

57th

CONVENTION

NOVEMBER 28 TO DECEMBER 2, 2016

TOGETHER FOR BC



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Contents

ROSES ON THE STEPS OF THE VANCOUVER ART GALLERY
REPRESENTING ONE FOR EACH WORKER KILLED ON THE JOB IN BC.

CALL TO ORDER

O Canada and Solidarity Forever4

Rules of Order5

Statement on Harassment7

New Delegates Guide8

CONSTITUTION & BYLAWS 14

EXECUTIVE COUNCIL REPORT 31

Equity Representatives’ Reports
Addendum..... 73

Apprenticeship and Skills Training
Working Group Addendum..... 79

Climate Change Working Group
Addendum..... 86

FINANCIAL STATEMENTS 91

COMMITTEE REPORTS & RESOLUTIONS

Community and Social Action 105

Constitution and Structure 113

Education 117

Human Rights 129

Occupational Health and Safety 143

Political Action..... 163

Women’s Rights..... 171

Young Workers 181

GENERAL RESOLUTIONS..... 187

Union Acronyms of BCFED Affiliates228

Resolutions Quick Guide.....230

Travel Pool Claim Form.....231



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O Canada

O Canada! Our home and native land!
True patriot love in all of us 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 three 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. Late resolutions that are, in the opinion of the chair, of an emergency nature (i.e., it deals with a pressing issue that arose after the deadline for submission of resolutions) shall be referred to the resolutions committee for consideration and be debatable at any time. Late resolutions not deemed to be of an emergency nature shall be considered following the completion of all convention business. Late resolutions require two-thirds majority consent of the convention.
24. 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, gender identity 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.

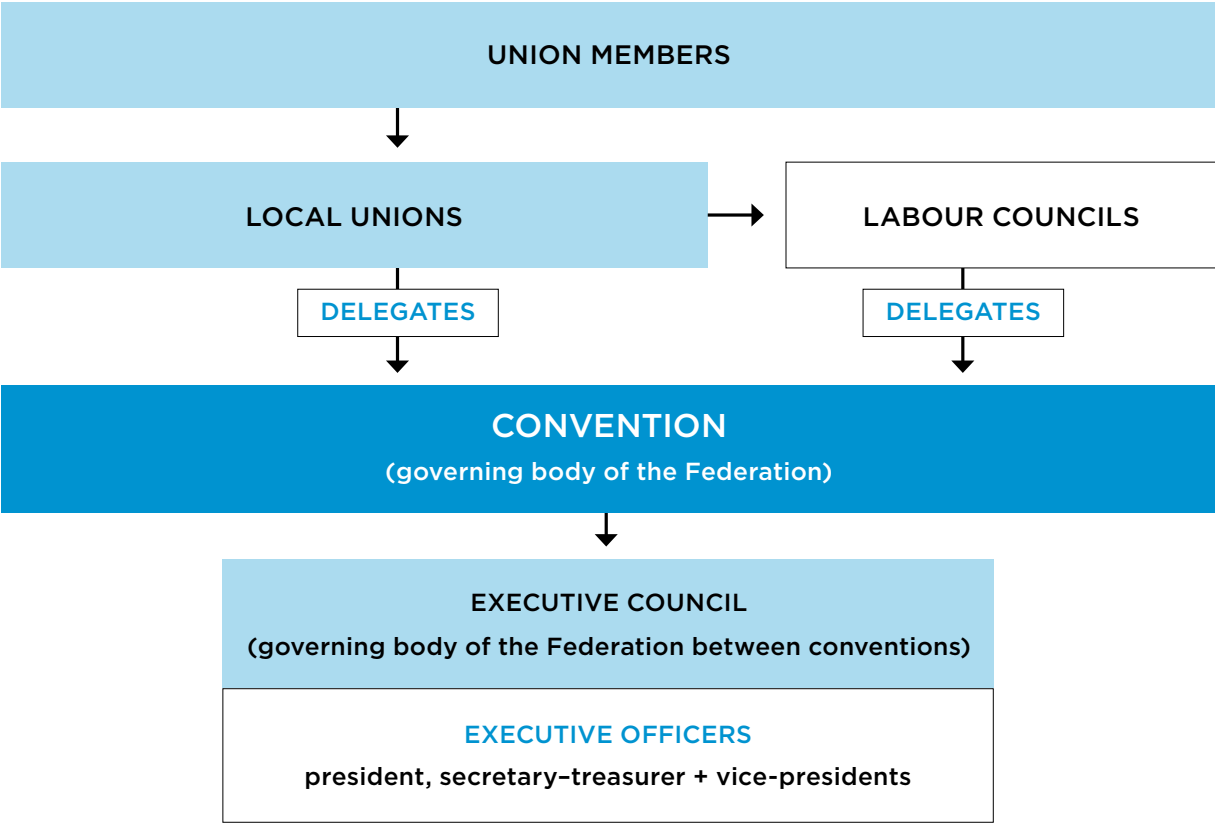
Confidentiality will be respected throughout the process.

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.

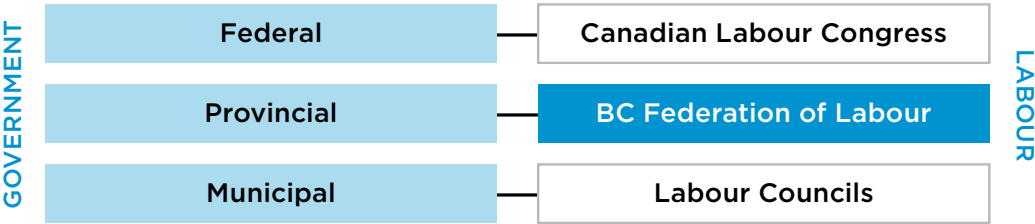
New Delegates Guide

FEDERATION STRUCTURE

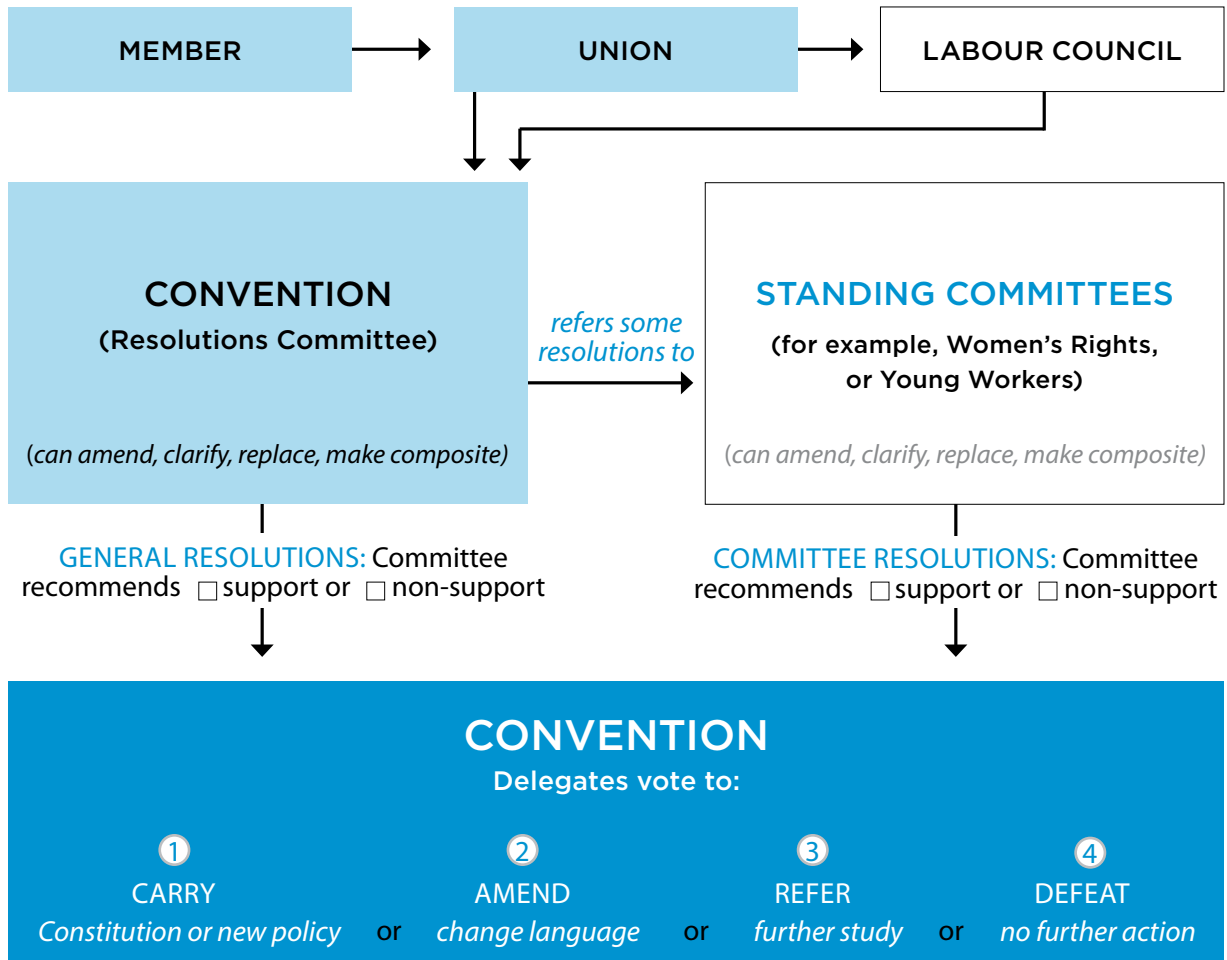


LABOUR MOVEMENT STRUCTURE

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



RESOLUTIONS FLOW



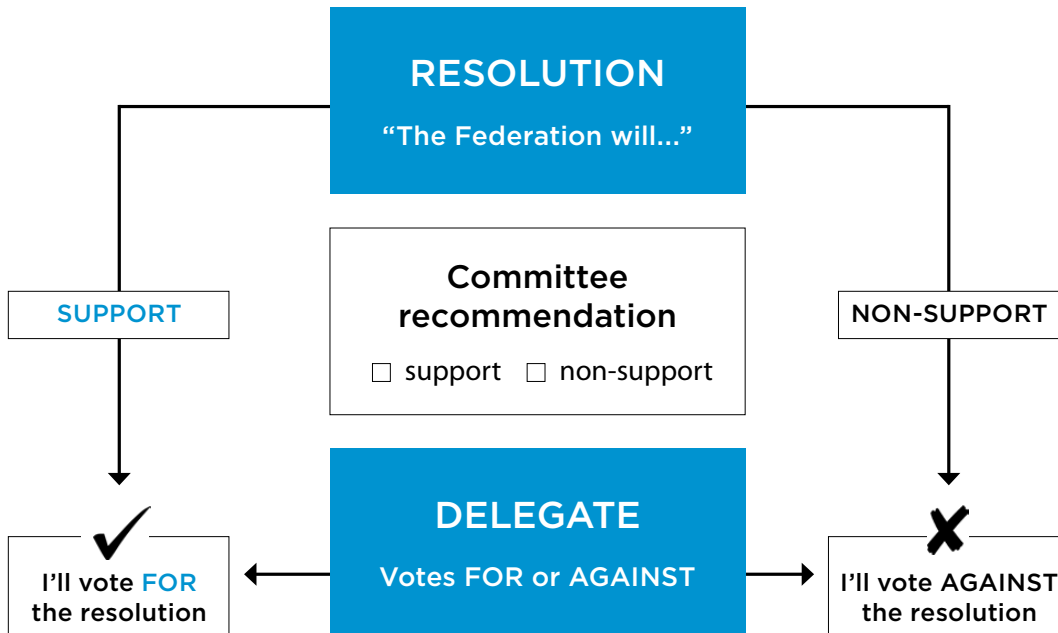
When resolutions are sent to the BC Federation of Labour, they become the property of the convention and are processed by the Resolutions Committee. The convention refers resolutions to committees upon recommendations of the Resolutions Committee.

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.

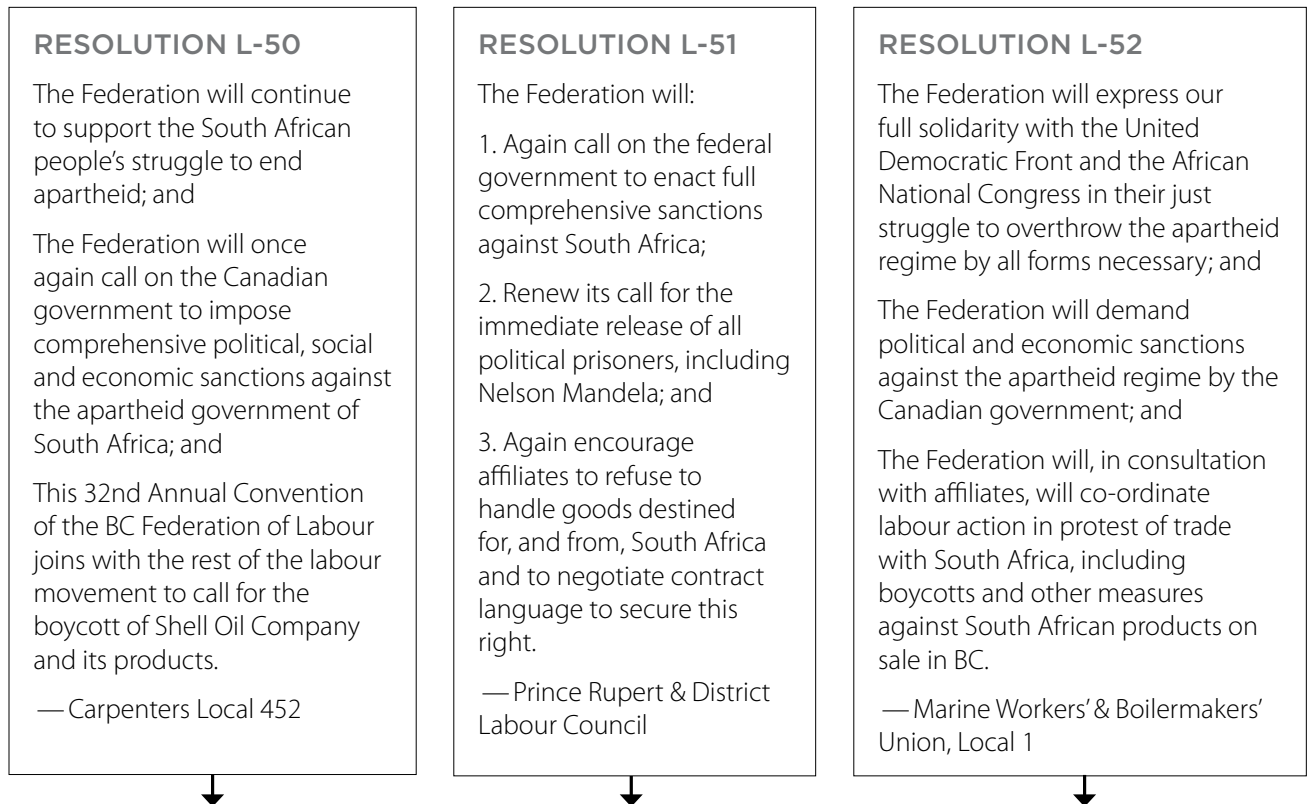
MOTION TO REFER

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 *Summary of Proceedings*.)



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

<p>The Federation will re-affirm our support for the South African people’s struggle to end apartheid; and</p> <p>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</p> <p>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</p>	<p>The Federation will, through the Canadian Labour Congress, will demand the immediate release of political prisoners, including Nelson Mandela; and</p> <p>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</p> <p>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.</p>
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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 BC 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.
 - (iii) The B.C. Federation of Retired Union Members shall be entitled to a maximum of two (2) 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, LGBTQ (lesbian, gay, bisexual, transgender and queer) 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) LGBTQ (lesbian, gay, bisexual, transgender and queer) 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) The President or designate of the B.C. Federation of Retired Union Members (BC FORUM).

(vii) 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; and

shall 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.



Executive Council

Report to Convention / 32

Equity Representatives' Reports Addendum / 73

Apprenticeship and Skills Training
Working Group Addendum / 79

Climate Change Working Group Addendum / 86



TOGETHER FOR BC

Executive Council

REPORT TO CONVENTION 2016

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, PRESIDENT; BC NDP LEADER JOHN HORGAN; AND SECRETARY-TREASURER AARON EKMAN

The labour movement has never been more important in British Columbia. Our unwavering commitment to working people and our collective vision of an economy that works for everyone guides our work every day.

We continue to advocate for fair wages including a minimum wage that is above the poverty line.

We are vocal in the struggle to hold negligent employers to account and we are active in our

defence of vital laws like the right to refuse unsafe work.

We seek to bring the benefits and protections of union membership to more workers, and press to remove legislated and political barriers to make it easier for workers to join.

And we continue to bring our critical perspective about the transition to a green economy.

But our efforts and goals have been steadily undermined by 15 years of right-wing government that has not put the interest of people and families first.

The BC Liberal government has made it harder and harder for working families to get ahead.

Under the leadership of Christy Clark, our province has become the most unaffordable in the country. And while housing prices, fees and fares skyrocket under her watch, wages are stagnant, public services are in decline, and access to opportunities and jobs are slipping away.

Her jobs plan is a failure. In fact, since the 2008 recession, 74% of all jobs created are precarious — leaving workers and their families with no security or stability.

The labour movement, along with many remarkable community partners, plays a vital role in holding this government to account while we work to elect a different government that shares our values and understands that working people are the backbone of a healthy, sustainable economy.



We continue to advocate for fair wages including a minimum wage that is above the poverty line.

With a provincial election just months away, this is an important time for unions and union activists to be part of the conversation about what kind of a province we want.

We have an obligation to participate in the democratic process.

Do we want a government that invests in public education or do we want more school closure and program cuts? Do we want a government that will protect our public, universal health care system or are we happy to see more privatization so the wealthy can jump the queue and receive better care? Do we want resource projects to create jobs for British Columbians or can the government continue to let jobs go to workers from other provinces or countries?

This list could go on ... seniors care, access to post-secondary education and training, lack of apprenticeships, no investment in public transit ...

Simply put, there is a lot at stake in this election. And we plan on playing an active role in raising awareness of the issues affecting British Columbians, and in shaping the commitments from political parties looking for our support.

This has been a busy two years for the BC Federation of Labour in large part because of the remarkable members of the Executive Council and Executive Officers, and union activists like yourselves who have helped drive and shape our work.

Our movement is stronger because of the work we all do, and the passion we bring to our jobs each day.

DEVELOPING LEADERSHIP

REGIONAL CONFERENCES — GOOD JOBS, STRONG COMMUNITIES

One of the ongoing commitments of the BC Federation of Labour is to bring activists together from affiliated unions from around the province to build the capacity of our growing movement. As such, each year the Federation hosts a regional conference — *Good Jobs, Strong Communities* — in a different community around BC. These conferences are an important opportunity to hear from union members, explore the local issues affecting working people, and provide skill-building and networking opportunities to union activists.

TERRACE REGIONAL CONFERENCE

In 2015, the BCFED Regional Conference was held in Terrace from May 21 to 23.

The conference was planned in partnership with the Kitimat, Terrace and District Labour Council, and Labour Council President Doug Dykens acted as the emcee. More than 80 delegates took part in the weekend event.

The conference hosted a series of keynote speakers, including John Horgan, the Leader of the BC NDP; Nathan Cullen, MP for Skeena-Bulkley Valley; and Kevin McKay, Executive Chairperson of the Nisga'a Lisims Government. Delegates also participated in a series of panel discussions on mobilizing members, missing and murdered Indigenous women, and labour history.

The conference also offered skill-building workshops to delegates on a variety of topics including preparation for the federal election, workplace violence, the campaign to raise

the minimum wage, and return to work best practices.

One of the highlights of the conference was the day excursion to the Nass Valley and Nisga'a Lisims lands. The trip included stops at Lava Lake, the Lava Fields, the Nisga'a Museum and the Nisga'a Lisims government building.

The feedback from the conference was very positive. Participants used words like 'informative', 'thought-provoking', and 'inspiring' to describe their experience. This kind of feedback reinforces the benefit of holding these events in communities outside the Lower Mainland and providing networking and training opportunities for union members across the province.

KAMLOOPS REGIONAL CONFERENCE

In 2016, the regional conference was held in Kamloops from May 12 to 14, and was very well attended with more than 117 participants. The Kamloops and District Labour Council was key in organizing the conference, and Labour Council President Barb Nederpel emceed the event.

Some of the conference highlights included keynote speeches from BC NDP Leader John Horgan and Grand Chief Stewart Phillip of the Union of BC Indian Chiefs.

The conference featured two panel discussions. The first was on the local economy and the rise of precarious work, and the second focused on local preparation for the upcoming provincial election. A variety of skill-building workshops were offered on the topics of political organizing, leadership for diversity and inclusion, organizing members, preventing violence in the workplace, and an economics primer for the province.



Part of each conference is a field trip to give participants the chance to explore and learn about the communities we are in. A half-day trip to the Secwepemc Museum and the Chinese Heritage Cemetery was organized to highlight the history of the region.

Part of each conference is a field trip to give participants the chance to explore and learn about the communities we are in. A half-day trip to the Secwepemc Museum and the Chinese Heritage Cemetery was organized to highlight the history of the region.

Conference feedback was again very positive, with participants saying they enjoyed the workshops offered and would recommend attending a regional conference to others.

TOGETHER 2015: ORGANIZING, INNOVATING, LEADING

As the political landscape in BC changes, it is vital that the labour movement keep a strong focus on organizing workers and growing union density. With this commitment in mind, in 2015 the BC Federation of Labour hosted the *Together 2015: Organizing, Innovating, Leading* conference in Vancouver from November 15 to 18.

With more than 300 delegates in attendance, the three-day conference focused on union renewal, highlighting organizing efforts across a wide variety of sectors, political action strategies and membership mobilization.

The conference opened with the Organizing for Diversity Forum, which brought forward insights and discussion on the challenges facing the labour movement in our ongoing effort to be inclusive and representative of the diverse workplaces we serve.

The main conference hosted a number of keynote addresses, panel discussions and capacity-building workshops all focused on making our movement stronger. From economics 101 to communicating in a crisis and hearing from our partners in other parts of the world, *Together 2015* was three days of critical engagement and learning.

The BC Labour Heritage Centre and the SFU Labour Studies department co-sponsored an evening lecture by Dr. Guy Standing, who is leading the international discussion on the rise of precarious work and the negative impacts it has on people, families and the economy. His talk was open to the public and extremely well received.

The BCFED hosts a union renewal conference every second year. The next conference is scheduled for the fall of 2017.

YOUNG WORKERS' SCHOOL

One important commitment of the labour movement is to engage young activists. This work is done through our Young Workers' Standing Committee, the Labour Education Program, and by taking on issues that affect

young people in the workforce, like the Fight for \$15 campaign to raise the minimum wage and the campaign to reinstate Grant's Law.

But one of the most successful and long-lasting efforts is the Young Workers School the BCFED hosts each year at Camp Jubilee.

This school has been operating for a decade, and has become an important part of the BCFED annual calendar of events. Participation in the program is always high, with many affiliates sending young activists for training and networking.

2015 and 2016 were no exception.

