travel pool claim forms to the Convention office **prior to the closing of the last day of Convention.** This procedure is outlined on the Travel Pool Claim Form (contained in Convention kits).

All forms received are totalled and then divided by the number of registered delegates, to determine average cost per delegate. All registered local unions are then assessed the amount of one portion multiplied by their number of delegates. Each local will then be assessed either an amount owing or a refund, depending on their number of delegates and claimed travel costs.

As a result of the method of calculating the pool, claims will not be accepted once the deadline for submissions has passed (close of Convention). Please note that all locals will be included in the assessment, regardless of whether or not their forms were submitted on time.



56TH CONVENTION November 24–28, 2014

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