For the last two years the Young Workers School has seen remarkable attendance. Participants select a core course they are interested in, and spend the majority of their time tackling that topic. The course offerings change slightly in

Young workers from affiliates and activist groups spent the night speaking to community members and the media about the dangerous working conditions for overnight workers to raise awareness about Grant's Law and to ultimately return the legislation to its original form.



focus each year, but include labour history, political action, leadership development, and health and safety.

Beyond their core work, participants complete a series of group projects and activities, creating valuable networking opportunities and the ability for young workers to share experiences and insights with one another and the instructors.

NORTHWEST LABOUR LEADERSHIP INITIATIVE

The Northwest Labour Leadership Initiative is a cooperative effort sponsored by the Oregon AFL-CIO, the Washington State Labour Council and the BC Federation of Labour. It is modeled on the successful high-level National Labour Leadership Initiative developed by the National AFL-CIO and the Worker Institute of Cornell University.

In three separate sessions over a six-month period the initiative brought together leaders from unions and allied organizations for candid, intensive discussions aimed at building a vibrant regional movement to advance social and economic justice.

In 2016 a number of labour leaders from British Columbia participated, including BCFED Secretary-Treasurer Aaron Ekman.

NATIONAL LABOUR LEADERSHIP INITIATIVE

The National Labour Leadership Initiative (NLLI) is an intensive year-long leadership development program for national leaders in the labour movement and the broader movement for worker justice.

The NLLI was started in 2013 through a partnership with the National AFL-CIO, the Worker Institute at Cornell University, and top labour educators from Harvard, Rutgers, Oregon, and the Rockwood Leadership Institute. The purpose of the institute is to address the strategic challenges facing the labour movement in the 21st century.

The institute aims to create a community of leaders dedicated to strengthening and transforming the organizations they lead, and building a broad progressive movement that empowers working people in a rapidly changing world.

In 2016 a number of Canadian union leaders participated, including BCFED President Irene Lanzinger.

SUMMER INSTITUTE FOR UNION WOMEN

Women are still under-represented in leadership positions, both in the labour movement and in the broader community.

That is why each year the BC Federation of Labour participates in the Western Regional Summer Institute for Union Women (SIUW). This labour school is dedicated to training women activists who want to take on leadership roles in the labour movement and/or in political life.

At SIUW women participate in a one-week intensive program that offers training and skill development courses and workshops in areas like public speaking, collective bargaining, organizing, and enhancing understanding of critical issues like globalization, immigration, and anti-oppression.

The school rotates location between the participating west coast states and

provinces, including Alaska, British Columbia, Washington, Oregon, California, and Hawaii. Bringing together participants from both Canada and the United States enhances the insights, experience and networks of women participating.

In 2015, SIUW was held in Portland under the theme *Fighting for a Fair Future, Women Lead the Way*. Roughly 150 women attended the institute, half of whom were Canadians.

Los Angeles hosted the 2016 SIUW, with the theme *Breaking down Barriers and Borders*. To ensure full access and participation, all courses were held in English and Spanish, and the programming had a strong international component with guests from Mexico, El Salvador, and Guatemala.

EQUITY INCLUSION TRAINING

The BCFED is committed to ensuring the labour movement is a safe place for all workers. With the fastest growing demographics in the workforce being Indigenous workers and immigrant families it's more important than ever to make sure we are an inclusive and welcoming movement.

The BCFED has put this commitment into action by offering a series of training opportunities for union leaders, staff, and activists by experts in the diversity inclusion field from across Canada.

Alden Habacon, UBC's Director of Intercultural Understanding, provided two workshops: one for members of the Human Rights and Women's Rights Standing Committees, and one for the Ranking Officers of the BCFED. These sessions focused on the structure of our unions and

how to strategically utilize the principles of equity inclusion to grow our organization.

Naveen Mehta, General Counsel and Human Rights and Diversity Inclusion Director for UFCW Canada, provided a series of workshops for delegates attending the *Together 2015 Conference* in Vancouver. Mehta's presentations addressed the importance of equity inclusion within unions in light of changing workplace demographics in the last 30 years, and the importance of educating activists and staff on the need for equity inclusion within organizations before putting equity policies in place.

Shakil Choudhury, author of the book *Deep Diversity*, offered a day-long session in which participants learned to recognize and reduce their implicit bias and explored what diversity leadership means and how to nurture inclusion in the workplace.

DEEP DIVERSITY TRAINING SESSION WITH SHAKIL CHOUDHURY

Join other union activists for this training session in which Shakil will introduce the concept of unconscious bias, stereotypes, and how they relate to diversity inclusion in workplaces. Shakil will give you tools to diminish the effects these biases have on your workplace and in your community.



Shakil Choudhury, author of *Deep Diversity*, is an award-winning educator and consultant with over 20 years of experience in the field of diversity, equity & inclusion.

THURSDAY, JUNE 2nd
BCFED Boardroom A/B
9:00 am to 4:00 pm
\$150.00



SPACE IS LIMITED!
To register, contact reception@bcfed.ca

BC GOVERNMENT

GOVERNMENT RELATIONS

As part of our work in advocating for better laws, regulations and policy for working people, the leadership of the BC Federation of Labour continues to hold regular meetings with government representatives, specifically the Minister Responsible for Labour Shirley Bond.

These quarterly meetings provide an opportunity to speak directly to cabinet ministers about the issues and campaigns the labour movement is focused on. Whether it be the ongoing efforts to increase the minimum wage or concerns with the Labour Relations Board, it is important to regularly bring our insights and expertise to the attention of government.

In addition to regular meetings, the BCFED continues to advocate that labour be represented in all government outreach and consultation projects. The BC Liberal government often does not consider working people to be an important stakeholder when it comes to developing and reviewing policy, and instead focus most of their outreach on the business community. As such, we continue to fight for labour's place at the policy table on a variety of issues in an effort to make government's choices more informed and representative of the communities they serve.

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LOBBY ACTIVITIES

EXECUTIVE COUNCIL LOBBY 2015

The BC Federation of Labour regularly makes official representations to government and opposition MLAs to highlight important issues and focus public attention.

In March 2015, 35 representatives from affiliated unions participated in meetings with MLAs from both government and opposition. Participants met with the Minister of Jobs, Tourism and Skills Training, the Minister of Health, the Minister of Advanced Education, and the Leader of the Opposition. Increasing BC's minimum wage, improving access to apprenticeships, and addressing weak successorship laws and contract flipping were the topics raised for discussion.

Ensuring that working people are paid decent wages, are provided opportunities, and have job security is vital to growing an economy that works for everyone. Government plays an important role in these areas and the choices our legislators make impact the lives of workers right across this province.

On the topic of minimum wage, the BCFED highlighted the Fight for \$15 campaign and the central message that a person working full-time should not be living below the poverty line. Further, the group dispelled the myth that all low wage earners are teenagers, noting that the majority of minimum wage earners are women and over the age of 20.



Women's Rights Committee lobby at the Parliament Building in Victoria, May 8, 2016.

The group also asked government to make a commitment to provide much-needed apprenticeship opportunities. The BCFED has called on the government to enact a 25% quota for apprenticeships on all public projects to ensure we are training the next generation of workers.

And finally, government was encouraged to strengthen successorship laws because the current weak successorship laws have a negative impact on workers, communities, and our economy. Further, many companies, especially in health care, exploit this weakness in the Labour Code as a way to drive down wages and undermine union activity.

YOUNG WORKERS LOBBY 2015

On May 4, 2015 four representatives of the BCFED Young Workers' Standing Committee met with government officials in Victoria to lobby on issues important to young workers.

The delegation had three meetings with government representatives: One with the

Minister for Jobs, Tourism and Skills Training and Labour; one with the Minister of Advanced Education; and one with the Leader of the Opposition and 10 NDP MLAs.

The group raised three important issues with elected representatives: raising the minimum wage to \$15 per hour, reinstating the original language in Grant's Law to better protect late night workers, and reversing the decision to implement fees for Adult Basic Education courses.

The delegation attended two sessions in the Legislature and heard extensive debate of NDP MLA Kathy Corrigan's motion calling for full support for adult education courses.

WOMEN'S RIGHTS STANDING COMMITTEE LOBBY 2016

On the eve of International Women's Day 2016, more than a dozen women leaders in the trade union movement gathered in Victoria to lobby on three vital issues facing women in British Columbia: the minimum wage, childcare, and

access to sexual assault services. The group met with the Green Party MLA, members of the BC NDP Caucus, as well as the Minister of Jobs, Tourism and Skills Training and Minister Responsible for Labour, and the Minister of Children and Family Development.

On March 8, International Women's Day, the group held a news conference on the steps of the Legislature to raise these critical issues with the public. They also attended Question Period in the Legislature to witness the debate regarding access to sexual assault services.

OCCUPATIONAL HEALTH AND SAFETY STANDING COMMITTEE LOBBY 2016

In 2016, 18 members of the BCFED Occupational Health and Safety Standing Committee met with the Minister of Jobs, Tourism and Training and the Minister Responsible for Labour, the Minister of Education, the Green Party MLA, and the NDP caucus at the Legislature in Victoria.

The lobby focused on three important issues affecting the health and safety of each working person in the province: the official recognition of the National Day of Mourning, the prevalence of workplace violence, and our ongoing call for a ban on asbestos and the licensing of asbestos abatement contractors.

Government and opposition representatives were largely supportive of our recommendations, and agreed to give each area a full review.

PROVINCIAL BUDGETS

Each year the BC Federation of Labour responds to the provincial government's budget, commenting on spending priorities

and financial commitment to public services and infrastructure.

This includes participating along with many of our affiliates in the annual provincial budget lock-up to gain access to government documents in a timely fashion and to take advantage of media opportunities.

For the last two years the Federation has coordinated our efforts on budget day with affiliates and allied community groups. Cooperation inside the budget lock-up ensures we are reinforcing concerns and sharing expertise and insights. It also allows us to maximize media coverage by having a number of spokespeople ready to comment on a variety of worker-related issues, including health care, education, and job creation.

The last two years have seen the BC Liberal government continue to put the interests of the powerful and wealthy ahead of ordinary people, gut public services, and undermine job growth.

In 2015 the government gave a tax break to the highest 2% of earners in our province, while ignoring the growing ranks of workers earning poverty wages. Despite calls to increase the minimum wage and introduce a poverty reduction strategy, the Clark government gave a tax break to the wealthy that put a \$200 million a year hole in the provincial budget.

To make matters worse, each budget has introduced increased user fees like MSP and ferry fares, making it even harder for working people to make ends meet.

Instead of investing in jobs and training, in 2016 Premier Clark diverted \$100 million to create a fund based on fantasy LNG revenue. With no LNG projects actually coming online, this is just more empty promises and rhetoric from the premier.

The BCFED continues to call on the government to make training and apprenticeships a priority in their capital programs. However, there is still no government commitment to ensure British Columbians will benefit from the job creation on public infrastructure projects. The Federation has called for a 25% quota of apprenticeships on all public projects so we are training the next generation of skilled workers.

2017 PROVINCIAL ELECTION CAMPAIGN

Developing a political action strategy to guide the Federation and affiliates for the May provincial election has been a top priority for the last two years. Details about the campaign will be unveiled at convention.

FEDERAL GOVERNMENT

2015 FEDERAL ELECTION

On October 19, 2015 Canadians went to the polls and elected a new federal government under the leadership of Justin Trudeau and the Liberal Party of Canada.

The election was the longest in Canadian history, lasting almost three months. This proved to be a challenge for political parties, but also for organizations who participate in the democratic process.

The BC Federation of Labour participated in the federal election largely through the Canadian Labour Congress. The CLC took the lead with the *Better Choice* campaign, which highlighted four issues

at the forefront of a national debate: childcare, retirement security, health care and good jobs. They also coordinated training sessions for union-activists, produced campaign videos and a series of innovative leaflets and fact sheets to help inform and motivate union members to vote.

The BCFED helped coordinate labour canvass events in key ridings in BC. These labour canvasses were very successful in getting union members to help local campaigns, and also brought out union leaders to help motivate members to participate.

The election results were clear as Canadians sent Stephen Harper and the Conservatives packing. The Liberal Party swept across the country, winning the majority of seats and making major gains in almost every province. The NDP was returned to third party status in the House of Commons, losing some key members of parliament.

Since the election the BCFED has worked with the CLC to hold the new government accountable to the promises they made during the election, including repealing anti-union Bill C-377 and expanding the Canada Pension Plan.

Since the 2015 federal election, the BCFED has worked with the CLC to hold the new government accountable.

Goodbye Harper

Hello better jobs
affordable child care
strong public health care
secure retirement



On October 19
VOTE NDP

During the federal election both the NDP and the Liberal Party committed to repealing the legislation. Prime Minister Justin Trudeau held to his commitment and Bill C-377 was repealed shortly after the election.

REPEALING BILL C-377

One of the first things the new federal government did in January of 2016 was to repeal the anti-union Bill C-377.

In its original form, the bill would have required every trade union to file a public information return with the Canada Revenue Agency (CRA) on all expenditures over \$5,000.

It would also have required all unions and each union local to disclose detailed financial information on salaries, contracts, loans, investments, and spending on collective bargaining, training and 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.

Bill C-377 caused public outcry, not just from the labour movement, but from a number of organizations and even Conservative and Liberal Senators who attempted to amend the legislation. But despite this opposition, the Conservative government pushed the bill through Parliament in June 2015.

The CLC launched a campaign, which the BCFED supported, to oppose the legislation, noting that it was nothing more than an attempt by the Harper government to undermine the important work of unions.

During the federal election both the NDP and the Liberal Party committed to repealing the legislation. Prime Minister Justin Trudeau held

to his commitment and Bill C-377 was repealed shortly after the election.

REOPENING OF KITSILANO COAST GUARD BASE

In 2012, the Harper government announced the short-sighted closure of the Kitsilano Coast Guard base. The base handled an average of 350 calls for search and rescue per year, prompting many in the community to assert that such a move would put 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 base 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.

Yet despite much criticism, on February 19, 2013 the Kitsilano Coast Guard base officially closed its doors.

Shortly after the 2015 federal election, the new Liberal government announced its intention to re-open the shuttered base. And in August 2016, the federal Minister of Fisheries, Oceans and the Canadian Coast Guard, formally re-opened the facility, and announced the expansion of services to include emergency environmental response and emergency response training.

The BCFED welcomed the news of the re-opening.

Meanwhile, between 2012 and 2015, the Harper government oversaw the introduction of technology aimed at halving the number of Canadian Coast Guard's Marine Communications and Traffic Services (MCTS) centres, which are responsible for monitoring distress calls and preventing industrial shipping accidents. They are the eyes and ears of the government's emergency preparedness on Canada's coasts and waterways.

The technology is so flawed that in some circumstances MCTS officers described radio transmissions from mariners as "literally impossible to understand."

In BC three centres were scheduled for closure, leaving only two centres for 25,725 km of coastline: one in Prince Rupert and one in Victoria. Unifor and BCFED affiliates launched a vigorous campaign to oppose the closures including rallies, radio ads, multiple appearances at government standing

committees, and a petition that collected more than 16,000 signatures.

The new Liberal government opted to implement the Harper cuts regardless and the Comox MCTS base was closed in May 2016.

CPP EXPANSION

Retirement security has long been a key issue for the labour movement.

In Canada, 600,000 seniors live in poverty, and 11 million workers lack a workplace pension plan. Even for employees with workplace plans, affording a modest retirement can be a struggle as the cost of living increases.

Fewer employers are offering pensions, and more existing workplace plans are seeing reduced benefits. The advantage of the Canada Pension Plan is that it follows workers from job to job, keeps up with the cost of living, and pays out benefits for life, regardless of how the stock market performs.

The advantage of the Canada Pension Plan is that it follows workers from job to job, keeps up with the cost of living, and pays out benefits for life, regardless of how the stock market performs.



During the federal election, the CLC made expanding the CPP a priority. Following the election it launched the *A Better Plan for All* campaign, and in June 2016 the federal government announced a modest universal expansion of the CPP. While the labour movement had been calling for the doubling of CPP, the expansion was applauded as an important first step that would benefit Canadians.

However, despite British Columbia agreeing to the expansion, the BC Liberal government failed to sign the agreement by the July 15, 2016 deadline. BCFED President Irene Lanzinger wrote Premier Clark, urging her to keep her promise to sign the agreement negotiated with the federal government, and to help ensure more British Columbians can retire with dignity and security.

Finally in October the Clark government ended its holdout and formally signed on to the agreement. The federal government then quickly introduced the required legislation to make expanded CPP benefits a reality.

CANADA POST: THE FUTURE OF CANADA'S PUBLIC POST OFFICE IS AT STAKE

Members of the Canadian Union of Postal Workers (CUPW) bargained hard against concession demands and have recently negotiated a new contract that protected their pension plan and other key provisions. But there are still significant challenges ahead because the Trudeau government will be concluding its review of Canada Post in the coming months.

The fight to expand postal services to Canadians — like the proposal for a postal banking system — and ensure that our public

post office remains viable and sustainable for future generations is far from over. For up-to-date developments, go to cupw.ca.

OCCUPATIONAL HEALTH AND SAFETY

NATIONAL DAY OF MOURNING APRIL 28

Every year communities across the country hold ceremonies to mark the National Day of Mourning on April 28.

187 workers died on the job in BC in 2015. Thousands more were injured or became ill.

It is a day to remember all those who have lost their lives, been injured or affected by illness because of their work. It is a day to honour the families, friends and co-workers who are left behind when a worker dies, or who must care for their family members who suffer from serious injury or illness.

It is also a day to renew our commitment to fight for healthier and safer workplaces, for greater accountability of negligent employers, and for full compensation for injured workers and survivors.

In 2015 the BCFED co-hosted a National Day of Mourning ceremony with the Fraser Valley Labour Council, and the Vancouver and District Labour Council in Abbotsford at the site of the Golden Tree Farmworkers' Monument. This ceremony focused on the devastating impacts of the serious health and safety issues facing agricultural workers.

On April 28, 2016 the BC Federation of Labour joined the Canadian Labour Congress, provincial and territorial Federations of Labour, labour councils, and unions across Canada in

calling for a comprehensive ban on asbestos, at the Vancouver ceremony co-hosted with the WCB.

More information about the BCFED's campaign to ban asbestos is outlined in the Occupational Health and Safety Standing Committee report.

GOLDEN TREE MONUMENT UNVEILING

On the morning of March 7, 2007, an overloaded and unsafe van driven by a person without a license was transporting farmworkers to work. The van crashed near Abbotsford. Three women farmworkers — Amarjit Kaur Bal (52), Sukhvinder Kaur Punia (41), and Sarbjit Kaur Sidhu (31) — were killed. Another 14 workers were injured.

Although criminal charges were recommended, none were ever laid and the fines levied by the Workers' Compensation Board remain unpaid.

A Coroner's Inquest followed in 2009 resulting in 18 recommendations to make the transportation of farmworkers safe. The recommendations that were implemented make a difference in farmworker health and safety. However, many recommendations were not implemented at all. The BC Federation of Labour continues to raise concerns over the outstanding recommendations, including the lack of ongoing roadside inspections.

Following this tragedy, the families of the three women who died indicated that they wanted to create a memorial to their wives, mothers and sisters, and to bring a message of hope and enlightenment to the agriculture community.

A committee was formed, led by the families of the three women and in coordination with BC Federation of Labour, Abbotsford Community Services, and the Progressive



The Golden Tree is the first monument in Canada to celebrate and honour farmworkers, recognizing the important work they do, and their ongoing struggle for dignity, health and safety.

Intercultural Community Services. The committee worked tirelessly to commission an artist, decide on a design, secure a site with the City of Abbotsford, and complete a massive fundraising drive to raise money for the project.

After more than seven years in the making, hundreds of supporters gathered to witness the unveiling of the Golden Tree Farmworkers' Monument in October 2015. The Golden Tree has a permanent home in the International Friendship Garden, behind the Clearbrook Library in Abbotsford.

The Golden Tree was designed and built by local artists Dean and Christina Lauzé. The tree embodies the images of three women in the three stages of life: maiden, mother, matriarch. The Golden Tree is comprised of a 22-foot tall, twisting apple tree that merges into three subtle female forms. Anchored by strong, thick roots, the tree rises and spreads gleaming gold limbs into a canopy of iridescent green leaves and golden apples.

The Golden Tree stands as a lasting and important legacy to the three women. It is also the first monument in Canada to celebrate and honour farmworkers, recognizing the important work they do, and their ongoing struggle for dignity, health and safety.

The BC Federation of Labour extends thanks for the generous contributions of the labour movement without which this project would not have been possible. This monument is a powerful representation of what our movement stands for and what can be achieved when we work together.

The Golden Tree will be featured in a new film focusing on agriculture health and safety jointly produced by the BC Labour Heritage Centre and the Workers' Compensation Board. In addition, the monument has prompted the University of the Fraser Valley to incorporate the story of the three women — and farmworkers' health and safety in general — into their curriculum.

CRIMINAL PROSECUTIONS — WESTRAY LAW

On May 9, 1992, 26 miners were killed at the Westray Coal Mine tragedy in Plymouth, Nova Scotia 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 United Steelworkers (USW) and other unions, led to the introduction and passage of Bill C-45 by Parliament in 2004.

The bill established new legal duties for workplace health and safety along with new rules for attributing criminal liability to organizations, including corporations, their representatives and those who direct the work of others.

In the 12 years since the changes to the Criminal Code, more than 12,000 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 awareness and expand education and training to build the political will necessary to ensure that the legislation is used as intended and prosecutions proceed.

In 2012, the BCFED, the USW and surviving family members met with then-BC Attorney General Shirley Bond and the Deputy Minister for Police Services to discuss the recommendations in the BCFED brief "Justice and Deterrence: A Plan for Criminal Accountability in Workplace Fatalities and Serious Injuries."

These included:

- a dedicated crown prosecutor to deal with workplace fatality and serious injury cases;
- training for police services on Section 217.1 of the *Criminal Code of Canada*; and
- mandatory, concurrent police or RCMP investigations of all workplace fatalities and serious injuries.

In response, the government committed to make much needed revisions to the long forgotten Memorandum of Understanding (MOU) existing between the WCB and select Lower Mainland police services divisions. The MOU outlined the protocol for working together to investigate workplace serious injury and death. These revisions included training of all parties and an expanded jurisdiction that included the RCMP and all police services and was signed by all parties in 2014. A similar MOU has been drafted to cover the mining industry and is expected to be signed off in the fall of 2016.

In 2013 the USW launched a national campaign “Stop the Killing. Enforce the Law!” and has been making good progress engaging with federal, provincial and municipal governments on this issue.

The BCFED and its affiliates continue to support the USW campaign. With the support of surviving families, efforts continue around the call for more criminal and administrative prosecutions and, ultimately, jail time for those responsible for killing or seriously injuring workers.

In 2014 the BC government reinforced their glaring avoidance of prosecutions of negligent employers when the Crown Counsel released their decisions not to proceed with charges in both the Babine and Lakeland sawmill explosions in 2012 — despite clear evidence of employer negligence.

A victorious cry echoed across Canada in January 2016 when the manager of Metron Construction was found guilty of criminal negligence in the 2009 deaths of four workers in a scaffolding collapse at a Toronto building site and was sentenced to three and a half years in jail. This was a landmark decision, a tribute to the persistence of the Westray families, the

USW and the labour movement as a whole, setting a national precedent: kill a worker, go to jail!

The Federation continues to work with the USW and the labour movement nationally to press forward on this important issue.

MEETING WITH THE WCB BOARD OF DIRECTORS

The BCFED has made it a priority to meet annually with the Workers’ Compensation Board of Directors.

These meetings are an important opportunity to educate the board about the work of the labour movement with a focus on key occupational health and safety and workers’ compensation issues, and provide updates on the exceptional work of the BCFED Health and Safety Centre. The meetings are also an important opportunity to hear from the WCB Board about upcoming priorities and projects.

The Officers of the Federation met with the WCB Board of Directors on October 22, 2015 and again on May 18, 2016.

The Officers raised various issues including the need for an increase in employers’ assessment rates; prevention strategies for ending workplace violence, with particular focus on the high risk industries; and the implementation of the Coroner’s Inquest recommendations into the mushroom farm incident and two tragic sawmill explosions.

In addition, the Officers requested an update on the law and policy changes arising from Gordon Macatee’s report with respect to enforcement, stop work and stop operation orders, employer citations, compliance agreements and the new investigation process.

OCCUPATIONAL HEALTH & SAFETY CENTRE

The BCFED Occupational Health & Safety Centre continues 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, and provides education to representatives on joint health and safety committees.

The Centre's programming focuses on the following areas:

- Joint Health and Safety Committee education;
- *Alive After Five* high school presentations;
- employment and trades program presentations;
- developing communication and occupational health and safety skills for those with English as an additional language;
- migrant worker rights educational sessions; and
- Return to Work (RTW) Program development and assessment.

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 28,000 joint OH&S Committee members, worker representatives, employees and managers, and has reached 180,000 high school students in 90 communities around BC. In the fall of 2015 the WCB renewed the Centre's annual grant with increased funding.

ORGANIZING

ORGANIZING INSTITUTE

The BC Federation of Labour's Organizing Institute (OI) has been revitalized in the last year to reflect the BCFED's renewed focus on organizing and training. This effort is in response to the need for the labour movement to grow its ranks. With union density on the decline, organizing across all sectors is vital to our success in winning victories for working people and influencing the political landscape of the province.

OI TRAINING PROGRAMS

The Organizing Institutes' core training course was offered at the CLC's Harrison Winter School in February 2016. The Institute drew on expertise from experienced organizers and labour lawyers in the province, as well as UNITE HERE! organizer Ashley Hayes from Ottawa. Over the one-week course participants learned about organizing theory, one-on-one communication strategies, and organizing campaign structure. At the end of the course organizers were immersed in a campaign simulation of an organizing drive.

OI EVENTS

The Institute organized two think tanks featuring leading North American organizing experts as part of its speaker series in 2016.

The first featured Jane McAlevey, a well-known organizer from the United States.

McAlevey's insights into the challenges facing labour, including the loss of mandatory membership in many US states, sheds critical light on the work labour has to do and the

changing nature of how we organizing and keep our members engaged. Her strategy for high participation organizing has seen many victories, and is re-energizing the labour movement in some of the hardest hit regions.

At the second, New York organizer Phil Andrews presented on the Retail Action Project (RAP), an initiative of the Retail, Warehouse and Department Store Union (RWDSU) to engage the low-wage and high-turnover workforce of some of North America's biggest retail chains.

The RAP offers leadership training, community organizing, and workplace-based action to workers with a track record taking on bad bosses and winning justice for workers. It is looked to as a model for how a union can work in emerging sectors with a young and diverse population, using some of the best tactics in our movement.

Both think tank sessions brought together activists and organizers from affiliates in a learning environment that challenged our thinking about what is possible and what we can try here in BC.

OI WORKING GROUPS

The BCFED's Organizing Institute coordinated two working groups to tackle some critical issues facing our movement:

EXPANSION OF THE CHRISTIAN LABOUR ASSOCIATION OF CANADA (CLAC)

The BCFED has renewed our commitment to stopping CLAC in its tracks. Whether in construction or health care, CLAC has made it clear that it is an employer-friendly and undemocratic union. By working outside the House of Labour, CLAC is contributing to the

race to the bottom for workers when it comes to wages, benefits and health and safety. Unlike the affiliates within the BC Federation of Labour, CLAC does not practice the kind of internal democracy that ensures our organizations are representative and relevant to our members.

The anti-CLAC working group has reconvened with representatives from those affiliates who compete with CLAC in various sectors, both public and private. The group is sharing information and strategies on how to keep CLAC from establishing new certifications, including developing a benefit plan to allow existing CLAC members to choose BCFED-affiliated unions without a loss of benefits.

RAIDING BY THE BC NURSES

BCFED affiliates who have members in the health care sector continue to face raiding activities by the BC Nurses (BCN). This ongoing raiding by the BCN hurts all health care workers. Further, it forces other health care unions to direct resources on fighting off a raid, instead of doing the important work of organizing unorganized workers and supporting existing members.

Affiliates are seeing some wins against raiding activity both at the Labour Relations Board and in membership votes. In the fall of 2015, for example, the HSA and PEA successfully challenged the BCN's raid of their psychologists and psychometrists. But the ongoing effort and resources to fight off the BCN year after year is costly.

As such, affiliates have committed to working together to share information about BCN raid activity in a rapid-response fashion, and to back each other up with resources and activists.

Further, the BCFED launched the *Know A Nurse* campaign.

We all know a nurse — either in our family, our neighbourhood, our place of worship or maybe through sports or other community activities. This campaign takes a grassroots, member-to-member, person-to-person, approach to raising awareness among nurses in BC about the actions of BCN and its impact on the health care system and other health care professionals.

Like all health care workers, we know that nurses in BC are dedicated advocates for quality patient care and strong public health care. We also know that many nurses are not aware of the raiding actions, including the amount of money BCN is spending attacking other health care workers. Not to mention the resources that other unions must spend to fight the raid — money that should be spent organizing new workers who need the protection and security of a union.

Raiding hurts health care and the people who depend on it. Raiding undermines relationships between nurses and the other members of the health care team who work side by side to

deliver high quality services. And raiding hurts efforts to organize the unorganized.

That's why we want nurses to tell BCN to STOP raiding.

You can find out more about the campaign at www.knowanurse.ca

LABOUR RELATIONS BOARD

The Labour Code in BC presents a number of challenges to union organizing, but the operations of the Labour Relations Board also offer additional challenges to unions seeking fair and balanced rulings on critical issues and drives.

These challenges include:

- underfunding of the Board operations;
- insufficient Industrial Relations Officers (IROs) inadequate training of staff to deal with certification applications;

Raiding activities by the BC Nurses (BCN) forces other health care unions to direct resources on fighting off a raid, instead of doing the important work of organizing unorganized workers and supporting existing members.



- over-reliance on mail-in ballots rather than in person votes for workers to join a union;
- lack of investigation of employer-provided lists; and
- jurisdictional difference between Employment Standard Branch (ESB) employees conducting votes and the LRB having to adjudicate on disputes.

Frustrated by the lack of commitment to address these issues, the BCFED worked with affiliates to present a clear plan for the LRB to improve the situation and restore fairness back to the process.

Federation President Irene Lanzinger and Secretary-Treasurer Aaron Ekman led a delegation of affiliate leaders and organizers to a series of meetings with LRB Registrar Jacquie de Aguayo to present and discuss the problems.

Following that meeting, the Ministry of Labour announced it would transfer the IROs who conduct certification votes to the jurisdiction of the LRB, thereby aligning responsibility of union certification squarely within the LRB. This was a welcome change that the labour movement had fought for.

The government also committed to a six-month consultation period with unions to discuss how the Board can improve fairness in the certification application process. The BCFED will be an active stakeholder in this consultation to ensure an outcome that restores fairness and balance to union organizing in BC.

“Restoring Fairness and Balance in Labour Relations,” was constructed through a series of interviews with affiliates, as well as extensive legal research on how other jurisdictions ensure a balanced labour relations environment. It will serve to advance our vision on the desperately needed changes needed to restore balance and fairness at the LRB.

LABOUR RELATIONS BOARD POSITION PAPER—RESTORING FAIRNESS AND BALANCE IN LABOUR RELATIONS

Stemming from the ongoing concern over the functioning of the Labour Relations Board, the BCFED realized it was important to compile and document the BC Liberals’ attack on unions through changes to the Labour Code and the functioning of the LRB.

In 2015 Chris Buchanan and John McTavish of the Hastings Labour Law office were commissioned to produce a paper outlining the problems and offer recommendations for change. The paper was constructed through a series of interviews with affiliates, as well as extensive legal research on how other jurisdictions ensure a balanced labour relations environment.

The paper, “Restoring Fairness and Balance in Labour Relations,” was published September 2016. It will serve to advance our vision on the desperately needed changes needed to restore balance and fairness at the LRB.

SUCCESSORSHIP WORKING GROUP

In addition to the LRB position paper, the BCFED struck a working group to look specifically at the deficiencies in BC’s Labour Code regarding successorship. Weak successorship provisions have resulted in

labour force disruption, the rise of precarious work, a downward pressure on wages, and the loss of union certification since the Code was changed in 2002.

There are many examples, both in the private and public sector, where unions have lost the right to represent their members due to the employer's decision to contract out or cancel existing contracts. Often with a contract flip, workers will be fired and then hired back (as non-union workers), but face a decrease in wages and a decline in working conditions and standards.

This activity has been most prevalent in the health care sector, specifically at seniors care homes where care is often privatized and standards not closely monitored. In these cases, it is not just the worker who suffers. Patients also experience high turnover of employees and constant disruption of care routines.

Another example is airport concession workers, who are low-wage workers who staff food service and retail units. Vancouver Airport Authority's business model has resulted in over a dozen units undergoing a lease transition since 2010, displacing hundreds of workers in the process. For already vulnerable employees, work is becoming more precarious because of weak successorship provisions.

The Successorship Working Group prepared a paper summarizing the impact of weak successorship laws and offering recommendations for change to ensure workers are protected. These include repealing the statutory successorship exemptions in health care, broadening the Code to address and prevent the problem of subverting a collective agreement through contract flipping, and strengthening the Code to ensure that successorship applies when a business

contracts work out or brings contracted out work back in-house.

WORKERS' ACTION CENTRE

As BC's labour movement continues its efforts to organize the unorganized and ensure that working people know their rights, the BC Federation of Labour has been actively exploring ways to revitalize unemployed and non-union workers' action centres.

Historically, workers' centres have played a strong role in BC, and are re-emerging in major cities in Canada and the US. They are service, training and organizing bodies that predominately engage workers who are difficult to organize into a traditional union.

Though some workers may not formally join unions, they organize through the centre to support each other around workplace problems such as wage theft, they engage in direct action, and develop campaigns targeted at improving workplace conditions.

Centres often collaborate with organized labour on these campaigns around issues such as access to paid sick leave, increasing the minimum wage and combating discrimination.

Over the past year, the BCFED's Community and Social Action Standing Committee, supported by a working group of community and labour representatives, has engaged in consultation and research to bring forward a recommendation for the establishment of a workers centre in BC. That recommendation will be debated under the committee's report.

If approved, the BCFED would become one of the first federations of labour in Canada to take a leadership role in the establishment of this kind of organization, affirming our role as defenders of the rights of all working people.

CAMPAIGNS

FIGHT FOR \$15 — A CAMPAIGN TO RAISE THE MINIMUM WAGE

Two years ago at convention delegates agreed that it was time to end poverty wages in BC and the BCFED launched the Fight for \$15 campaign. Over the past two years we have worked to get BC's lowest paid workers a raise and help build an economy that works for everyone.

BC's current minimum wage is a mere \$10.85 an hour, a wage that leaves even full-time workers thousands of dollars below the poverty line. Low wages are common in BC with nearly

half a million people earning less than \$15 an hour. That's a quarter of our total workforce. These are not just teenagers. In fact, the majority of low wage earners are women, older than 20 years old, not in school, and work for companies with more than 20 employees.

The Fight for \$15 campaign is part of a North America-wide movement to achieve a \$15 an hour minimum wage and lift workers' wages above the poverty line. Momentum is building and we have seen success in places like Washington DC, the City of Seattle, Oregon, California, New York and Alberta where workers will receive a \$15 an hour minimum wage within the next few years.

Nearly half a million British Columbians are earning less than \$15 an hour. That's a quarter of our total workforce. These are not just teenagers.



In BC, our campaign has kept consistent pressure on the BC Liberal government to increase the minimum wage. Campaign activities have been led by a working group made up of a number of affiliates, standing committee members, and community groups. Not only have we benefited from the advice of these groups, but also we have strengthened labour-community relationships.

Through lobbying, rallies, marches, social media blitzes, videos, petition drives, media events, opinion editorial, and thousands of one-on-one conversations, we have shaped the dialogue around minimum wage in BC. The campaign has collected more than 50,000 signatures from across the province.

We have won the public debate on this critical issue. A whopping 83% of British Columbians agree that minimum wage should be above the poverty line, including the majority of BC Liberal voters. Further, 76% support lifting the wage to \$15 an hour.

This pressure has forced the BC Liberals into two successive increases to the minimum wage totalling 60 cents over two years. Though both increases were well below our target, it is clear that these increases would not have happened without our campaign.

And though the BC Liberals have chosen to leave workers in poverty, in 2017 British Columbians will have the option to choose a government that believes in a real increase to the minimum wage. The BC NDP has announced that they will increase minimum wage to \$15 an hour by the end of their first term if elected. That means our campaign's work will shift over the next six months to ensure that raising the minimum wage is a vote determining issue.

BE MORE THAN A BYSTANDER

Since 2014, the BCFED and a number of affiliates have participated in the Be More Than a Bystander campaign aimed at ending domestic violence. The campaign, led by the BC Lions and the Ending Violence Association of BC, reaches a wide audience in many communities through the support of Lions players who are speaking up and breaking the silence on the issue of violence directed to girls and women.

The campaign includes building public awareness, 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 promotional materials.

**Be brave. Be bold.
Be More Than a Bystander**

Together, we can **break the silence** on violence against women

Proud supporters of the BC Lions & EVA BC's groundbreaking initiative **Be More Than a Bystander** — a campaign to break the silence surrounding violence against women and girls

TRANSIT REFERENDUM

Metro Vancouver is facing a severe transportation crunch — commute times are growing and our buses and SkyTrains are packed. To address this growing crisis the Mayors' Council for Metro Vancouver put together a plan to fund transit and transportation infrastructure.

The Mayors' plan was based on the introduction of the Metro Vancouver Congestion Improvement Tax of 0.5%. Under the plan Metro Vancouver residents would have seen increased SkyTrain service on all major routes, a Broadway subway line, more SeaBus and West Coast Express service, light rail between Surrey, Guildford, Newton and Langley, 200 more kilometres of B-line routes, a new Pattullo Bridge, more HandyDart service and expanded walking and cycling networks. On average the plan would have cost \$125 a year per household — just 34 cents per day.

Instead of showing leadership on this issue and working with the Mayors' Council to bring these needed improvements to life, the BC Liberal government demanded that a plebiscite be held on the plan — a region-wide vote on whether to introduce this new tax.

The BC Federation of Labour strongly opposed the use of plebiscite on this issue, asserting that public policy should not be set via referendum. However, with the government moving ahead with the vote, the BCFED joined the Better Transit and Transportation Coalition (BTTC) to support the Yes campaign.

The BTTC is a broad-based coalition of unlikely allies including business and labour, all coming together in support of better transit and transportation options for the region. The coalition believes that improved transportation is vital to the long-term sustainability of

our economy and to working families who are spending an increasing amount of time commuting.

The coalition also stressed the urgency of the plan. One million people are expected to move into the region over the next 30 years. So we need to be prepared for that growth.

The Yes campaign included a series of videos, social media outreach, fact sheets, and street canvassing to raise awareness of the issue and the vote. The BCFED participated in all of these activities, and president Irene Lanzinger penned an op-ed for The Province newspaper early in the campaign encouraging people to vote yes. We also engaged all affiliates on the campaign, and helped support efforts to reach union members on this important issue.

The vote was held in May 2015, and the No side prevailed. While Metro Vancouver residents rejected the small provincial sales tax increase to fund the Mayors' Plan, the coalition remains committed to advocating for transit and transportation expansion for the region and is looking to both the provincial and federal governments for support and funding.

PUBLIC SECTOR FIGHT THE ATTACK CAMPAIGN

Since the election of the BC Liberal government in 2001 there has been a steady erosion and undermining of the public services British Columbians depend on every day. Hundreds of schools have closed, hospitals are bursting at the seams and the lack of affordable and supportive housing has hit crisis levels. The decline in public services goes hand-in-hand with tax cuts to the wealthy and big corporations in BC.

At the 2014 convention, the BCFED presented a paper entitled *Fight the Attack On Public Services*.

It outlined the impact of years of underfunding and made a series of recommendations that support a long-term strategy to shift debate on tax fairness and investment in public services.

Following the convention, public sector unions came together to promote a campaign to defend quality public services and raise the debate on tax fairness. We've partnered with the Canadian Centre for Policy Alternatives to challenge the narrative coming from right-wing organizations like the Canadian Taxpayers' Federation that taxes are bad and that government should be out of the business of providing services.

Instead, we are putting forward a different narrative with a different economic outlook on the value of quality public services for the long-term success of our communities and our economy.

JOB AND THE ECONOMY

GREEN JOBS BC

Green Jobs BC is an alliance of labour and environmental groups with a shared vision of an inclusive, sustainable economy that provides good jobs, is socially just, protects the environment and reduces carbon emissions.

The BC Federation of Labour was a founding member of the alliance, and continues to advance the important work of this group in an effort to dismantle the jobs versus environment debate.

In 2015 Green Jobs put forward a submission to the BC government's Climate Leadership Team, outlining seven recommendations that included a boost in the carbon tax to achieve emission reductions, building retrofits and

The Federation was a founding member of Green Jobs BC, an alliance of labour and environmental groups, and continues to advance this important work an effort to dismantle the jobs versus environment debate.



**Want to fix
climate change?
Make it
somebody's job.**

 **GREENjobsbc**

more widespread adoption of cutting-edge building technologies, and expanded public transit.

The focus for 2016 has been on a conference in November, just prior to the BCFED convention, which will bring together people from diverse communities around the province to discuss strategies to move to a green economy. This conference will tackle the tough questions about how an economy can transition to green energy, how we protect and create family-sustaining jobs going forward, what are people/communities already doing, and what could we do better.

Looking forward, Green Jobs will also participate in the 2017 provincial election by producing fact sheets and a voters' guide to help people engage candidates on the issue of creating green jobs.

TEMPORARY FOREIGN WORKER PROGRAM

The BC Federation of Labour has long been critical of the Temporary Foreign Worker Program (TFWP), noting that the very structure of the program disadvantages British Columbian workers and opens foreign workers up to abuse and exploitation.

In 2015 the BCFED added our voice to a nationwide organization dedicated to supporting migrant workers and pushing for changes to the TFWP. The Coalition for Migrant Workers' Rights Canada has three main demands which the BCFED supports: move from tied work permits to open work permits so an employee can seek new employment if necessary; remove the limits on work permits, including a four-year time limit on a worker's ability to stay in the country; and provide permanent resident

immigration status upon arrival for migrant workers.

Following the federal election, the new Liberal government undertook a review of the program. The BCFED participated in this review and provided a submission that outlined our key concerns with the program and listed 25 recommendations to improve the program and better protect the rights of all workers contributing to Canada's economy.

Our submission drew attention to many concerns about how the program is structured and used. These concerns included the growing employer dependence on a temporary migrant labour force, employer-specific work permits, and the four-in, four-out rule, as well as issues related to the highly-skilled workers stream.

The TFWP was originally intended to provide an avenue to address labour shortages created by an absence of Canadian workers with required skills in certain sectors. These were often in areas where unique skills were required, or were truly temporary work engagements. In most cases, when an employer looked to access the TFWP, the positions they looked to fill had to be advertised and regulated by the Labour Market Impact Assessment (LMIA) process.

However, the Temporary Foreign Worker Program together with the International Mobility Program, and the seasonal Agricultural Workers Program have all been improperly used by Canadian employers. This culture of over-use and under-enforcement was created by the Harper government and continues today by virtue of unchallenged practices that are not consistent with original intent of the programs.

Further, all workers granted permits under the TFWP are tied to one employer. These employer-specific work permits mean that workers who are not treated properly by their employers cannot leave their jobs. If they

The real problem underlying the Temporary Foreign Worker Program controversy isn't a labour shortage. The real problem is a wage shortage.

do, they risk their legal status in the country. There have been multiple cases in which the BCFED has helped workers struggling under an unscrupulous employer taking advantage of the weak rules governing the program.

These cases include workers not being paid their full wages, workers being forced to work more hours or days than what was promised, and workers not being paid overtime and/or vacation pay. There have also been very disturbing reports of employers who have abused workers, physically and sexually.

The very structure of the TFWP creates a high degree of precarity for migrant workers, often leaving them fearful and compliant. Among the most vulnerable in the TFWP are lower-skilled workers who often have limited options to seek permanent residency, may have language barriers, work in isolation, and may even be in debt bondage to recruiters.

The Cumulative Duration Regulation of the TFWP — or the “four-in, four-out rule” — was enacted April 1, 2011. Under this rule, a low-skill TFWP worker can work in Canada up to a maximum of four years, but then must be outside the country or not working in the country for the next four years before qualifying to work in Canada again.

Upon implementation of the first deadline for the “four-in, four-out rule” on April 1, 2015, thousands of TFWs were forced to leave the country. The problematic regulation meant a change in the culture of the TFW program, creating a second elite tier of migrant worker and effectively barring low-skilled TFWs from gaining a true pathway to citizenship.

The BC Federation of Labour has long believed that if a person is good enough to come and work in our province, they are good enough to stay if they want to. Ultimately, we need to reform our immigration system so that foreign workers can come to this province and country, contribute to our economy, and stay here with all the same rights and protections as Canadian workers. Creating a second-class of worker is simply unethical and unacceptable.

Hopes that the new federal government would make substantial changes to the TFWP and also focus their attention on immigration reforms that meet the needs of our economy were dashed when a Liberal-controlled parliamentary committee issued a report on TFW programs in September.

BCFED President Irene Lanzinger made public her concerns that the committee recommendations will give employers even greater freedom to use temporary foreign workers as a first resort instead of the last.

The real problem underlying the TFWP controversy isn't a labour shortage that's driving employer demands. The real problem is a wage shortage.

Employers won't pay high enough wages nor provide the skills training needed to recruit, train and equip Canadians to take on these jobs and retain them once they do.

There will be intense pressure facing federal employment minister MaryAnn Mihychuk and immigration minister John McCallum through the fall as they decide how to deal with the committee recommendations.



Recommendations from the LNG Working Group to the Premier included a goal of 25% apprenticeships on LNG-related construction projects. For more about the BCFED's work on apprenticeships, see page 79.

LNG WORKING GROUP

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

The working group presented 15 non-binding recommendations to the Premier which she accepted in April, 2014. The recommendations included an aspirational goal of 25% apprenticeships on LNG-related construction projects, the government to commit to a

minimum number of apprentices on public infrastructure projects, and for the working group to develop a protocol for the use of temporary foreign workers.

Although a positive final investment decision on any LNG project in BC remains elusive, the group continues to work together to achieve the 15 recommendations to ensure British Columbians are benefiting should a project proceed.

During the past two years and with the support of all of the trade unions, the working group has developed and maintained comprehensive data on each occupational profile, including

The Federation's adoption of gender inclusive language means moving away from the terms "Brother" and "Sister" towards gender inclusive terms.

supply and demand. This data will assist the working group in identifying training and apprenticeship gaps in each occupation.

The working group is also developing an Aboriginal, Local, BC, and Canadian Workers First protocol, as well as a Final Investment Decision Workforce Development Plan.

To date, the greatest achievements of the working group has been through the efforts of the First Nations Advisory Council (FNAC) sub-committee. The FNAC developed the concept of the Aboriginal Career Network (ACN), intended to coordinate all the Aboriginal training for the projects and maintain a complete database of trained or apprentice Aboriginal workers in BC.

In addition, the FNAC met with the building trades unions a number of times to address barriers and opportunities to partner together. Labour and the FNAC have agreed that at least 50% of all first year apprentices on a LNG project should be Aboriginal. The FNAC is also pursuing overall quotas for Aboriginal workers on LNG projects.

DIVERSITY INCLUSION

CAUCUS REPORTS

Reports from the four Equity Caucus Executive Council members (Aboriginal Workers, LGBT Workers, Workers with Disabilities, Workers of Colour) are appended at the conclusion of the Executive Council Report.

EQUITY INCLUSION

BC's workforce is one of the most diverse in the world. The BC Federation of Labour is committed to supporting this diversity by fostering more inclusive workplaces and advocating for equity and social justice for those workers who continue to experience barriers and discrimination.

We believe that education is an important tool in supporting this effort. In 2016, with help from leaders in the field, the BCFED website, bcfed.ca, was updated to include key resources to support unions in their commitment to equity inclusion and diversity. Each union has its own challenges. But as a movement we can learn from one another and ensure our organizations are reflective of the workplaces we represent.

GENDER INCLUSIVE LANGUAGE

The BCFED recognizes that gender is a spectrum. In an effort to make the Federation as accessible as possible, the BCFED has placed "All Genders Welcome Washrooms" signs at all conferences, and implemented a pronoun indicator on delegate name badges.

The Federation has also adopted gender inclusive language. This means moving away from the terms "Brother" and "Sister" towards gender inclusive terms such as delegates, committee members, colleagues, comrades and friends.

We are incorporating this commitment into all our communications and events.

OUTREACH

LABOUR EDUCATION PROGRAM

The BCFED has long sponsored a high school education program that focuses on employment standards, rights at work, and the role and history of the labour movement. The Labour Education Program is a critical component of the BCFED's ongoing work to support young workers.

The response from students and teachers is very positive. It is clear that many students enter the workforce with little knowledge of their rights under the law, such as minimum wage laws, shift schedule notice, and that the employer can't deduct from their wages.

In the last two years more than 2,500 high school students from around the province took part in the program. The facilitators are young union members who are trained to deliver the presentation, answer questions and direct students where to go for more information.

This year the Labour Education Program was revamped to ensure the content is contemporary, relevant, and the delivery is accessible. A new set of facilitators were also trained in October and will begin another round of high school presentation starting in January 2017.

WEBSITE AND SOCIAL MEDIA

The Federation continues to maintain a strong on-line presence through our website, Facebook page and Twitter profile. These tools are increasingly important in reaching supporters and raising awareness of our campaigns and the advocacy work we do.

Our website was newly launched in 2014 and has served as a valuable site for information on the Federation, our media outreach, campaign highlights and information about partners, including the CLC.

Our social media presence is also growing, with 7,000 likes on Facebook, and over 7,500 followers on Twitter.

Many of our campaigns, including the Fight for \$15 campaign, also have unique websites, as well as Facebook and Twitter accounts. This lets us target our campaigns to supporters, creating the opportunity to take action and help spread awareness of the campaign.

COMMUNITY OUTREACH

In an effort raise the profile of the BC Federation of Labour, we have increased our participation in community events through information tables at conferences, community festivals, and events.

These opportunities prove to be quite positive, providing a venue to talk to people about the campaigns and work of the Federation.

Community events, such as the Surrey Fusion Fest or Teen Fest in Vancouver, are good examples where we are able to reach an audience interested in our work but not previously engaged in our campaigns. For example, at the 2016 Surrey Fusion Fest more than 400 people signed our Fight for \$15 petition, many also expressing interest in volunteering on the campaign.

Our goal is to continue to build the community outreach program, and ensure we are also present at community events outside the Lower Mainland.

COMMUNITY EVENTS

LABOUR DAY

Labour Day is an important reminder of the hard-fought victories the labour movement has achieved over the years, and a time to re-commit to the project of advancing the rights of working people. It has also become a day to gather and celebrate our collective solidarity.

The BCFED coordinates the annual Labour Day celebrations for Metro Vancouver. For both 2015 and 2016 the celebration was held at

Swangard Stadium in Burnaby, with big crowds in attendance.

The stadium is a hub of activity, with information booths for the public, a large kids play area and free food. The entertainment is always the biggest draw. With the generous donation from CUPE BC, USW and BCGEU, fan-favourites Chilliwack (2015) and 54-40 (2016) got the crowd singing and dancing.

Meanwhile this year in Prince George, Labour Day was greeted with great energy as more than 2,000 people marched and celebrated. BCFED Secretary-Treasurer Aaron Ekman

Community events provide opportunities for the BC Federation of Labour to talk to both unionized and non-unionized community members about the benefits and campaigns of the labour movement and our efforts to improve working conditions for everyone.



Even as we celebrate our legal wins, we must not lose sight of the very real impact of ongoing homophobia and transphobia experienced every day by people in the LGBTQ2*+ community.

brought greetings to the hugely successful event.

The Federation also supports Labour Day events held elsewhere in the province, including financial support, leadership participation, and BCFED-branded giveaways.

PRIDE

Pride Season is always a busy and exciting time in communities across the province. It is an opportunity to celebrate our diversity and continue to raise awareness of the struggle for recognition, rights, and respect for the LGBTQ2*+ community.

From New Westminster, Vancouver, Victoria, Prince George, Quesnel, Haida Gwaii, Kelowna, and Kamloops, the BC Federation of Labour has proudly participated in many Pride events, adding our voice to the vision of a truly inclusive province.

In 2016 there was much to celebrate. On July 27, we finally witnessed the passing of legislation to amend the Human Rights Code of BC to include the protection against discrimination based on gender identity or gender expression. After five years of efforts on the part of NDP MLA Spencer Chandra Herbert, who first tabled the legislation in 2011, the BC government finally took action.

But even as we celebrate our legal wins, we must not lose sight of the very real impact of ongoing homophobia and transphobia experienced every day by people in the LGBTQ2*+ community.

The shocking hate crime committed at the Pulse Nightclub in Orlando in June 2016, which killed 49 people because of their sexual orientation or identity, is a devastating reminder of the struggle still ahead.

It is a reminder that we need to win in the courts and in the streets. It is a reminder that we must continue to have conversations about the right for all human beings to be treated with dignity and respect. And we must challenge homophobia and transphobia in every classroom, every workplace, every street corner, and every home.

We are committed to working with the LGBTQ2*+ community to achieve equity in law, in our communities and our workplaces, and to solidify a culture of inclusivity in our province.

INTERNATIONAL WORKERS' DAY

The Federation co-sponsored International Workers' Day, May Day, with the Vancouver and District Labour Council in 2015 and 2016.

In 2015 the May Day theme focused on the Fight for \$15 campaign to raise the minimum wage, and in 2016 the focus was on creating jobs with dignity. In Vancouver, May Day includes a march down Commercial Drive and rally in Grandview Park, bringing together union members, community activists and social justice organizations to celebrate the labour movement and to recommit to the challenges ahead for working people.

May Day events also take place in communities across the province, including rallies, picnics, community fairs and more.

PARTNERS

The following are updates provided by some of the organizations the BC Federation of Labour works closely with. Of course, there are many groups we participate with on campaigns and issues, and many of those updates can be found in Standing Committee reports.

BC FEDERATION OF RETIRED UNION MEMBERS (BC FORUM)

Here's a challenge for our movement. Our strength is solidarity. Our strength is people working together for social justice. Yet every day, the strength and experience of thousands of members are potentially lost to us because they retire.

Unions devote vast resources and energy to organizing, bringing in new members and strengthening our movement. We could achieve even more with stronger efforts to retain senior activists.

Seniors vote. During their lifetimes, they have seen and experienced the personal pain of legislation imposed by anti-union governments. They want a better life for their children and grandchildren.

The volunteer directors of BC FORUM are very grateful for the tremendous support we receive from the BCFED, a growing number of affiliates, and WE Consulting and Benefits.

Today, we ask you to do more.

From our perspective as retired workers, we are worried. These are challenging and dangerous times.

The Harper government was defeated, although not by our first choice as an alternative. On balance that's cheerful news.

BC FORUM was proud to participate fully in labour's electoral actions, and to contribute our own initiatives.

But there are still thousands of seniors babysitting their grandchildren due to the lack of a national childcare program. There are seniors who have exhausted their savings helping their children and grandchildren obtain adequate housing, or funding their post-secondary education. The number of seniors who are homeless is growing faster than any other age group. And thousands are working minimum wage jobs to try to make ends meet.

Harper's appointees at Canada Post are bound and determined to destroy the workers' pension plan. Who do they think they are? They must be stopped. If they succeed, they will set a pattern that will leave the next generation of seniors even less able to live their final years in dignity. We are proud to stand shoulder to shoulder with our sisters and brothers in CUPW in this important battle.

At the provincial level, BC FORUM has ramped up communications with members to address the threat of another BC Liberal government. BC Liberal governments have made our province the most unequal in Canada. They keep the minimum wage painfully low. They ignore sky-high child poverty. They steadily cut public services while increasing user fees and MSP premiums. In short, they can be counted on to hand generous tax giveaways to the very rich and soak those who are least able to pay. They must be defeated.

BC FORUM is proud to be the only seniors organization that is formally a part of the BC labour movement. On the picket line, in public forums, in electoral and other campaigns, we stand with you. We truly appreciate your support for our work, and ask you to consider whether you can do more to keep retiring

workers active and involved in our movement. Please talk to us about how we can help each other.

More information about BC FORUM can be found at www.bcforum.ca

BC LABOUR HERITAGE CENTRE

The BC Federation of Labour is a sponsor of the BC Labour Heritage Centre (BCLHC). The Centre is a society and a charity committed to highlighting the important contribution of working people and the labour movement to the growth and development of British Columbia.

The Centre has 12 active working groups consisting of over fifty volunteers and is supported by a small number of staff and consultants.

Over the past two years, significant projects have been initiated that unions around the province should be aware of. These include Remembering Working People — Plaques around the Province project, and the Oral History project.

The plaques project encourages local labour councils, unions or other community groups to identify events or individuals that are worthy of some recognition with the installation of a plaque.

The Centre then works with that group to come up with appropriate wording for the plaque, orders its casting and participates in the public unveiling in the community. The project has also created an inventory and Google map of existing plaques in BC (over 150) that in some way acknowledge working people.

One of the recent plaques honours Joe Naylor — a labour activist, skillful organizer and comrade of Ginger Goodwin — who died in 1946. It was unveiled this year outside the Cumberland Museum with a dedication from

BCFED Secretary Treasurer and BCLHC board member Aaron Ekman. BCFED President Irene Lanzinger dedicated her remarks at Miners Memorial Day in 2016 to pay tribute to Naylor, himself a former Federation president.

The Oral History project has two purposes. The first is to offer a workshop to any union wishing to do their own oral history. The workshop provides participants with an oral history guide (which can be downloaded from the BCLHC website) and hands-on advice and experience in doing proper interviews. Secondly, the centre has begun to undertake a series of interviews of union leaders and activists, starting with those active in the sixties and seventies, and will continue this process for many years. Interviews are both audio and visual and will be archived for research and communications purposes.

BCLHC, in partnership with the WCB, continues to produce short historical videos that trace the development of health and safety initiatives in various worksites and industries. Last year, for example, a video was produced highlighting the workplace casualties caused by asbestos, particularly in the construction industry. A video on health and safety in the fishing industry was released earlier this year, and two more projects are pending: one on fish canneries and another on farmworkers.

The BC Labour History Book, being produced by the Centre in partnership with the BC Federation of Labour and SFU Labour Studies program has a new author, Rod Mickleburgh. The book launch is scheduled for Labour Day, 2017. Community Saving Credit Union is providing the financial resources to make this book possible. Written in narrative format, it will provide an overview history of working people and their unions in BC.



The plaque for Joe Naylor — a labour activist, skillful organizer and comrade of Ginger Goodwin — was unveiled this year outside the Cumberland Museum with a dedication from BCFED Secretary Treasurer and BCLHC board member Aaron Ekman.

The Centre's Curriculum project, operated in partnership with the BC Teachers' Federation, continues to produce curriculum materials on labour history/studies for BC public schools and deliver workshops around the province for teachers.

This past year, the Centre working in partnership with the WCB, the BCFED, BCTF and others, organized the commemoration of the April 28 National Day of Mourning in more than 120 secondary schools across BC. This initiative included educational materials dealing with health and safety at the workplace as well as a specially produced video highlighting the dangers in workplaces that are often staffed by young people, including many students.

There are many other projects that the Labour Heritage Centre is actively involved in:

- offering workshops to unions on general and specific labour history topics in BC;
- a speaker series that features talks on the changing nature of work — last year, Guy

Standing spoke to the BCFED Together 2015 Conference on the vagaries of precarious work;

- a Labour History Matters project is hard at work producing a module that unions can use in their shop steward training programs that highlights the importance of knowing our labour history;
- an articles project solicits specific articles on aspects of BC labour history;
- the Vancouver Labour History walking tour has expanded its capacity to deliver guided tours to union groups and open tours to anyone interested; and
- the Centre has produced three sets of postcards featuring photographs of notable events in BC's rich labour history.

The BC Labour Heritage Centre is able to carry on all this important work that is accessible to all unions due to the ongoing sponsorship of the following: BC Federation of

Labour, Canadian Union of Public Employees BC Division, BC Government and Service Employees' Union, United Steel Workers District 3 and National Office, Bargaining Council of BC Building Trades Unions, United Food and Commercial Workers Local 1518, Movement of United Professionals, Labourer's International Union 1611, and the BC Teachers' Federation.

More information about the BC Labour Heritage Centre can be found at www.labourheritagecentre.ca

BC HEALTH COALITION

The BC Health Coalition (BCHC) works to protect and strengthen Canadian public health care, ensuring it remains accessible to all people. Our coalition includes young people, seniors, health care workers, faith communities, health policy experts, and people with disabilities. BCHC is fortunate to count the BCFED and many affiliates as members of our steering committee, and our larger organizational membership. You are crucial partners in the success of our campaigns.

The 2015 federal election was a major focus of BCHC's work last year. We mobilized people to vote for candidates from parties with strong public health care platforms. To do this, BCHC worked with partners across the province, including district labour councils, to encourage people to pledge to vote for health care.

In the weeks leading up to the election we sent a guide showing where each of the parties stood on key health care issues to each person who had pledged to vote. This guide evaluated party positions on the renewal of the health accord, seniors care and pharmacare. Finally, on election day we called each person who had committed to vote on health care to ensure they went to the polls. It was the first

time a provincial health coalition has used distributed one-to-one voter contact and it was a successful and positive campaign. BCHC plans to use a similar strategy in the upcoming 2017 provincial election.

In January, along with the BCFED, affiliates, and national labour and health organizations, we welcomed the provincial health ministers to Vancouver with a stunning visual action. Using massive balloons, a banner and hundreds of heart shaped cards, we asked the ministers to "put the heart back in health care." The cards displayed messages from Canadians who shared what they love about health care and what they want to see improve.

This generated widespread media attention of the demands public health care advocates made to the provinces and federal government as they began their talks. On the final day of the meeting we delivered the public's messages directly to federal Health Minister Jane Philpott.

In May, we collaborated with Bloodwatch.org to run a campaign calling on the BC government to ban for-profit plasma collection. We attended the BC Legislature with safe blood advocates and survivors of the tainted blood crisis to call for a BC ban on pay-for-plasma. With the support of HSA and BCGEU, we coordinated a five-city tour to connect with people in communities across the province.

Our final stop, at the BCFED regional conference in Kamloops, was especially valuable as it allowed our message to reach communities beyond the ones visited on the tour when conference attendees carried the campaign home. More than 1,500 people have sent letters to BC Health Minister Terry Lake asking him to protect our public blood supply by bringing in a ban on for-profit plasma.

This fall, Canadian health care faces the biggest challenge it's seen since it was created when



Along with the BCFED, affiliates, and national labour and health organizations, we welcomed the provincial health ministers to Vancouver with a stunning visual action. Using massive balloons, a banner and hundreds of heart shaped cards, we asked the ministers to “put the heart back in health care.”

Dr. Brian Day’s legal challenge attacking public health care goes to trial. If Day wins, the legal changes he wants to make would replace Canada’s single payer health care with a US-style two-tier system. BCHC has been involved in this case since it began and is proud to be an intervenor on behalf of public health care, along with Canadian Doctors for Medicare and two courageous patients. We are ready to launch a strong defense of health care, thanks to the support of the BCFED and its affiliates.

The BCFED and affiliated unions ensure that, as a coalition, BCHC represents a diversity of opinions and health needs, and makes it possible for us to continue to defend and improve health care for everyone in the province.

More information about the BC Health Coalition can be found at www.bchealthcoalition.ca

CONCLUSION

The labour movement remains a critical voice in the province when it comes to defending workers’ rights, advancing policy changes, and impacting government choices.

But make no mistake, 15 years of anti-union government has taken a toll.

We are facing an important election in 2017. Working families can’t afford four more years of the BC Liberal government, four more years of cuts to vital public services, four more years of growing poverty and inequality, and four more years of empty promises about job creation.

We need to elect a government that respects working people and shares our vision of a province that invests in people and communities to ensure we have an economy that works for everyone.

We must all be involved in the democratic process — and we must all be part of the vital debate British Columbians need to have about our future.

Our work is far from over. But the labour movement has never turned away from a fight, and now we must be prepared to protect past victories and ensure we are securing a sustainable future for the next generation.

RECOMMENDATIONS TO CONVENTION 2016

Together with affiliates, the BC Federation of Labour will:

- 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, employment standards, occupational health and safety, and CPP benefits.
- Address poverty and inequality and the widening gap between rich and poor in BC by advocating for a comprehensive poverty reduction plan that incorporates clear targets and timelines.
- Advocate for new employment standards and policies that better protect workers given the changing nature of work and the rise in precarious employment.
- Champion efforts for a higher minimum wage through the Fight For \$15 campaign to win a pay increase for half a million low wage workers in BC.
- Campaign for reforms to the *BC Labour Code* to improve the rights of all workers to join a union without fear of intimidation or retaliation by their employers.
- Work towards proper representation for equity-seeking groups within the labour movement, including women, aboriginal workers, workers of colour, workers with disabilities and LGBT workers.
- Encourage and support the training and development of young workers as future leaders of the labour movement.
- Reject the economic policies of modern global capitalism, including austerity and tax cuts that benefit the rich, kill jobs and rob working people of services.
- Actively engage in the ongoing debate over effective delivery of vital public services, the benefits of a progressive taxation system, and the dangers of regressive user fees and tolls that are an unfair burden for working people.
- Develop a clear strategy for BC that creates good paying jobs in all sectors of the economy.
- Work with 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 Green Jobs BC to advocate for the creation of safe, well-paid, green jobs that sustain the environment and support local and community stability.



Together with affiliates, the Federation will champion efforts for a higher minimum wage through the Fight For \$15 campaign to win a pay increase for half a million low wage workers in BC.

- 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.
- Work with affiliates to demand significant and comprehensive changes in BC to ensure that negligent employers are charged, prosecuted and held criminally accountable for killing or seriously injuring workers; and continue support for the United Steelworkers’ *Stop the Killing. Enforce the Law!* campaign.
- Press the provincial government to guarantee that public infrastructure projects have a minimum of 25% apprentices working on the project, that government rigorously tracks apprenticeship use on public projects, and reports publicly.
- Encourage affiliates to take steps to increase union density by organizing the unorganized, and support those efforts through the Organizing Institute to create training opportunities for organizers and enhance the labour movement’s organizing capacity.
- Advocate for changes to the temporary foreign worker programs at the federal and provincial levels to ensure these programs are truly used as a last resort; put in place Aboriginal and local hiring plans; press government to implement the training programs needed to recruit, train and equip British Columbians to take on these jobs; and ensure they have priority access to jobs on BC projects.
- Campaign on behalf of foreign workers who are approved under properly regulated TFW programs for the equality of all workers under the law; equal wages, working conditions and protections; and for a pathway to Canadian citizenship for workers who want to stay in Canada.
- Aggressively lobby government to implement concrete and meaningful steps to deal with the housing affordability crisis, and press for the necessary funding to tackle inadequate public transit so that working people and their families have a chance to get ahead.
- Stand up for workers’ rights to raise workplace health and safety issues and refuse unsafe work without fear of intimidation or retaliation.



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Aaron Ekman
(Secretary-Treasurer)

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Val Avery, **HSA**

Donisa Bernardo, **HEU**

David Black, **MoveUP**

Brenda Brown, **BCGEU**

Brian Cochrane, **IUOE**

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George Davison, **FPSE**

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Victor Elkins, **HEU**

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Steve Hunt, **USW**

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Ivan Limpright, **UFCW**

Lee Loftus, **BC Building Trades**

Gavin McGarrigle, **Unifor**

Karen Ranalletta, **CUPE**

Stephanie Smith, **BCGEU**

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Geoff Devlin, **ATU**

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Equity Representatives' Reports

ABORIGINAL WORKERS' REPRESENTATIVE REPORT

JOYCE GALUKSA

The past year has been an exciting, forward-moving one for Aboriginal people provincially and nationally. The defeat of the Harper Government — whose relationship with Aboriginal peoples was grim — opened the door for progress. And the new government promised hope by recognizing Aboriginal people at the swearing-in ceremony, appointing an Aboriginal woman as Minister of Justice, and launching an inquiry into the Murdered and Missing Aboriginal Women and Girls which the BCFED applauded.

Here in BC, history was also made when the first Aboriginal woman, Melanie Mark, was elected MLA for Vancouver-Mount Pleasant earlier in 2016.

We made it a priority to foster deeper, more meaningful relationships with Aboriginal groups and leaders by hosting meetings to identify common interests and collaborate on the development of a work plan. Building stronger relationships with Aboriginal peoples based on respect and reconciliation must guide the Federation's work if reconciliation is to be meaningful.

The critical engagement work we undertook last year led to the BCFED being invited to the October 2015 *Sisters in Spirit* event at Vancouver City Hall, where I spoke on behalf of our organization; and to the 2016 *Sisters in Spirit* event where president Irene Lanzinger spoke.

Other BCFED engagement activities that helped raise our profile and support for Aboriginal people and interests include:

- December 6 National Day of Remembrance and Action on Violence Against Women where I spoke about ending violence against First Nations women;
- Highway of Tears coalition;
- media interviews and panel discussions that I took part in about Aboriginal workers, workplace barriers, systemic racism and violence towards Aboriginal women;
- I was invited to make a presentation about Aboriginal workers at the AFL-CIO Leadership Conference; and
- education initiatives to increase public understanding of the systemic policies creating socio-economic disparities that plague Aboriginal communities.

In 2016, the BCFED worked with First Nations communities on the *Highway of Tears* campaign. And we all have reason to be proud that in June 2016 the provincial government

announced a bus service on Highway 16 with funding from the federal government for bus shelters, lights and webcams to ensure the safety of all passengers.

In our new partnership with the Aboriginal leaders and organizations, the BCFED is a member of the Murdered and Missing Women and Girls Coalition. The coalition and families, being the foundation of this enquiry, must have the full cooperation from leaders from all levels of government. Family members cannot be left out. As part of the coalition, the BCFED joined other groups in saying that the Ottawa's national inquiry announced in August was too vague.

The BCFED continues to remain involved in support of Aboriginal issues and dedicated to engaging Aboriginal peoples in the workplace. And Aboriginal leaders and communities recognize the value the voice of labour has in disseminating issues that impact workers and their communities. And there is much still to be done.

We are working on concrete action plans to co-develop, with Aboriginal people, solutions to problems facing communities and families, including:

- helping teachers become more familiar with reconciliation for it to succeed;
- creating national childcare standards for Aboriginal children;
- promoting Aboriginal health policies to address the physical, mental, emotional, and spiritual harms caused by residential schools; and
- educating ourselves about the impacts of Residential Schools and the continuing horrific impacts they have on our Aboriginal communities, and helping to foster

reconciliation that allows First Nations peoples to heal and live to their true potential.

The Federation continues to call on the government to make June 21, National Aboriginal Day a national holiday.

It's in each of us. In fact, as labour leaders, it's our obligation. If this next year is to be a success, we need to make it a priority to learn more about how we can be active participants in the Truth and Reconciliation Commission of Canada and its 94 calls to action.

What we desire for ourselves, we wish for all.

If you would like to join the Aboriginal Caucus, and have the support of your Union, please look at this link to join: bcfed.ca/equitygroups/aboriginal-workers

LGBT WORKERS' REPRESENTATIVE REPORT

PAUL CROES

Last year, the Multi Union Pride Committee membership had several meetings and the first one was to formalize the integral relationship between Multi Union Pride and the BC Federation of Labour. The Multi Union Pride Committee voted unanimously to have the Federation be the Pride organizing body for the labour movement and that the BCFED LGBT Workers' Representative would serve as the chair of this committee.

Most years, Multi Union Pride is very active as we have walked and participated in parades and festivals in Prince George, New Westminster, Kelowna, Surrey, Abbotsford, Cloverdale, Victoria and Vancouver. The

organizing and logistics are remarkable, and do not necessarily have to be costly.

Future events to participate in are Nelson, Penticton and Courtney. In these outlying areas, events are organized by truly volunteer Pride committees which sometimes makes for chaotic or first-come-first serve parade positioning. Most of these Pride parades do not have a registration mechanism and people simply show up.

The power of parade participation in Vancouver is that all BC Federation of Labour affiliated unions in good standing walk together. It is a powerful show of unity.

The season of Pride celebrations is generally the end of spring through middle of fall every year, though future involvement in Whistler Pride is a possibility in January. It is important that Multi Union Pride starts to look at marketing tools to further its exposure and renown throughout our union movement.

Part of the function of the LGBT Workers' representative is to be active in promoting such things as equal rights for all covered in the portfolio. At this time I am focusing on pushing for equal rights for our members who are transgender and who have experienced and continue to face discrimination due to gender identity and expression.

I also feel it is important to start to focus on bisexual individuals in our community. A further priority within the LGBT community is the issue of discrimination against lesbians and gays. We will never stop educating on this piece.

I know that Federation President Irene Lanzinger, Secretary-Treasurer Aaron Ekman, and the BCFED have wholeheartedly supported the Trans Equality Now Pledge, and have signed on for two years in a row. The Trans Equality Now Pledge supports trans* individuals and

is part of the application process for the Vancouver Pride Parade. I hope that the BCFED and the CLC can be active participants in advocating for legislation in support of equality now provincially and federally as in the past.

We as a union movement need to also look at the widely used terms "Sister" and "Brother." Understandably it started out as a noble expression of family, and personally I feel it is fine for members to express Brother or Sister in their greetings and expressions talking to fellow members. However not all members express themselves in these binary terms. For this reason it is important to be mindful of using inclusive terms like friends, colleagues, and comrades.

The assistance of Sister Cassandra Cordero — BCFED director of equity and human rights — in our efforts is as always much appreciated.

If you would like to join the LGBT Caucus, and have the support of your Union, please look at this link to join: bcfed.ca/equitygroups/lgbt-workers

WORKERS OF COLOUR REPRESENTATIVE REPORT

JENNIFER CHIEH HO

Thank you to the Workers of Colour Caucus at the 2014 Convention for believing in me. I was honoured to be elected the Executive Council Representative for Workers of Colour.

I would also like to thank my union, the Public Service Alliance of Canada, and my BC Regional Executive Vice President, Bob Jackson, along with the BC Federation of Labour Executive Council for their support. It has been a privilege

and a learning opportunity to work with the EC, Ranking Officers, staff, the Human Rights Committee of the BCFED, members from all union affiliates and community organizations.

Special thanks also go to CLC Executive Vice President Marie Clarke Walker, and Laurie Antonin, CLC National Representative for Anti-Racism and Human Rights.

EVENTS ATTENDED

For the past two years some of my activities were as follows:

- I attended rallies, strikes and events such as the March 21 International Day to Eliminate Racial Discrimination, and December 10 International Human Rights Day;
- I joined the BCFED Executive Council and Women's Committee leadership to lobby at the Provincial Legislature to address childcare and minimum wage issues;
- In 2015, I was invited to be on a Co-Op Radio panel to talk about my experience as an immigrant and worker of colour, and again in 2016 when I was invited back to talk about union and community; and
- Last August, I was honoured to have been invited by the Kwantlen Documentary Film Festival to participate as a panelist following the screening of their film *Migrant Dreams* around issues of social, political, and cultural importance.

EVENTS ORGANIZED

- November 2015: Organized the Canadian Labour International Film Festival movie night.
- February 2016: Black History Month was celebrated for the first time in New Westminster. Through network and outreach, we had the honour to have the following people at our event as panelists and guests:
 - Ms Wilma Bennett, Honorary Consul of Jamaica of Vancouver;
 - Mr Vallin Marshall, BC Black History Awareness Society;
 - Marie Clarke Walker, CLC Executive Vice President; and
 - Warren Williams, President of CUPE Local 15.
- May 2015 and 2016: To celebrate May Asian Heritage and South Asian Month, we organized fun and educational events. Contributions came from the CLC, the BCFED, PSAC, Union of National Employees, UNE Human Rights Committee, UFCW, UNIFOR and BCGEU. There was a feast of an entire roast pig and various offerings from Vietnamese, Philippine, Chinese, Korean, and Japanese cuisine.

Five short videos from the Knowledge Network's labour history archives were shown. Each clip featured a community of workers and their struggles for better pay or union recognition whether it was Japanese fisherman in the 1920s or South Asian field workers in the 1970s.

At the 2016 event, we had guests and panelists from different ethnic backgrounds of Japanese, Chinese, South Asian and

Vietnamese heritage. We were pleased to have two young elementary students join us to present their projects on Asian Heritage. This was a great opportunity to engage with community, young people, promote awareness and educate all.

- Summer 2016: Worked with Yukon Federation of Labour, Union of National Employees BC and Yukon, and PSAC North to organize the very first Canadian Multiculturalism Day event this summer in Whitehorse.

OUTREACH, NETWORK, COMMUNICATION AND LEADERSHIP BUILDING

I have had in-person meetings and teleconference calls to connect to all workers of colour for all Federation affiliates.

I would like to recognize the hard work of active caucus members including:

- Lorene Oikawa, Greater Vancouver Japanese Canadian Citizens' Association;
- Shanee Prasad, Burnaby Teachers' Association;
- Shirley Torres, Celine Ahodekon, Ruby Langan, Francine Fung and Daphne Ho, UNE BC and Yukon of PSAC;
- Nora Butz, UFCW Local 247;
- John Roger, BCGEU;
- Carlos Moreira UNIFOR; and
- Tracy Shudo and Karoline Klug, activists.

If you would like to join the Workers of Colour Caucus, and have the support of your Union, please look at this link to join: bcfed.ca/equitygroups/workers-colour

WORKERS WITH DISABILITIES REPRESENTATIVE REPORT

SHERYL BURNS

My role is to represent and advocate on behalf of members with disabilities within the labour movement. I also ensure representation of disability issues within society as a whole, and I advocate for attitudinal changes towards persons with disabilities through education and experiences. I also promote accommodation and accessibility measures to ensure workers with disabilities can participate to their full potential within our movement.

At the 2015 BCFED Convention, a resolution was passed to encourage affiliates to provide accommodation and accessibility measures to their members at conventions, conferences and educational events. It is only through ensuring accessibility that unions can ensure the full participation of members with disabilities, thereby enriching their own organizations. Workers with disabilities are a valuable resource and have many talents and tremendous experience to offer the labour movement.

Members with disabilities within the Federation have requested such accommodation for years. The BC Federation of Labour has heard these requests. Equity audit checklists are now used to conduct equity site inspections to meet accessibility needs of members with disabilities who attend Federation events. This is an ongoing learning experience, and the Federation continues to learn and improve in providing these accessibility measures.

I have worked with persons with disabilities to compile a list of accessible hotels to be used by the BCFED and affiliates. A list of accessible hotels in the Vancouver area has also been provided to us by the Disability

Alliance BC (DABC). This list is incomplete, and there are numerous communities that lack accessible hotels. Unfortunately, the majority of these hotels are non-unionized. However, it's imperative that members be provided accessible accommodations in order to participate at our events. This list is available to affiliates from the Federation.

Two conference calls with members with disabilities have occurred during the last year. On both these calls the reoccurring theme continues to be related to the need for accommodation and accessibility, both at unionized events and at hotels where members stay.

BCFED affiliates supported the advancement of persons with disabilities through donations and attendance at the DABC's annual fundraiser this year. I am also an executive board member of DABC and wish to report that your support made this gala a resounding success and will enable the DABC to continue to advocate on behalf of British Columbians with disabilities.

This fall, the Clark government slightly increased disability assistance rates by \$77 per month. But it came with a big price tag: the Liberals clawed back the free bus pass made available to many.

The claw back helped expose the government's attitude towards persons with disabilities and the plight of those of us living on income assistance. Many groups and individuals helped lobby against these changes. This public pressure resulted in the government's decision to remove the planned \$45 annual renewal fee for bus passes.

Sadly, the Clark government is deducting the cost of the bus pass — \$52 per month from the small \$77 increase. Almost half of persons with disabilities receiving assistance will receive only \$25 more monthly.

The skyrocketing real estate market is creating a rental accommodation crisis for in the Lower Mainland for accessible housing for persons with disabilities. Many are forced to live in dwellings that do not permit them access to bathing facilities. The lack of funding for home support also means that people with disabilities often live alone, without proper supports to enable them to live safely.

The DABC has also produced a report entitled "Workplace Accommodation for People with Invisible Disabilities." This is also available from the BCFED. I invite affiliates to use this as a resource for addressing accommodation issues in the workplace.

As the Workers with Disabilities Representative on the Executive Council, I lobby and advocate relentlessly on behalf of persons with disabilities in meetings and events I attend. While making the plight of persons with disabilities visible is a challenge at times, providing such advocacy is also rewarding.

If you would like to join the Workers with Disabilities Caucus, and have the support of your Union, please look at this link to join: bcfed.ca/equitygroups/workers-disabilities

Apprenticeship and Skills Training Working Group

REPORT TO CONVENTION 2016

British Columbia is simply not producing enough journeypersons to meet the mid-to-long-term needs of our economy. It is critical to put people to work in stable, well-paid jobs in order to create long-term, sustainable, economic growth and opportunities for young and under-represented Canadians.

Apprenticeship programs strengthen communities by providing career paths with higher average wages, health benefits, pensions, and job stability. Local and regional hiring policies help to ensure that BC workers and the future work force will have access to these quality family and community-supporting benefits. This is especially true for First Nations and regional communities which remain an untapped source of recruitment by industry, largely due to systemic barriers. Apprenticeship programs benefit industry by providing a motivated and well-trained workforce, increasing their competitive advantage, increasing public and workplace safety, and reducing recruitment and retention risks.

Interest in skilled and trades training career paths is on the rise and BC's public, private and union training providers clearly have the capacity to cost effectively increase capacity in apprenticeship training programs province wide. What's the problem? Lack of initiative by

employers to sponsor apprentices is certainly a contributory factor.

In most skilled jobs and trades apprenticeships, more than 80% of training takes place on the job. Yet in BC finding the job placements for apprentices is the number one barrier. According to the Canadian Apprenticeship Forum (CAF) surveys, cross-Canada rates of employer participation in apprenticeship programs remain at a shockingly low 19%, and BC falls below this average. This is difficult to understand when the advantages for employers taking on apprentices are numerous and well-documented. A 2009 study by CAF found that for every \$1 spent on apprenticeship training, an employer receives a benefit, on average, of \$1.47 or a net return of \$0.47.

The BCFED Apprenticeship and Skills Training Working Group (ASTWG) and our affiliates have long advocated for key changes in the apprenticeship system that would significantly increase the number of apprentices and successful completions, leading to more certified tradespersons in BC.

Following persistent lobbying by the labour movement to address these issues, the government commissioned an independent review of the Industry Training Authority (ITA) in 2013, lead by Jessica McDonald.

The ASTWG provided a comprehensive submission, and recommendations to improve the apprenticeship system, many of which are reflected in McDonald's final report released in 2014. The government adopted the report's recommendations and tasked the ITA with implementation. However, key recommendations have been poorly implemented, ignored, or ineffective in growing and strengthening the apprenticeship system in BC.

In the spring of 2015, the Executive Officers of the Federation and members of the ASTWG traveled to Victoria to lobby the government, reinforcing the need to make key changes in order to attain real improvements in the system. In June 2016, the ASTWG met with NDP Labour Critic Shane Simpson to raise these same priorities. These key priorities are briefly discussed in the balance of this report.

THE PUBLIC SECTOR — BC'S LARGEST EMPLOYER

Increasing successful outcomes for apprenticeships requires significant commitment and implementation — a commitment that the government is curiously lacking when it comes to public projects and public sector employers at large.

PUBLIC INFRASTRUCTURE PROJECTS

As the largest employer in BC, government should play a direct role in providing apprentices with jobs on publicly-funded infrastructure projects and make apprenticeship quotas a mandatory condition of project tenders. Victoria should be a responsible purchaser of building trade services. Rather than relying on the lowest-

bid system, government should adopt value contracting as an efficient mechanism to attain various policy objectives to enhance the economy, and improve efficiency, workplace safety, public safety, competency and quality in the construction industry.

Labour and its employers have a long tradition of partnering to train the province's current and future generation of workers. These joint union/employer training board programs have demonstrated consistently high completion rates as a result of the strong relationship and commitment built between the unions and their employers. This model, linking apprenticeship training with jobs from the outset, should be replicated by government and the ITA in order to create a healthy, productive and sustainable apprenticeship system for BC.

Government is uniquely positioned with legislative powers and contractual ability with service providers to bridge the gap between training and apprenticeship placements, mirroring the labour movement's joint training board model. On the one hand, post-secondary institutions under the purview of the Ministry of Advanced Education are the largest provider of apprenticeship and skills training. On the other hand, the Ministry of Jobs, Tourism and Skills Training has the ability to create a large number of job placements by instituting apprenticeship quotas on public infrastructure projects.

This was, and continues to be, a key demand by the labour movement. The BC government responded with a new procurement policy for major infrastructure projects in BC which became effective on July 1, 2015. The policy requires contractors and subcontractors to demonstrate engagement in apprenticeship training for all infrastructure projects valued at over \$15 million and report on their use of

registered apprentices. While this policy is a step in the right direction, it falls short because it does not require a specific quota or even set the aspirational target of 25% apprentices on these projects.

PUBLIC SECTOR ORGANIZATIONS

According to the BC Building Trades, their training programs indenture over 5,000 apprentices and trainees and invest over \$14 million annually in training from funds gathered through collective agreement contributions. This is in stark contrast with BC public sector employers — at the writing of this report, BC's crown corporations only sponsored a total of 255 apprentices. Adding municipalities, school districts, public post-secondary institutions and health care facilities brings the total to a mere 361.

The government could provide a significant number of apprenticeship opportunities that reflect replacement predictions for retirements and employment resignations and terminations in hospitals, schools, universities, colleges and crown corporations. There are many examples of "former" crown corporations effectively and efficiently demonstrating the value of such joint union/management programs (e.g., public transit). By not providing these training opportunities, public sector employers are poaching skilled workers from those private sector employers that invest in training.

It's time for Victoria to partner with public sector unions on apprenticeship training so that hospitals, schools, universities, colleges, crown corporations, and government-funded entities like transit, ferries, and road building provide apprenticeships. We believe they should take on as many apprentices as they can support.

THE PRIVATE SECTOR — HOW TO CREATE BUY IN

The BC government and the ITA have a large role to play in motivating and incenting employers to take on apprentices. However, without employer buy-in, all of the other supporting initiatives will fail to achieve a sustainable skilled workforce.

COMPULSORY CERTIFICATION

Compulsory certification is required for various skilled trades across Canada, except for BC. It is widely acknowledged in these jurisdictions that high skilled work must be performed by certified tradespersons to ensure the highest level of safety to workers and the public.

Compulsory certification is also an important component in motivating employers to indenture apprentices, as it requires them to use certified tradespersons to perform specific work. Similarly, it is an important incentive to complete apprenticeships when there is the requirement to hold a certification. Statistics from the Canadian Council of Directors of Apprenticeship show higher completion rates are associated with trades where compulsory certification exists.

EMPLOYER INCENTIVES

Less than 19% of employers hire apprentices. Employers who do not hire apprentices depend on the training investments of others. Freeloading employers poach trained workers to meet their needs and improve their bottom line profitability. Strategic financial incentives would help increase employer participation and result in more apprentices being hired.

In Quebec, all employers who can reasonably be expected to train apprentices contribute a nominal per-hour levy to the provincial training system. Those employers who do hire apprentices can apply for monies to offset the cost of training.

To motivate and reward employers for indenturing apprentices, the government should:

- enact legislative changes to require compulsory certification for certain skilled trades; and
- institute a system of financial incentives to encourage more employers to invest in training.

POST-SECONDARY FUNDING CRISIS

Post-secondary education is critical to the long term success of BC and needs to be a priority investment for the provincial government. However, the single most important investment made by the province through operating grants has dropped by 20% since 2001 when adjusted for inflation and student enrolments.

Public post-secondary institutions are an integral part of the skills and trades training in our apprenticeship system; however, chronic underfunding of the system means they are unable to use the most current technology in those training programs. Better funding from ITA for the most current technology is critical to making BC's Jobs Plan effective.

Union training organizations have also struggled under the 20% reduction to operating grants. Over the past 15 years, they have not received any additional funding for training equipment or upgrades to facilities. Joint training boards subsidize their training

centres by millions of dollars each year and carry the full costs for essential skills training and journey person upgrading.

When the federal government changed its method of funding English as a Second Language (ESL) programs, other provinces like Manitoba and Ontario stepped up to ensure there were no gaps in provincial funding. BC has done the opposite and cut \$22 million in ESL funding from the public post-secondary system leaving thousands of students forced to pay for their language training, a move that works against the government's stated priorities in its jobs plan.

In order to sustain quality skills and trades training from public post-secondary institutions and improve apprenticeship completion rates, the following is recommended:

- increase the provincial operating grant for post-secondary institutions;
- direct the ITA to provide more funding to post-secondary institutions for up-to-date technology;
- increase provincial funding for ESL programs to ensure that there are no barriers to enter or complete a skills or trades training certificate; and
- make the ITA responsible to the Minister of Advanced Education, given the amount of trades training programs delivered by post-secondary institutions.

APPRENTICESHIP OPPORTUNITIES IN UNDER-REPRESENTED GROUPS

The ASTWG and BCFED affiliates have identified the lack of people from under-represented groups — in particular Aboriginal peoples, women, workers of colour and people with

disabilities — accessing and successfully completing apprenticeships in BC. For example, women make up just 4% of the construction trades.

The BCFED, BC Building Trades and individual affiliates have been working hard to develop recruitment, support and mentorship programs, regional training opportunities, and partnerships aimed at increasing the number of apprenticeships from these under-represented groups.

Although the ITA has provided some support for these groups, including hiring six apprenticeship advisors focused on supporting apprentices in Aboriginal communities, much more needs to be done to target these under-represented groups. The government needs to follow in the steps of the labour movement and create targeted programs and mentorship supports for these communities, and encourage employers to aggressively recruit apprentices from under-represented groups.

RESTRUCTURE OF THE APPRENTICESHIP SYSTEM

The ITA was restructured following the recommendations in the McDonald report. Although some of these recommendations were implemented, including the increase in apprenticeship advisors, other key findings were not. The restructuring 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, has failed to establish a training grant/levy program, and left vague its commitment to ensuring apprenticeship positions are included in all publicly-funded projects and major works.

Another key recommendation made by the ASTWG to the review was the need to renew the shared governance model, both at the ITA Board of Director level as well as in its subcommittees and advisory bodies. Even though Jessica McDonald did not support the demand for equal representation of labour representatives, she did acknowledge the importance of increased participation by labour:

A clearer, more meaningful and transparent role for industry should also be complemented by greater involvement by organized labour. While the system will only thrive if all partners work together towards common outcomes, each industry partner, including labour unions, brings significant expertise to help define solutions that will make the greatest difference in achieving overall outcomes... Organized labour should be recognized in the definition of "industry".

Disappointingly, the government and ITA have implemented this recommendation very loosely. Of the nine-person Board of Directors, there is only one labour representative, with one hard fought additional representative acting in an ex-officio role. Additionally, labour is significantly under-represented on the new Sector Advisory Groups, meant to replace the previous Industry Training Organizations (ITOs).

Similarly, McDonald echoed the ASTWG recommendation to move the work of the ITOs back under the ITA. Industry expertise and subject matter expert committees that ITOs have developed to inform standards development/updates would be incorporated into the ITA's core functions. However, the ITA has absorbed these functions without union involvement on subject matter expert committees, thus eliminating continued input and front-line expertise from organized labour.

In place of the ITOs, McDonald recommended creating Sector Advisory Councils “to increase the direct role of industry in planning and decision making.” She further recommended that these councils should:

...be asked to advise government on the relevance and need for specific policy directions for each sector, with resulting recommendations backed up by clear evidence relating to projected impact on achieving demand/supply alignment targets. These policy issues may include the need for reintroduction of compulsory certification, apprentice quotas/ratios, expanded opportunities for challenging for trades credentials, etc.

In response, the ITA created Sector Advisory Groups (SAGs), representing key trades sectors, driven by industry with representation from employers, contractors, First Nations and labour. The ITA described the role of SAGs as advising the ITA and government on labour market data, best training strategies to meet sectoral demands, and on policy issues related to the sector.

Based on reports from labour representatives on the SAGs over the past couple of years, SAG members have no input into the development of the agenda, and the emphasis on presentations from ITA staff leaves no room for input or advice. Key issues like compulsory trades have been raised at the SAG level but there has been resistance from the ITA, and no clear process about how to discuss policy development.

RECOMMENDATIONS TO CONVENTION 2016

1. The BC Federation of Labour, through the Apprenticeship and Skills Training Working Group, commission a third-party validated paper analyzing the history of the BC apprenticeship and skills training system over the past 25 years, with well-researched and supported recommendations for improving the system.
2. The BC Federation of Labour and its affiliates lobby the Industry Training Authority to:
 - a. ensure equal representation by organized labour representatives at all levels, including the Board of Directors and Sector Advisory Groups; and
 - b. establish an appointments committee for appointments to the Board of Directors, Sector Advisory Groups, and subject matter experts to advise on program standards and change implementation. This committee will consist of equal representation from organized labour, Aboriginal peoples and employers. Organized labour representatives should be knowledgeable in skills and trades training and apprenticeship, as recommended by affiliates, through the BC Federation of Labour.
3. The BC Federation of Labour and its affiliates continue to advocate for a minimum of 25% apprentices in the public sector, including public sector projects, direct government, public services, and crown corporations.
4. The BC Federation of Labour, through the Apprenticeship and Skills Training Working Group, develop model bargaining language mandating the employer to incorporate apprentices into their workforce, and encourage affiliates to include it in their negotiations.



APPRENTICESHIP & SKILLS TRAINING WORKING GROUP

Ron Adamson, OPCMIA	Jeff Gorham, IUOE	Eric Parmar, ILWU
Manuel Alvernaz, CSWU	Nina Hansen, BCFED	A.D. Al Phillips, UA
Brynn Bourke, BC Building Trades	Darrell Hawk, UBCJA	Joanne Quirk, IATSE
Frank Carr, IUOE	Ken Jakobsson, IAHFIAW	Megan Scott, BCGEU
Andy Cleven, IBEW	Kurt Kashuba, UBCJA	Tom Sigurdson, BC Building Trades
Laird Cronk (Chair), IBEW	George MacPherson, MWBIU	Kelly Sinclair, UA 170
Jeff Cusker, Unifor	Jud Martell, SMWIU	Bruce Snow, Unifor
Bob Davis, FPSE	Doug McKay, IBEW	Lenora Stenersen, Unifor
Joe Elworthy, Unifor	Cam McRobb, BCGEU	Adam Van Steinburg, IBEW
Michael Evans, Teamsters	Dean Nutter, BCGEU	Gord Weel, IBB
Randy Fennel, CUPE	Tom O'Leary, CUPE	Kyle Wolf, USW
Walter Gerlach, IAM&AW	Gary Palmiere, CSWU	

Climate Change Working Group

REPORT TO CONVENTION 2016

ACTION ON CLIMATE CHANGE

It is high time for a policy shift. We need to pressure our governments to enact aggressive, immediate measures to reduce greenhouse gas emissions (GHGs) and avoid further damaging impacts of climate change.

The United Nations Intergovernmental Panel on Climate Change warns that today's global emissions already consume the entire global carbon budget. This alarming revelation gave rise to the aggressive targets negotiated at the Paris talks in December 2015. The targets in the Paris Agreement on Climate Change are aimed at limiting increases in global average temperature to significantly reduce the risks and impacts of climate change.

In BC, however, Premier Clark and the BC Liberals do not seem to share this sense of urgency. In early 2015 Clark appointed a Climate Leadership Team (CLT) with a mandate to make recommendations to the provincial government outlining a path to meet legislated climate targets in 2020 and 2050. The CLT released its report and 32 recommendations to the provincial government in November 2015, but the premier waited nine months to respond.

Clark's inaction is irresponsible because only an immediate response will enable us to meet the legislated climate targets. GHGs must decrease significantly between now and 2030 yet the Premier's climate plan completely bypasses the 2020 targets. BC's transition to a low carbon economy is critical and time-sensitive. Yet, while other provinces and countries have set targets to achieve a low carbon economy, Clark's approach does not make it possible for the province to remain competitive in a low carbon global market.

The BCFED Climate Change Working Group (CCWG) and Federation officers believe federal and provincial government action is needed to meet climate targets. However, we are concerned about Christy Clark's CLT. While the CLT's membership includes people from business, the environmental community, and First Nations, it lacks any labour representation.

The CLT held consultations throughout the province. As a partner with Green Jobs BC, the Federation made a submission that included 11 recommendations, focusing on areas like public transit, retrofits and renewable energy development. But making a presentation is one thing — being at the decision-making table is another. The CCWG feels strongly that the absence of labour representation was

While Christy Clark's Climate Leadership Team membership includes people from business, the environmental community, and First Nations, it lacks any labour representation. We have called on the premier to commit that in the future the Federation will be included as a stakeholder in all consultation programs, and every government table where climate change is discussed.

problematic, and made it difficult for our voice on climate change to be heard and acted on.

We have called on the premier to commit that in the future the Federation will be included as a stakeholder in all consultation programs, and every government table where climate change is discussed. It is critical to ensure that any costs of BC's transition to a low carbon economy are not unfairly borne by working women and men. Labour participation on the CLT would have contributed to a more robust discussion including recommendations to deal with just transition for the workforce, local economies and communities as the province moves towards meeting its climate targets.

The principle of *just transition* has been recognized by the ILO and was included in the 2015 Paris Agreement on Climate Change. Just transition should have been a central consideration in the climate leadership discussions and recommendations.

The federal government is also in the process of developing a climate action plan for Canada. As part of the process, they have established a number of federal-provincial working groups to make proposals on Canada's climate change action plan goals, policies and programs. One of these working groups will deal with economy and clean technology, and will be mandated to discuss transition issues.

The BCFED also called on Premier Clark to establish a similar process and set up a

stakeholder table representing BC unions most affected by climate policy, connected to the federal working group. The CCWG believes both the federal and provincial climate plans must embrace meaningful and effective just transition principles.

GREENING THE WORKPLACE AND JUST TRANSITION

A critical aspect of the work involved in lowering GHGs is "greening" existing workplaces and jobs. The CCWG believes that more attention must be paid to this element, including investment in technology, financial incentives to support businesses to adopt a greening approach, and training opportunities for workers to update their knowledge and skills. Greening existing workplaces and jobs allows workers to remain in their current workplaces and communities, often in good union jobs, which is critical in getting workers and communities to accept the need to move toward a low carbon economy.

The CCWG has begun the difficult conversation about just transition and the importance of embedding just transition principles and plans in labour's support to move to a low carbon economy. "Just transition." These two words have very negative connotations for workers in resource communities devastated by trade agreements, economic downturns, and government policies. However, they

represent a principle and a very necessary program required to ensure that workers, their workplaces and communities have the resources and programs needed to adjust and thrive in the new economy.

For just transition programs to be meaningful for workers and communities, they must include measures specifically designed to address the needs of workers in various situations. These measures must include employment transition, retraining, relocation assistance, early retirement, pension bridging, and income security and stabilization. Two fundamental principles of an effective and meaningful transition program are inclusion and participation. Therefore, it's imperative that the selection, design and implementation of the programs include the participation of all those involved: workers, unions, communities and business.

The CCWG believes it is important that the labour movement push all levels of government to embrace the issue of just transition as it plays out in today's context. Within the labour movement, we must debate and discuss the demands we will place on governments to meet the needs of workers and their communities as they transition to a low carbon economy. With the erosion of the social safety net in Canada, negotiating the inclusion of these principles will require a major collective campaign led by the labour movement and carried out at the federal, provincial, and local level.

GREEN JOBS BC

The Federation continues its work within Green Jobs BC (GJBC). Since its inception in 2010 GJBC has taken up a number of initiatives including holding conferences, green jobs policy forums and regional town hall meetings, developing a Bold Green Jobs Plan for BC to put before all

political parties in the 2013 provincial election, developing green jobs materials for use during the 2014 municipal elections, and presenting submissions to the provincial government during their consultations on carbon pricing and a climate action plan. In November 2016 GJBC will hold a two-day conference that will bring together labour, business, First Nations, and environmental organizations to discuss the successes and challenges we face developing a green economy and to kick off our work to make green jobs and a green economy a major provincial election issue.

ONE MILLION JOBS CAMPAIGN

On the eve of the March 3, 2016 First Ministers' meeting in Vancouver, the Canadian Labour Congress (CLC) and David Suzuki Foundation held a joint press conference proposing a plan that would create over one million sustainable climate jobs, allow workers to transition away from fossil fuels jobs and allow Canada to reduce its greenhouse gas emissions by one third.

The CLC will be developing a One Million Jobs campaign that will launch this fall. The BCFED's CCWG will work with the CLC and local labour councils to carry out the campaign in BC.

EDUCATION

In 2014 the Federation piloted the first climate change course, union activism for a green economy, at the CLC Harrison Winter School. The course was again offered in 2015. A revised course will be offered in 2017. In addition to Winter School the CCWG is recommending the Federation offer shorter three-hour workshops throughout the year. This would enable union activists who are not able to attend the week-

long Winter School course the opportunity to access the educational program.

IMPORTANT WORK STILL LEFT TO DO

There is much work to be done on the issue of climate change. So it is critical that the CCWG remains a proactive committee with active participation from all affiliates. First and foremost, we must continue to pressure Premier Clark and the BC Liberal government to implement a meaningful climate action plan so British Columbia can meet the legislated climate targets.

Second, we have an immediate opportunity to press BC political parties to make green jobs and a green economy a central issue in their election platforms. The Federation and affiliates must actively engage in the GJBC provincial election plan.

Third, we must focus our work to bring the demand for a “just transition” to the forefront so governments embrace the just transition principles and not leave workers, their families and communities behind. This requires discussions at the Federation and union leadership levels as well as a major education campaign with our members.

Fourth, we must reach out to First Nations groups to build ongoing relationship and work collaboratively on the issue of green jobs, a green economy, and “just transition.” First Nations and the labour movement are active supporters of building a vibrant green economy and could benefit greatly from working together.

RECOMMENDATIONS TO CONVENTION 2016

1. The Federation continue to hold the provincial government to account on climate change and the need to include labour in their consultations and committee structures.
2. The Federation hold a one-day “just transition” summit to discuss the necessary elements of an effective just transition program and strategize the action required to ensure just transition is a focal point of any changes to a low carbon economy.
3. The Federation collaborate with First Nations on the issue of climate change and just transition.
4. The Federation participate in the CLC One Million Jobs campaign.
5. The Federation Labour continue its work with Green Jobs BC.



CLIMATE CHANGE WORKING GROUP

Charley Beresford,
Columbia Institute

David Black, **MoveUP**

Lou Black, **HEU**

Brenda Brown (Co-chair),
BCGEU

Lynn Bueckert, **BCFED**

Leonora Calingasan, **HEU**

Brett Chapman, **IUOE**

Laird Cronk, **IBEW**

Trevor Davies, **CUPE BC**

Brent Eichler, **Unifor**

Terry Engler, **ILWU**

Autumn Friesen, **HSABC**

Joey Hartman,
Vancouver & DLC

Heather Kelly, **BCTF**

Terri Lee, **PSAC**

Lee Loftus, **IAHFIAW**

Bob Matters, **USW**

Gavin McGarrigle (Co-chair),
Unifor

Neil Munro, **IAHFIAW**

Iain Reeve, **MoveUP**

Joseph Rieder, **HSABC**

Ken Robinson, **HEU**

Barb Ryeburn, **BCTF**

Megan Scott, **BCGEU**

Leah Squance, **FPSE**

Adam Van Steinburg, **IBEW**

Financial Statements

Trustees' Report to Convention / 92

Independent Auditor's Report / 93

Audited Financial Statements / 94

for the year ended August 31, 2016



TOGETHER FOR BC



Trustees' Report to Convention

October 2016

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

Movement of United Professionals (MoveUP)

Terri Van Steinburg

Federation of Post-Secondary Educators of BC (FPSE)

Steve Ironside

International Longshore and Warehouse Union (ILWU)

Kelly Knox

Hospital Employees' Union (HEU)

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, 2016, and the statements of operations, changes in fund balances, cash flows and the related schedules 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 management, as well as evaluating the overall presentation of the financial statements.

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

OPINION

In our opinion, the financial statements present fairly, in all material respects, the financial position of BC Federation of Labour as at August 31, 2016 and the results of its operations, changes in fund balances 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 5, 2016

MNP LLP

Chartered Professional Accountants



STATEMENT OF FINANCIAL POSITION *as at August 31, 2016*

	BCFED General Fund	OH&S Centre	2016	2015
Assets				
Current				
Cash	590,058	87,068	677,126	531,300
Accounts receivable	124,643	25,816	150,459	186,791
Portfolio investments	771,237	768,654	1,539,891	1,201,798
Prepaid expenses	119,530	7,047	126,577	26,997
Due to/from funds	310,612	(310,612)	-	-
	1,916,080	577,973	2,494,053	1,946,886
Capital assets (Note 3)	11,562	-	11,562	41,516
Investment (Note 4)	1,261,299	-	1,261,299	1,260,471
	3,188,941	577,973	3,766,914	3,248,873
Liabilities				
Current				
Accounts payable and accruals	154,309	133,653	287,962	253,289
Deferred contributions (Note 5)	980,003	37,725	1,017,728	1,158,593
	1,134,312	171,378	1,305,690	1,411,882
Contingencies and commitments (Note 6)	2,054,629	406,595	2,461,224	1,836,991
Fund balances	3,188,941	577,973	3,766,914	3,248,873

Approved on behalf of the Board

Officer

Officer

STATEMENT OF OPERATIONS for the year ended August 31, 2016

	BCFED General Fund	OH&S Centre	2016	2015
Revenue				
Campaign and defence per capita	135,055	-	135,055	172,484
Convention (<i>Schedule 3</i>)	-	-	-	402,850
Cost neutral campaigns (<i>Schedule 1</i>)	322,433	-	322,433	214,911
Course registration fees	-	518,805	518,805	376,207
Investments, interest and miscellaneous	4,296	41,277	45,573	55,194
Organizing Institute per capita	4,873	-	4,873	-
Per capita assessments	3,166,723	-	3,166,723	3,379,076
Rental income	45,333	-	45,333	45,333
WCB project funds	-	1,394,091	1,394,091	1,294,876
Youth education programs	29,750	-	29,750	13,245
Total revenue	3,708,463	1,954,173	5,662,636	5,954,176
Expenses				
Amortization	31,688	-	31,688	40,371
Auto expenditures	24,755	14,851	39,606	48,691
Campaign and defence expenses	135,055	-	135,055	172,484
Communications	38,686	71,569	110,255	98,599
Conferences and meetings (net) (<i>Schedule 2</i>)	67,906	-	67,906	94,559
Convention expenditures (<i>Schedule 3</i>)	-	-	-	710,147
Cost neutral campaigns (<i>Schedule 1</i>)	322,433	-	322,433	250,593
Courses	-	208,818	208,818	172,009
Donations	77,391	-	77,391	57,720
Education and facilitator training	-	2,471	2,471	4,182
Education and scholarships	3,390	-	3,390	9,150
Information technology	45,644	10,513	56,157	51,124
Insurance	15,529	5,089	20,618	14,305
Office (<i>Schedule 4</i>)	138,802	33,166	171,968	175,782
Organizing Institute expenses	4,873	-	4,873	-
Professional fees	9,529	4,493	14,022	24,683
Public relations	70,072	33,350	103,422	104,909
Rent and hydro (<i>Note 4</i>)	147,643	37,898	185,541	204,427
Repairs and maintenance	40,028	97,000	137,028	40,427
Salaries and benefits (<i>Schedule 5</i>), (<i>Schedule 6</i>)	1,960,042	1,135,204	3,095,246	3,249,472
Travel	92,212	143,912	236,124	227,004
Youth Education program	23,966	-	23,966	14,962
Total expenses	3,249,644	1,798,334	5,047,978	5,765,600
Excess of revenue over expenses from operations	458,819	155,839	614,658	188,576
Other items				
Gain (loss) on portfolio investments	8,746	-	8,746	(2,840)
BCFED Holding Society equity income (<i>Note 4</i>)	828	-	828	19,420
	9,574	-	9,574	16,580
Excess of revenue over expenses	468,393	155,839	624,232	205,156

STATEMENT OF CHANGES IN FUND BALANCES *for the year ended August 31, 2016*

	BCFED General Fund	OH&S Centre	2016	2015
Fund balances, beginning of year	1,586,236	250,756	1,836,992	1,631,836
Excess of revenue over expenses	468,393	155,839	624,232	205,156
Fund balances, end of year	2,054,629	406,595	2,461,224	1,836,992

STATEMENT OF CASH FLOWS *for the year ended August 31, 2016*

	BCFED General Fund	OH&S Centre	2016	2015
Cash provided by (used for) the following activities				
Operating				
Excess of revenue over expenses	468,393	155,839	624,232	205,156
Amortization	31,688	-	31,688	40,371
Holding Society equity income	(828)	-	(828)	(19,420)
	499,253	155,839	655,092	226,107
Changes in working capital accounts				
Accounts receivable	41,228	(4,896)	36,332	(94,727)
Prepaid expenses	(97,672)	(1,908)	(99,580)	(4,043)
Accounts payable and accruals	(50,978)	85,651	34,673	(231,633)
Deferred contributions	526,621	(667,486)	(140,865)	720,564
Due to/from funds	(236,152)	236,152	-	-
	682,300	(196,648)	485,652	616,268
Investing				
Purchase of capital assets	(1,733)	-	(1,733)	(16,162)
Portfolio investments	(345,055)	6,962	(338,093)	(522,931)
	(346,788)	6,962	(339,826)	(539,093)
Increase (decrease) in cash resources	335,512	(189,686)	145,826	77,175
Cash resources, beginning of year	254,546	276,754	531,300	454,125
Cash resources, end of year	590,058	87,068	677,126	531,300

THE ACCOMPANYING NOTES ARE AN INTEGRAL PART OF THESE FINANCIAL STATEMENTS

NOTES TO THE FINANCIAL STATEMENTS *for the year ended August 31, 2016*

1. INCORPORATION AND NATURE OF THE ORGANIZATION

The B.C. 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 BCFED’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 from September 2015 through to August 2018.

The BCFED 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 BCFED 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 set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada, which are part of Canadian generally accepted accounting principles, and include the following significant accounting policies:

Fund accounting

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

The General Fund reports the income and expenditures, assets and liabilities related to the operations and administration of BCFED. 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. Unrestricted investment income is recognized as revenue when earned.

The OH&S Centre Fund reports the income and expenditures, assets and liabilities related to occupational health and safety education and training. Registration fees are recognized upon completion of the related conference, course or event if collection is reasonably assured.

The Political Action Fund reports the 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.

Investment in B.C. Federation of Labour Holding Society

The BCFED has an investment in B.C. Federation of Labour Holding Society (“the Holding Society”). The BCFED has elected not to consolidate the Holding Society and accounts for the investment 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. A summary of the financial position and operation of the Holding Society as at August 31, 2016 and for the year then ended is included in note 4 to the financial statements.

Portfolio investments

Portfolio investments are recorded at fair value for those with prices quoted in an active market, and cost less impairment for those that are not quoted in an active market. They have been classified as short-term assets in concurrence with the nature of the investment.

Portfolio investments in entities that are not owned, controlled, or influenced by the BCFED are measured at cost, less any provision for other than temporary impairment.

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 management. 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 Section 3840 *Related Party Transactions* (Note 4).

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 ended.

The BCFED subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by quoted market prices. 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 cost or amortized 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 ended. 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 ended excess (deficiency) 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 (deficiency) of revenue over expenses in the year the reversal occurs.

Measurement uncertainty (use of estimates)

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 (deficiency) of revenues over expenses in the periods in which they become known.

Employee future benefits

The BCFED's employees participate in a multi employer benefit plan for certain of its employees, the Municipal Pension Plan, for which there is insufficient information to apply defined benefit plan accounting because the actuary does not attribute portions of the surplus to individual employers participating in the plan. Accordingly, the BCFED is not able to identify its share of the plan assets and liabilities, and therefore, the BCFED uses defined contribution plan accounting for this plan.

3. CAPITAL ASSETS

	Cost	Accumulated amortization	2016 Net book value	2015 Net book value
Furniture, equipment, computers and software	675,466	663,904	11,562	41,516
Leasehold improvements	90,873	90,873	-	-
	766,339	754,777	11,562	41,516

4. INVESTMENT

The BCFED controls the B.C. 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 BCFED controls the Holding Society by way of common officers and management. 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 and excess of revenue over expenditures of the Holding Society as at August 31, 2016 are summarized as follows:

	2016	2015
Financial position		
Assets	2,100,205	2,148,661
Liabilities	838,906	888,190
Net assets		
Building certificates	125,000	125,000
Net assets invested in capital assets	1,086,710	804,993
Unrestricted net assets	49,589	330,478
Total net assets	1,261,299	1,260,471
Total liabilities and net assets	2,100,205	2,148,661
Statement of operations		
Revenue	180,901	193,488
Expenditures	(180,073)	(174,068)
Excess of revenue over expenditures	828	19,420

During the year, the BCFED paid a total of \$180,000 (2015 - \$190,000) in rent to the Holding Society, \$151,200 (2015 - \$155,490) by the BCFED general fund and \$28,800 (2015 - \$34,510) by the OH&S Centre. 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 \$836,049 (2015 - \$885,335) bearing interest at 3.30% per annum, repayable \$6,487 per month including principal and interest, with a renewal date of December 15, 2019 and a maturity date of December 15, 2029, secured by land and building with a net book value of \$1,900,604 (2014 - \$1,920,212) located at 5118 Joyce Street, Vancouver, BC. The mortgage payable has been guaranteed by the BCFED (Note 6).

5. DEFERRED CONTRIBUTIONS

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

	BCFED General Fund	OH&S Centre	2016	2015
Campaign and defence	424,479	-	424,479	339,318
CLAC	3,438	-	3,438	3,438
Political action campaigns	291,638	-	291,638	48,438
Polling	24,688	-	24,688	24,688
Donna Sheaves scholarship	1,747	-	1,747	2,672
SIUW scholarship	7,706	-	7,706	7,706
Organizing Institute	124,947	-	124,947	-
Contingency	35,484	-	35,484	-
Deferred rent and other	65,876	37,725	103,601	732,333
Balance, end of year	980,003	37,725	1,017,728	1,158,593

6. CONTINGENCIES AND COMMITMENTS

As at August 31, 2016, the BCFED is a guarantor for the debt held by the Holding Society. The total outstanding debt of the Holding Society at August 31, 2016 is \$836,049 (2015 - \$885,335). As at August 31, 2016, no liability has been recorded related to this guarantee.

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

2017	18,110
2018	1,800
	<u>19,910</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 disclosed.

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.

**Liquidity risk**

Liquidity risk refers to the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The BCFED manages liquidity risk by maintaining an adequate amount of liquid assets with various maturities in order to ensure that it can meet all of its financial obligations as they come due. During the year, the BCFED's exposure to liquidity risk remained constant due to no significant changes in liquid assets or working capital.

SCHEDULE 1: GENERAL FUND – COST NEUTRAL CAMPAIGNS*For the year ended August 31, 2016 (Audited)*

	2016	2015
Revenue		
Political action campaigns	\$ 132,797	\$ 74,000
More Than a Bystander	99,636	93,036
Municipal Database Project	-	47,875
Public Sector Working Group	90,000	-
	322,433	214,911
Expenses		
Political action campaigns	\$ 132,797	\$ 64,518
More Than a Bystander	99,636	93,036
Municipal Database Project	-	93,039
Public Sector Working Group	90,000	-
	322,433	250,593
Excess (deficiency) of revenue over expenses	\$ -	\$ (35,682)

SCHEDULE 2: GENERAL FUND – CONFERENCE AND MEETINGS*For the year ended August 31, 2016 (Audited)*

	2016	2015
Revenue		
Registration fees	\$ 120,005	\$ 18,875
Expenses		
Constitutional conferences	116,313	32,934
Conferences and meetings	71,598	80,500
	187,911	113,434
Deficiency of revenue over expenses	\$ (67,906)	\$ (94,559)

SCHEDULE 3: GENERAL FUND – CONVENTION REVENUE AND EXPENSES

(Audited)

	2016	2015
Revenue		
Convention registration fees	\$ -	\$ 402,850
Expenses		
Display	-	106,960
Facilitators and speakers	-	7,514
Rental, accommodations and meals	-	309,090
Sound and equipment	-	186,051
Sundry	-	39,043
Supplies and kits	-	61,489
	-	710,147
Deficiency of revenue over expenses	\$ -	\$ (307,297)

SCHEDULE 4: GENERAL FUND – OFFICE EXPENDITURES

(Audited)

	2016	2015
Equipment leases	\$ 17,303	\$ 17,565
Deliveries	7,556	10,427
Memberships and subscriptions	42,228	20,872
Other supplies and sundry	16,678	18,265
Printing and stationery	55,037	79,943
	\$ 138,802	\$ 147,072

SCHEDULE 5: GENERAL FUND – SALARY AND BENEFITS EXPENSES

For the year ended August 31, 2016 (Audited)

	2016	2015
Salaries		
Officers		
I. Lanzinger	\$ 108,556	\$ 104,694
A. Ekman	107,109	75,944
J. Sinclair	6,032	40,788
Directors and technical staff	651,228	704,444
Administrative support staff	453,038	477,460
Casual and facilitators	83,961	145,307
	1,409,924	1,548,637
Allocated to C&D	(45,465)	(45,465)
Allocated to OH&S as administrative fee	(18,380)	(17,598)
	\$ 1,346,079	\$ 1,485,574

Schedule 5: General Fund — Salary and Benefits Expenses *continued*

	2016	2015
Employee benefits		
Medical benefits	150,397	156,739
Canada Pension Plan and Employment Insurance premiums	136,694	175,332
Retirement plan contributions	175,662	257,264
Wage loss indemnity	64,492	75,730
Other benefits	113,681	120,101
	640,926	785,166
Allocated to C&D and recovered	(26,963)	(33,508)
	613,963	751,658
Total salary and employee benefit expenses	\$ 1,960,042	\$ 2,237,232

**SCHEDULE 6: OH&S EDUCATION CENTRE
- OH&S SALARY AND BENEFITS EXPENSES**

For the year ended August 31, 2016 (Audited)

	2016	2015
Salaries		
Directors	\$ 90,930	\$ 99,304
Facilitators	307,675	287,423
Administration staff	241,265	185,477
	639,870	572,204
Employee benefits		
Medical benefits	63,168	60,280
Canada Pension Plan and Employment Insurance premiums	76,630	66,130
Retirement plan contributions	79,451	73,398
Wage loss indemnity, AD&D, life insurance and long term disability	24,106	25,810
Other benefits	68,801	78,716
	312,156	304,334
Contractors		
ESL Program	27,365	17,928
OH&S Program	95,443	67,456
YW Program	60,370	50,319
	183,178	135,703
Total salary and employee benefit expenses	\$ 1,135,204	\$ 1,012,241

See Accompanying Independent Auditors' Report and Notes to Financial Statements

Community and Social Action

Committee Report to Convention / 106

Committee Recommendations / 110

Resolutions / 112



TOGETHER FOR BC

Community and Social Action

REPORT TO CONVENTION 2016

We have endured 14 years of a Liberal government that has slashed and eliminated rights and protections for working people in BC. Critical social supports for individuals and communities have been eroded, while on the flip side corporate interests have had their power and influence strengthened. During this time, the labour movement has played an important role in fighting back.

We are not alone in this fight for a more fair and equitable society. The labour movement has important allies, who like us, speak out for good jobs and strong communities. Dozens of community organizations have rallied around issues from employment rights to affordable housing. Fostering and developing relationships with these organizations is necessary as we cannot defeat these regressive forces if we act in isolation.

The need for unions to organize within communities is well recognized. Our members and other workers are part of their community and active participants through their connections to non-profits, charities, religious organizations, sports teams and clubs. Organized labour has an opportunity to deepen its connection and relevance to the broader community by joining with these groups to advocate for improved social supports and services and to push back against injustices.

Our efforts provide a reciprocal benefit. Community groups benefit from access to our

resources, expertise and membership which provide increased visibility and clout to the issue at hand. And in return, we not only stand up for more equitable communities, but also we build relationships with community leaders, benefit from their expertise, and are seen by our members within those communities as having shared interests with what matters to them “off the job”.

Therefore, the Community and Social Action Committee (CSAC) has an important role to play in advising on ways for us to deepen the connections between labour and our broader community such as increasing our visibility at community celebrations, joining forces on issue campaigns, and tackling specific projects together.

COMMUNITY EVENTS

It is important for labour to be seen in and as part of our broader communities. Labour councils and unions around the province organize a number of high visibility events such as Labour Day celebrations. In addition, our leaders and branding must be present at a variety of other public events including parades, festivals, cultural celebrations, and concerts. These events provide opportunities for the BC Federation of Labour to talk to both unionized and non-unionized community members about the benefits and campaigns of the labour movement and our efforts to improve working conditions for everyone.

We have endured 14 years of a Liberal government that has slashed and eliminated rights and protections for working people in BC. During this time, the labour movement has played an important role in fighting back.

Over the past two years, the BCFED has participated in a number of community events around the province including music and cultural festivals like Folk Fest and Fusion Fest, May Day marches, farmers' markets, anti-poverty actions, and PRIDE events.

DISABILITY BUS PASS CLAW BACK

In February of 2016, the BC Liberals announced a modest \$77 per month increase to disability assistance rates. Simultaneously they announced changes to the BC Bus Pass Program and Special Transportation Subsidy, two government programs that greatly assist persons with disabilities with their transportation needs. The changes essentially claw back the majority of the increase to the benefit and potentially leave people with disabilities house-bound or facing impossible choices around the allocation of their few financial resources. The move was a cynical step by a government clearly out of touch with the needs of people with disabilities.

Disability advocates quickly organized a petition, awareness-raising actions, and protests to try to get the government to change its mind. Additionally, the BC Federation of Labour and a number of its affiliates joined community groups in signing on to an open letter to Premier Clark opposing the program changes and calling for real and significant increases to disability and social assistance rates. According to recent reports from the government itself, as many as 3,500 people with disabilities have given up their bus

passes due to the new monthly fee. The issue remains live with continued protests planned. If unresolved, this will surely become an issue in the May 9 provincial election.

POVERTY FREE BC ACTION

British Columbia remains the only province in BC without a comprehensive poverty reduction plan. Despite our soaring cost of living, high poverty rate, particularly among children (one in five), the BC government has refused to develop solutions and targets to eliminate poverty in BC. The answers are clear: raise income assistance rates, raise the minimum wage, improve food security, build more social housing, provide universal child care, support training and education, and enhance community health care. These improvements would be an investment in our future, and would largely pay for themselves through increased taxes and maximized economic potential. They would also reduce demands on health and other social services.

In order to put pressure on government and spark dialogue in advance of next year's provincial election, the BC Federation is working with its affiliates and community groups to develop a week of action calling for a Poverty Free BC in advance of the May election. Each day of the week of action will highlight a different plank in the poverty reduction plan. The goal of the week of action is to ensure that a comprehensive poverty reduction plan is a vote-determining issue in 2017.

PROTEIN FOR PEOPLE

Protein for People is a community-labour initiative aimed at supporting the needs of food bank users in BC. Currently the project is distributing two protein sources to food banks: canned salmon and peanut butter. Both products are union processed and labeled with visible labour branding, which demonstrates to thousands of food bank clients, that unions care and are active in dozens of BC communities. The salmon and peanut butter are subsidized by union donations and sold at very low cost to the food banks.

Peanut butter was added to the product offerings in 2015 and the salmon product offerings were expanded based on feedback from a survey of food banks around the province to ensure the project was best meeting the changing needs of food bank users. The change is already having an impact as there has been an uptake on the demand for both products. The project is also attracting attention from unions in other provinces and steps to introduce it elsewhere are on the drawing board.

In addition to food bank products, Protein for People organizes labour-sponsored community forums. The events attract between 300 and 700 people, including food bank clients. The forums provide an opportunity for labour to highlight its work and campaigns. The events are fun-filled and family oriented and offer an opportunity for attendees to meet labour and political representatives face to face.

Protein for People is also expanding its on-line presence with recent upgrades to their website and a new Facebook page. This offers additional avenues to project labour's image and policies to the broader community.

WORKERS ACTION CENTRE PROJECT

Over the past year, the Community and Social Action Committee has been working on an important project to support marginalized workers in our communities.

BACKGROUND

For many in British Columbia good jobs are harder and harder to find. Since the recession in 2008, job growth has been predominately in temporary and precarious employment. In fact, 74% of BC job growth has been temporary as compared to the Canada-wide statistic of 34%.

Our definition of precarious workers includes temporary, low-wage, vulnerable, and non-unionized workers. These workers are most commonly employed in retail trade, accommodation, food services, and often through temporary agencies in administrative support or construction. Precarious workers also include temporary foreign workers, including domestic and agricultural workers. Consistent with these trends, precarious work is found in many other sectors.

Unionizing a precarious workforce is challenging due to issues like low wages, unpredictable scheduling, high turnover, workplace size and high numbers of part-time workers. As a result, 90% of workers earning less than \$15 per hour in BC remain un-unionized.

Yet in Canada, precarious work is becoming the norm. A recent study by the United Way and McMaster University finds that in the Greater Toronto and Hamilton area, 52% of workers are in temporary, contract, or part-time jobs. The study also suggests

The labour movement is based on the principle that “what we desire for ourselves we wish for all.” It is, therefore, a natural fit for us to explore the development of a workers centre — a place for non-unionized workers to join together and take collective action to improve their wages, benefits, job security, and working conditions.

that workers stuck in precarious jobs have a harder time moving up the employment ladder and building a career since they receive less on-the-job training to assist them in developing their skills.

Some populations are more likely to find themselves in precarious jobs. According to the Ontario Ministry of Labour’s recent report on Changing Workplaces, those workers are those with less than a high school diploma, single parents with children under 25, recent immigrants, women, and visible minorities.

Non-unionized workers have few protections in the *Employment Standards Act* because the Liberal government watered down both the *Act* and its enforcement in the early 2000s. Due to a flawed complaint process (the so-called “self-help” kit) and reduced staffing, the protections that remain are practically unenforceable. As a result, non-unionized workers are at a higher risk of wage theft and exploitation, including failure to receive breaks, lack of overtime pay, and even being paid less than minimum wage.

The labour movement is based on the principle that “what we desire for ourselves we wish for all.” It is, therefore, a natural fit for us to explore the development of a workers centre — a place for non-unionized workers to join together and take collective action to improve their wages, benefits, job security, and working conditions.

Workers’ centres already exist across other parts of Canada, and in significant numbers in the United States. British Columbia has a long history with workers centres. In the 1980s more than 30 unemployment action centres were opened around the province in response to the significant economic downturn. These centres were funded predominately by government grants, unions, and charities, like the United Way.

Workers’ centres engage in a variety of functions including providing direct service and referrals, training, organizing, and coordinating campaigns. They also provide space for workers to socialize, build solidarity and relationships.

Centres often collaborate with organized labour on public campaigns such as increasing the minimum wage, improving access to paid sick leave, and preventing wage theft. Centres may also identify organizing leads to help workers join unions.

PROCESS

In 2015, CSAC established a working group comprised of representatives from affiliates, labour councils, and community organizations who have a mandate to support workers. The group met monthly to conduct research and to provide advice.

The committee reviewed the research, advice, and feedback provided by the working group and is bringing forward a recommendation to move ahead with the establishment of a workers' action centre.

In late 2015, the group met with representatives from workers' centres in Victoria, Toronto, and Montreal and held a public forum to expand the dialogue and to help gauge public support for such a project. The response was very enthusiastic.

The group prepared a report on various worker centre models in operation across North America. They then conducted a survey of significant non-profit organizations in the Lower Mainland who provide service and support non-unionized workers. The survey explored the scope of their work, governance, and funding model.

The group next conducted a series of consultations with workers experiencing precarious work in conjunction with five organizations: Migrante BC, Migrant Workers Dignity Association, Sanctuary Health, Check your Head, and BC Acorn. At the consultations, we heard about the top problems these workers face and how a centre might support them.

The committee reviewed the research, advice, and feedback provided by the working group and is bringing forward a recommendation to move ahead with the establishment of a workers' action centre.

RECOMMENDATIONS TO CONVENTION 2016

1. That the BCFED work with labour and community groups to form a workers' action centre and that the centre operate on the following principles:
 - The centre will support workers who are in precarious and non-unionized employment including temporary foreign workers;
 - The centre will focus on assisting workers in building power and self-determination through training, leadership development, opportunities to organize and participate in direct action, lobbying, campaigns, and social and community building events;
 - The centre will employ a socially just approach and ensure that specific programming is available to support workers who are members of equity-seeking groups and that programming is available in languages in addition to English;
 - The centre will refer workers as appropriate to other organizations that provide services and supports to workers, including referrals to unions for the purpose of organizing;
 - The centre will seek funding from a variety of sources including community, foundations, government, individual workers, and labour; and
 - The centre will have a governance structure that includes worker-members.



2. That the BCFED participate in more diverse community events to ensure that labour is a visible and vibrant part of our communities throughout every region of BC.
3. That the labour movement continue to identify opportunities to work with community groups around issues such as eliminating poverty, defending human rights and improving access to and funding for vital public services.

COMMUNITY AND SOCIAL ACTION COMMITTEE

John Autin, UFCW	Paul Finch, BCGEU	Cindy McQueen, CUPE
Leonora Calingasan, HEU	Norman Gludovatz, FPSE	Scott McRitchie, USW
Carlos Carvalho, United Way	Keith Gordey, UBCP/ACTRA	Jamey Mills, PSAC
Jeff Chapman, UA	Cheryl Greenhalgh, HSA	Denise Moffatt, BCFED
Alex Charles, Unifor	Garrett Gronick, IAHFIAW	Neil Munro, IAHFIAW
Jennifer Chieh Ho, PSAC	Rick Hansen, CUPW	Nichelle Penney, BCTF
Kevin Daine, Unifor	Joey Hartman, Vancouver & DLC	Mary Rowles (Chair), BCGEU
Bob Dhaliwal, ILWU	Lyndon Johnson, IAHFIAW	Barb Ryeburn, BCTF
Terry Engler, ILWU	Deanna Kimball, PSAC	Melissa Shaw, BCTF
Gwenne Farrell, MoveUP		Monica Urrutia, PSAC

Community and Social Action Resolutions

RESOLUTION CA: 1

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE many workers in community health and community social services work multiple jobs without benefits; and

BECAUSE the provincial government is making this work even more precarious by shifting work onto untrained volunteers in programs like Better at Home; and

BECAUSE a national home support program would stabilize funding and would benefit retirees and those living with disabilities; now

THE FEDERATION WILL advocate, through the CLC, for a national, publicly accountable, home support program; and

THE FEDERATION WILL join unions in community health and community social services in lobbying the provincial government to increase funding to these sectors, encourage agencies to provide benefits, and stop promoting programs that rely on untrained volunteers.

BCGEU

Constitution and Structure

Resolutions / 114



TOGETHER FOR BC

Constitution & Structure Resolutions

RESOLUTION CS: 1

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the Federation is called upon to organize, coordinate, and participate in political action campaigns at the federal, provincial, and municipal levels;

BECAUSE the Federation does not have a dedicated political action fund, these activities are funded on an ad hoc basis through donations from affiliates;

BECAUSE this lack of a predictable funding stream makes budgeting a challenge for affiliates and makes organizing and participating in political action campaigns difficult; now

THE FEDERATION WILL increase the levy for Campaigns and Defence to establish a Political Action Fund and amend Article 16 of the BCFED Constitution to read:

Section 2. (a) Effective:

(iv) January 1, 2017, the supplementary Campaign and Defence Fund's per capita tax of five cents (.05) mentioned in (iii), shall be increased to nine cents (.09) per member per month, and effective January 1, 2018, this per capita tax shall be twelve cents (.12) per member per month.

IUOE 115, MOVE UP, UNIFOR 114, UNIFOR 333, UNIFOR 2200



**RESOLUTION
CS: 2**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

THE FEDERATION WILL amend Article 5 of the Constitution to increase the number of Vice-Presidents appointed by the seven (7) largest affiliated organizations from one (1) to two (2), one of whom must be a woman, to require one (1) representative each from the Maritime Council and the Building Trades, and to increase the requirements for convening a meeting of the Executive Officers between meetings of the Executive Council and the quorum for the transaction of business of the Executive Officers.

Section 7. On the call of the President, or on request of two (2) four (4) Vice-Presidents representing two (2) four (4) affiliated organizations, a meeting of the Executive Officers shall be convened when required between meetings of the Executive Council. The attendance of eight (8) thirteen (13) members of the Executive Officers shall constitute a quorum for the transaction of the business of the Executive Officers.

BCGEU

**RESOLUTION
CS: 3**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

THE FEDERATION WILL amend Article 4 of the Constitution to provide that affiliated local unions, branches, and lodges shall be entitled to one (1) delegate to convention for the first three hundred (300) members or less and one (1) additional delegate for each additional four hundred (400) members, or major portion thereof.

BCGEU

**RESOLUTION
CS: 4**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE delegates at the BC Federation of Labour need to be informed of the workings of the BC Federation of Labour's Executive Council; and

BECAUSE transparency is important in all democratic organizations;

THE FEDERATION WILL amend Article 7, Section 8, of the Constitution to read: "Copies of all proceedings will be forwarded to the Canadian Labour Congress Regional Office and provided to delegates at the next convention".

**RESOLUTION
CS: 5**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Federation appointees to government commissions, committees, boards, and to other non-government organizations are provided for in the Constitution but without term limits; and

BECAUSE Federation appointments to those bodies should be reviewed and re-appointed or replaced on a regular basis in order to ensure the interests of the Federation are being met and the affiliates are satisfied with the appointments; now

THE FEDERATION WILL amend Section 2 (a) of Article 13 - "Appointments" of the Constitution by adding a new sentence to the end of Section 2 (a):

"Any such appointment shall be for a maximum of six (6) years from the date of appointment."

CUPE BC DIVISION

Education

Committee Report to Convention / 118

Committee Recommendations / 124

Resolutions / 125



TOGETHER FOR BC

Education Committee

REPORT TO CONVENTION 2016

K-12 SYSTEM

In the wake of the longest teachers' strike in BC history, the fight continues to improve working and learning conditions in BC, including improved class size and class composition, along with support for students with special needs.

At the centre of this fight is a lengthy court battle launched against the BC Liberal government when it stripped class size and composition language from teachers' collective agreements. Despite two strong rulings from BC Supreme Court Justice Griffin that Victoria had broken the law, the government won a ruling at the BC Court of Appeal. Now the Supreme Court of Canada has granted BCTF leave to appeal the Appeals Court decision with a date set tentatively in November just before convention.

No one knows at this point what the outcome of that case will be, or even whether there will be a decision before the election in May. However, the teachers will not be alone in working for a change in government next May. During their 15-year term, the BC Liberals have overseen the decline of the BC education system, both K-12 and post-secondary.

The situation in our classrooms and on our campuses is little changed since our last report. Victoria continues to underfund districts and institutions, forcing school closures, program cuts and layoffs. 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 per student below the national average. It has led to severe cuts to specialist teachers, librarians, English language programs, operational staff, and other student supports. Collective agreements reached two years ago put some money back into the system, but not nearly enough to make up for 15 years of underfunding.

When it became apparent last spring that the salary costs of the settlement were not being fully funded — driving school board deficits higher than ever — the government quietly put \$28 million back. Many school boards grappled for months last spring with budget cuts and potential school closures. Then came announcements and photo ops where new schools will be built, and, almost at the last minute, \$2.7 million miraculously appeared to save some schools in rural BC, one of which was planned to have no students at all in the fall. Political grandstanding, many say, is undermining the gruelling work school boards have done for months to deal with the underfunding crisis.

The Liberal government promised in 2005 to make BC the most educated jurisdiction in North America by 2015. But by any measure, it gets a failing grade. Enrolment in BC's public schools continues to decline because of decisions made by the government. A Canadian Centre for Policy Alternatives report on education funding in 2009 listed BC number 52 out of 64 North American jurisdictions.

During their 15-year term, the BC Liberals have overseen the decline of the BC education system, both K-12 and post-secondary

Since then, BC's per-student funding has declined from \$9,180 to \$8,922 in 2014-15. The average in the United States in 2013 was \$10,700 factoring in the exchange rate, and only Oklahoma, Idaho and Utah have less per-student funding than BC.

Similarly, child poverty in BC has increased since the House of Commons passed a resolution in 1989 to eliminate it by 2000. BC's rate has risen to 20.4%, says First Call in their 2015 Child Poverty BC Report Card. Depending on the measurement used, either 1 in 5 or 1 in 4 of BC's children under age 17 live below the poverty line.

A UBC study dramatically spells out the implications of such high rates of child poverty on the education:

The devastating effects of high poverty rates for this age group can include lifelong consequences for children's physical, cognitive and social development. BC's Early Development Instrument trend data from the Human Early Learning Partnership at the University of British Columbia is showing 33% of BC children were developmentally vulnerable upon school entry during the 2011/2012 and 2012/2013 school years, up from 29% in the 2007/2008 and 2008/2009 school years.

Meanwhile, the "administrative savings" the government urged school boards to implement — \$29 and \$25 million respectively in the last two years — didn't cut administrators. They were cuts to support staff, bussing, and capital expenditures. More than 250 schools have been closed under the Liberals, with 18 shut down since 2014. That's

almost 1 in 5 schools in BC, with the potential for more closures before we meet in November.

When communities rally to save their schools, putting countless hours into organizing and rallying support, they can be successful one year. But the logic of underfunding leads to more cuts the next year, dispiriting parents, students, and defenders of public education.

Secondary schools are losing staff, and choices for students are shrinking. A two-tiered system is being set up, with high-tuition academies popping up to specialize in hockey, basketball, horse-riding, and even beach volleyball. Adult education programs have also been severely cut, due to changes to the province's education guarantee. This has meant significant job losses, and reduced education opportunities for adult students who are seeking to better their chances of seeking employment or entering into post-secondary programs.

Teachers have done a lot of work developing new curriculum, including important work on integrating the Aboriginal experience in the classroom, and integrating the Calls to Action in the federal government's Truth and Reconciliation Commission report. Sadly, there is almost no money allocated for implementing the new curriculum.

New graduation requirements have dispensed with five provincial exams, a change that teachers have long been calling for. However, questions remain about what the new math and English assessment will look like. The MyEdBC database system is a welcome upgrade from BCEISIS, but technical and implementation problems have resulted in significant unbudgeted overtime. This latest over-priced computer mega-project from the

province has created as many problems as it solved, especially with regard to privacy and tracking students whose names have changed for any reason.

Private school participation continues to rise. Enrolments are now up to 12.8% (81,659 in 357 schools) of eligible students, up from 4.3% in the late 1970s and 8.4% in 1997-8. In 2015-16 provincial funding for private schools rose to \$358 million — more than double the 2004 amount.

POST-SECONDARY

In the post-secondary sector, continued underfunding has driven institutions to cut programs and lay off more faculty and staff. After years of flat funding, operating grants were down last year at every institution but two, and tuition now brings in more revenue than the government grant. Inflation-adjusted, per-student funding has dropped 27% since 2001. Last spring, there were layoffs at the College of New Caledonia, Capilano University, Kwantlen Polytechnic University, North Island College, and Vancouver Island University. When Emily Carr University's new campus is built (a private-public partnership), many support staff are said to be at risk.

While funding has been cut to all institutions, the Skills for Jobs Blueprint is re-engineering the system to focus on the government's chosen 100 top jobs. In the two years since this program has been operating, \$130 million has been re-allocated towards these programs.

And in the wake of the Harper government's cuts to English as an Additional Language (EAL) funding and the province's transition to \$1,600 tuition per term, Adult Basic Education, EAL and Adult Special Education student numbers have dramatically declined even with the measly Adult Upgrading Grant (AUG). Then, we found

out at tax time last spring that the AUG grant is taxable income, likely pushing many over the threshold to qualify for the "grant."

It wasn't much of a surprise that a program to provide English language training to immigrant doctors and nurses offered at Vancouver Community College for free was picked up by Sprott Shaw College, which charges \$4,140 for a 12-week course. And with Syrian immigrants coming to BC in large numbers, little new funding has made its way to schools or post-secondary institutions. Waitlists for English language training are huge. The BC government's response to Syrian refugees has been to say it's a federal problem, and Victoria's top priority remains their target for institutions to double the number of revenue-generating international students.

Contract negotiations in the education sector dragged on longer than almost every other part of the public sector. At universities there have been two arbitrated settlements, including one after a nearly month-long strike at the University of Northern BC, and strikes at Capilano and Thompson Rivers. Support staff at Vancouver Community College only reached a settlement last spring, and faculty and staff at the University of the Fraser Valley were still negotiating in July, more than two years into the five-year term of the deal. In a round where unions expected to make up some ground for the most vulnerable, part-time and sessional faculty got no more than anyone else. For those whose work has been getting more precarious by the year, waiting for 2019 is unbearable.

While workers have fallen behind, the same cannot be said for administrators at BC's post-secondary institutions. From 2002 to 2015, the number of administrators increased by 48%, and their pay rose by 95%. Contrast these numbers with support staff (11.9% and 42%) and faculty (20.3% and 48%), and one sees

While workers have fallen behind, the same cannot be said for administrators at BC's post-secondary institutions. From 2002 to 2015, the number of administrators increased by 48%, and their pay rose by 95%.

growing inequity. That's \$84 million more for administrators as funding has gotten tighter and tighter. About 16,000 more student spaces could be funded with that money. Despite a compensation freeze, administrative wages and numbers continue to grow as the number of staff, faculty, programs and students shrink.

Another disturbing trend is the increase in sexual violence on campuses in BC and across North America. Institutional responses have been inadequate, so the BC government decided to mandate institutions to establish policies, seemingly without any input from stakeholders. We've already seen employers using their own respectful workplace policies to bypass collectively-bargained harassment language. It is too soon to say whether new policies will address the problem, or cause more problems for all.

Workers involved in the delivery of education and public services continue to do more with less, working hard to maintain quality, accessible, public education despite underfunding and privatization of services. Unions are running campaigns to raise awareness about the state of education in BC, and to make public education a defining issue in the 2017 provincial election campaign. The BCTF's campaign can be found at betterschoolsbc.ca. FPSE's campaign is OpentheDoors.ca. Unions are mobilizing to advocate for quality, accessible, public education with funding and support for educational institutions.

So, too, are BC's student groups who have consistently fought tuition hikes at all post-secondary institutions. The BC Federation of

Students' "Don't Close the Doors on Adult Education" (DontCloseTheDoors.ca) campaign illustrates the huge increase in costs for adult students. The tuition hikes just make student debt worse. Average debt load for a student is now over \$35,000.

Last spring, the Okanagan College Faculty Association (FPSE Local 9) sponsored an [OpentheDoors](http://OpentheDoors.ca) campaign event on student debt. Grants of \$1,000 were given to students who could demonstrate high debt load. The first place winner had over \$89,000 in student debt, amassed over eight years, a diploma and degree. The 30th place winner had over \$42,000 in debt.

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 "Skills for Jobs Blueprint" re-allocates student aid funding to a system of incentive-based grants intended to steer enrolment towards programs prioritized by Victoria.

And students along with faculty and staff unions continue to protest the employers' creative efforts to circumvent the government's 2% cap on tuition increases by rebundling curricula, changing the length of programs, charging full cost recovery, and allowing ancillary fees to rise unchecked.

Through all this, the committee has been meeting bi-monthly to exchange information on labour education, to assist affiliates in coordinating campaigns, and to share best practices.

The committee continued to build 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.

LABOUR EDUCATION

The committee continued to build 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. Because of the increasing value and importance of labour education, the committee thinks it is time to consider establishing a dedicated centre. It could be used to extend multi-union training at Canadian Labour Congress (CLC) schools to year-round opportunities for members.

2016 CLC EDUCATION REPORT

Two members of the committee are also members of the CLC's Education Advisory Committee whose focus in 2015-16 was the Fairness Works campaign, the federal election, and providing educational resources for affiliates. The CLC committee also looked at various platforms used for labour education and transformative learning models. See <http://canadianlabour.ca/union-education/educational-resources> on the CLC's new and improved website.

The 2015 and 2016 CLC Pacific Region Winter Schools at Harrison were great successes. Both years had over 1,200 participants, and over fifty courses were offered. These courses ranged from our core offerings such as

steward training and collective bargaining, to our advanced courses such as arbitration and provincial labour law. Specialized courses were also offered including benefits bargaining and candidate development for women.

We added several new courses over the two years, including member engagement-member action, representing and engaging women in the workplace, and building psychologically healthy workplaces.

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.

The CLC program would not be possible without the cooperation and strong support of our affiliates. The contribution by affiliates of so many skilled instructors has been the key to our success over the years.

Several of our labour councils also have very active education programs and have stepped up their commitment to education. These councils provide ongoing educationals open to both delegates and the general public. The Vancouver and District Labour Council (VDLC) has initiated the Anita Yan Memorial Labour Law Series, offering courses like pension law, bullying and harassment and organizing. Additionally, the VDLC offers media training and parliamentary procedure. The New Westminster and District Labour Council (NWDLC) also offers a law series and courses on retirement planning. Many other

labour councils also offer shorter training opportunities at their general membership meetings throughout the year.

More information on the CLC program can be found at www.canadianlabour.ca/pacific-region

UNITED WAY-LABOUR PARTNERSHIP

The labour movement is dedicated to improving workplaces and the lives of our members, and strengthening our communities. That's the foundation of the CLC–United Way Labour Community Advocate program. This program helps members with problems in their personal life. Trained advocates provide peer support to co-workers whose lives have been affected 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 advocates take on roles in the community either on boards or committees, working to identify and address critical social issues. More than 1,000 members and unions in BC are part of the Labour Community Advocate program. Most of the training for this program takes place each year at the CLC Winter School. The courses include level 1, unions in the community, and critical incident stress training.

The critical incident stress course has been revamped to focus on how each union should have this valuable information for every workplace. The training equips unions to support members 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

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

developing a critical incident response system for their workplace.

The Labour Community Advocate program is just one of the many ways in which labour and the United Way are working together to create better workplaces and communities for everyone. The committee especially pays tribute to long-time member Mervyn Van Steinburg, who has been the Director of the CLC-United Way Labour Participation Department for 30 years. He was fittingly honoured and roasted at a dinner at the end of June, and we will certainly miss his wisdom and experience on the Education Committee. Happy retirement, Merv.

SUMMARY

We have a chance to take this fight to the ballot box next May. This is our opportunity to both stop the erosion of public education and move in a new direction with a new provincial government. To that end, the committee will work to promote an accessible, quality public education system. More than ever we need to provide specific education and training for union volunteers to engage in the democratic process.

RECOMMENDATIONS TO CONVENTION 2016

1. The Federation will join the calls for a Royal Commission on education funding, or, alternatively, a complete review of the seismic upgrading/school boundary/space utilization criteria.
2. The Federation will work with affiliates to establish a joint union education centre.
3. The Federation will make it a priority to have the government reallocate all private educational funding to the public system.
4. The Federation will support making the first year of studies at post secondary institutions tuition free, along with additional measures to ease debt borne by students including reduced tuition, lower interest rates on student loans, and forgivable loans if certain conditions are met.

EDUCATION COMMITTEE

Greg Burkitt, **CUPE**

Jim Chorostecki, **BCFED**

Andy Cleven, **IBEW**

George Davison (Chair), **FPSE**

Lisa Descary, **BCTF**

Gwenne Farrell, **MoveUP**

Martin Fisher, **Unifor**

Walter Gerlach, **IAM&AW**

Ben Goglin, **Unifor**

Garrett Gronick, **IAHFIAW**

Bill Hannah, **HSABC**

John Henry Harter, **SFU**

Pat Hodgson, **FPSE**

Orion Irvine, **CLC**

Tom Jackson, **CUPW**

Ken Jakobsson, **IAHFIAW**

Patrick Johnson, **UFCW**

Joanna Larson, **BCTF**

Gord Lechner, **BCFED**

Krista Lee Munro, **Unifor**

Steve Nasby, **ILWU**

Kim Novak, **UFCW**

Tanya Paterson, **CUPE**

Jacques Percival, **BCFMWU**

A.D. Al Phillips, **UA**

Joanne Quirk, **IATSE**

Juli Rees, **HEU**

Deb Seaboyer, **PSAC**

Jinny Sims, **BCTF**

Dayna Sykes, **USW**

Michelle Waite, **CUPE**

Education Resolutions

RESOLUTION ED: 1

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE tuition revenues at BC's public post-secondary institutions have increased 400% since 2001, rising from \$450 million to a projected \$1.9 billion in 2018; and

BECAUSE student debt has risen dramatically to an average of \$35,000 for a student completing a four-year degree; now

THE FEDERATION WILL

- call on the provincial government to reduce student debt by offering interest free loans and increasing the availability of non-repayable grants; and
- call on the provincial government to implement free tuition for first year students by 2020.

FPSE

RESOLUTION ED: 2

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the Rural Dividend Fund could be used to support public services in rural communities; and

BECAUSE post-secondary education has suffered at BC's rural colleges and institutes; and

BECAUSE public post-secondary institutions have an important function in rural communities; now

THE FEDERATION WILL urge the BC government to change the \$75 million Rural Dividend Fund to a Rural Post-Secondary Investment Fund for access by rural, public, post-secondary institutions to make up for past funding cuts.

FPSE

**RESOLUTION
ED: 3**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the post-secondary funding formula does not take into account the plight of rural colleges; and

BECAUSE that funding has dropped 20% since 2002 after inflation is considered; and

BECAUSE international students should not replace government operating grants; and

BECAUSE the Skills for Jobs Blueprint calls for the allocation of 25% of government operating grants to a narrow 100 top jobs; and

BECAUSE many post-secondary institutions have had their programming dramatically affected by such a prescriptive plan; now

THE FEDERATION WILL

- demand that the government undertake an immediate comprehensive review of post-secondary education funding with a view to develop a new, fully-funded system that meets the needs of BC's public post-secondary institutions; and
- call on the BC government to review the Skills for Jobs Blueprint.

FPSE

BECAUSE the provincial government has cut funding to graduated adults who currently make up about one third of all adult education students; and

BECAUSE these cuts will negatively impact some of the most vulnerable members of our society, namely at-risk youth, and members of immigrant and Aboriginal communities; and

BECAUSE adult education students seek to upgrade their skills to allow them access to better jobs to support themselves and their families; and

BECAUSE the government solution of downloading costs to individuals will be financially prohibitive to many of these students, will limit access to education, and will ultimately keep people in poverty; now

THE FEDERATION WILL call on the provincial government to restore adult education funding, including funding to graduated adults.

VANCOUVER DLC**RESOLUTION
ED: 4**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

RESOLUTION ED: 5

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the provincial government cut funding to Adult Basic Education, Adult Special Education, and English as an Additional Language; and

BECAUSE the number of students enrolled in said programs has dropped dramatically; now

THE FEDERATION WILL demand that the BC government restore tuition-free Adult Basic Education, Adult Special Education, and English as an Additional Language programs.

FPSE

RESOLUTION ED: 6

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the provincial government has failed to provide adequate funding for public education for the past 15 years; and

BECAUSE this underfunding has resulted in school boards putting forth lists of schools for potential closure; now

THE FEDERATION WILL call on the provincial government to reverse the cuts and restore adequate funding to public education in British Columbia and stop using public funding for private and independent schools.

VANCOUVER DLC

RESOLUTION ED: 7

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the base funding from the ministry continues to be cut; and

BECAUSE the ministry expects post-secondary institutions to provide increased levels of instruction; now

THE FEDERATION WILL lobby the Ministry of Advanced Education to restore funding to post-secondary education.

BCGEU

**RESOLUTION
ED: 8**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE

- unions and workers are being attacked by right-wing governments at all levels; and
- BC does not have an education centre dedicated to union education; and
- union education leads to union action and activism; and
- having a labour education facility would build, nurture, and foster solidarity within the labour movement; now

THE FEDERATION WILL lobby the CLC and all affiliates to participate in and explore investing in a union education centre to be located in this province.

CUPE BC DIVISION**RESOLUTION
ED: 9**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE

- the right-wing has built indoctrination programs in post-secondary schools through business and commerce schools and degrees without any balance or instruction supporting the progressive left; and
- Ryerson University has the only program in Canada that offers a graduate level degree jointly chaired by business and labour instructors to provide balanced educational experiences; and
- employers value higher education and the skills that come with holding a university degree, so it is in our best interest to ensure today's students become tomorrow's ethical employers and progressive activists; and
- the strength of the labour movement depends upon engaging the next generation and ensuring they are well versed in the history, practices, and purpose of the union movement; now

THE FEDERATION WILL work with affiliates, the CLC, and our progressive allies in promoting fully-funded Labour Studies programs at post-secondary institutions to be made available to BC post-secondary students.

CUPE BC DIVISION

Human Rights

Committee Report to Convention / 130

Committee Recommendations / 133

Resolutions / 134



TOGETHER FOR BC

Human Rights Committee

REPORT TO CONVENTION 2016

Over the past two years, the Human Rights Committee (HRC) of the BC Federation of Labour has taken on issues internally and externally to further human rights in BC and beyond. The HRC has sparked a movement-wide initiative to build equity inclusion into the fabric of the organizations we have built. This ensures their growth and health as the demographics of labour in the province continue to expand and diversify.

The committee has taken a special interest in educating union members in BC on the concepts of anti-oppression, equity inclusion, and how these themes relate to workplaces and power structures in our province.

THE BCFED POLICY ON DONATING TO TRANS* EXCLUSIONARY ORGANIZATIONS

In response to issues raised repeatedly by union activists regarding an organization that is known to be trans* exclusionary, the HRC spearheaded the development of a policy stating that the BCFED will not donate to trans* exclusionary organizations, and that the Federation will encourage affiliates to adopt the same policy and donate their money elsewhere.

The policy was unanimously recommended to the Executive Council by both the Human Rights and Women's Rights Committees. The Executive Council unanimously adopted the policy.

POLICY

The BC Federation of Labour recognizes the need to support equity-seeking groups and to regularly update policies and practices in order to continue to be a welcoming place for all union members.

The BCFED supports trans* and transgender workers, and respects all forms of gender identity.

The BCFED will not donate money to organizations who discriminate against trans* and transgender individuals or groups. An organization that provides services to women, and that refuses to provide these same services to transgender women is considered by the BCFED to be discriminatory against trans* individuals, as is an organization that provides services to men, but refuses to provide these same services to transgender men.

The BCFED will encourage organizations who are trans* exclusionary to change their practices, and will encourage affiliates to donate their dollars to trans* inclusive organizations.

Definition: Trans* is an umbrella term that refers to all of the different gender identities, including non-binary and gender non-conforming identities, within the gender identity spectrum.

Thanks to the work of the LGBT Workers Caucus and the Multi Union Pride Committee, the labour movement continues to be seen in larger numbers and at an increasing number of Pride events across the province each year.

JOINT ANTI-OPPRESSION TRAINING SESSION WITH ALDEN HABACON

The HRC and the Women's Rights Committee (WRC) held a joint session with Alden Habacon, UBC's Director of Intercultural Understanding. Habacon walked committee members through strategies to bring their respective organizations up what he has termed "the diversity curve."

This involves building diversity inclusion into the framework of organizations rather than tokenizing equity spots on boards, which results in superficial representation.

EQUITY INCLUSION TRAINING FOR RANKING OFFICERS

After the joint anti-oppression session with Habacon, the HRC recommended that the Federation provide an equity inclusion session with him for ranking officers. The session was held for three hours during a ranking officers meeting. It was well received by affiliated unions, resulting in eight unions seeking follow-up support.

EQUITY INCLUSION PAGE ON BCFED.CA

Habacon also helped the BCFED develop content for a new equity inclusion page on the bcfed.ca website. The page is a resource

for affiliates who wish to take the next steps to move their organization up the diversity curve, and further build equity inclusion into the fabric of their unions. The BCFED is the first federation in the country to build a page specifically for equity inclusion.

For more detailed information regarding the work of the Equity Representatives to the Executive Council please see the Executive Council Report to Convention.

PRIDE PARTICIPATION

Thanks to the work of the LGBT Workers Caucus and the Multi Union Pride Committee, the labour movement continues to be seen in larger numbers and at an increasing number of Pride events across the province each year.

The Multi Union Pride Committee is now a part of the BCFED, and as such will be focusing on a province-wide approach to coordinate labour's presence at Pride events each year.

In 2016 the BCFED and affiliates participated in Pride events in Nanaimo, Victoria, Prince George, Nelson, Quesnel, Kamloops, Prince Rupert, Haida Gwaii, Vancouver, New Westminster and Surrey.

SISTERS IN SPIRIT VIGIL

2015 was the first year that the BCFED participated as partners with the Aboriginal community in Vancouver to hold a Sisters in

Spirit Vigil. The event was planned and run by a committee made up of affiliates and representatives of Indigenous community groups and organizations, including the February 14 Women's Memorial March Committee, and the Warriors Organizing Women program at the Downtown Eastside Women's Centre. Speakers at the 2015 event included Joyce Galuska, BCFED Executive Council Aboriginal Workers' Representative; Andrea Reimer, Deputy Mayor at the City of Vancouver; Fay Blaney, Warriors Organizing Women Coordinator at the Downtown Eastside Women's Centre; and Chief Perry Bellegarde, National Chief of the Assembly of First Nations.

The BCFED again took part in the 2016 Sisters in Spirit Vigil. The event featured labour and Indigenous speakers, and focused mainly on the National Inquiry into Missing and Murdered Indigenous Women and Girls. Speakers at the vigil, including BCFED President Irene Lanzinger, called on the federal government to provide adequate support to family members called to testify in the inquiry, and to involve stakeholders in a respectful and meaningful manner.

INDIGENOUS RELATIONS

The BCFED has been meeting with the leadership of the Union of BC Indian Chiefs (UBCIC), BC Assembly of First Nations (BCAFN), and the First Nations Summit (FNS) to strengthen the relationship between the organizations. This has led to joint initiatives between the BCFED and the First Nations Leadership Council, such as coordinating approaches to the coroner's inquests into the two mill explosions in Burns Lake and Prince George.

The BCFED is a member of the Coalition on Missing and Murdered Indigenous Women and Girls, and attends in-person monthly meetings. The coalition was formed by 26 organizations that were denied any participation in the provincial inquiry into missing women overseen by Wally Oppal. Since the beginning of 2012, the coalition has been working to support the families of victims and to amplify their voices, which were not heard as part of the province's process that began in September of 2010.

Since joining the coalition, the BCFED took part in the news conference held August 3 to respond to the federal government announcement of a National Inquiry into Missing and Murdered Indigenous Women and Girls. We also attended a meeting with BC Attorney General Suzanne Anton on the same day.

The focus of the coalition's work will be to ensure that the national inquiry is conducted in a manner that includes the testimony of all stakeholders and frontline organizations, and that the province is fully compliant with and accountable to the inquiry. The coalition also seeks to ensure that the inquiry looks at the justice systems, including police, and that they are not exempt from the inquiry.

PUTTING HUMAN RIGHTS ISSUES IN THE SPOTLIGHT

The BCFED has worked hard over the past two years to help make union members in the province more aware of dates of significance with respect to human rights. The BCFED has issued statements for PRIDE, International Human Rights Day, International Day for Persons with Disabilities, National Aboriginal Day, National Day for Reconciliation, and Black History Month, among many others.

RECOMMENDATIONS TO CONVENTION 2016

1. That the Federation continue to work with the Coalition on Missing and Murdered Indigenous Women and Girls to ensure that the national inquiry is conducted in a manner that respects stakeholders and provides resources necessary for the family members of victims who are called upon to testify.
2. That the Federation continue to educate and provide resources for union members and leaders on equity inclusion, anti-oppression and human rights.
3. That the Federation implement or apply the 94 calls to action as outlined in the Truth and Reconciliation Canada Report published in 2015, and encourage affiliates to do the same.
4. That the Federation will continue to ensure that accommodation is provided to delegates with disabilities at all BC Federation of Labour Conventions and conferences.

HUMAN RIGHTS COMMITTEE

Michele Alexander, CUPE	Eliza Gardiner, FPSE	Brian Nasu, UFCW
Bruce Armstrong, UFCW	Garrett Gronick, IAHFIAW	Amandeep Nijjar, CLC
Monty Bartlett, USW	Nicola Hill, United Way	Annie Ohana, BCTF
Christina Brock, IBEW	Sean Hillman, FPSE	Eileen Ryan, Unifor
Sheryl Burns, CUPE	Lyndon Johnson, IAHFIAW	Barb Ryeburn, BCTF
Nora Butz (Chair), UFCW	Lee Loftus, IAHFIAW	Mario Santos, Unifor
Keith Cameron, BCGEU	Tamara Marshall, TWU-USW	Rick Singh, IAM&AW
Jennifer Chieh Ho, PSAC	Agata Matyszczuk, Unifor	Sussanne Skidmore, BCGEU
Kassandra Cordero, BCFED	Sara McGarry, BCTF	Robert Strang, PSAC
Paul Croes, PSAC	Debra Merrier, CUPE	Angela Talic, ILWU
Karen De Francesco, CUPW	Sharryn Modder, HEU	Dawn Thurston, HEU
Bob Dhaliwal, ILWU	Kelly Moon, IATSE	Natasha Tony, IATSE
Joyce Galuska, MoveUP	Carlos Moreira, Unifor	Louella Vincent, HEU

Human Rights Resolutions

RESOLUTION HR: 1

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the demographics of the labour movement are changing; and

BECAUSE the labour movement is increasing the number of workers whose first language is not English; and

BECAUSE the reliance on English prevents full participation in the labour movement; and

BECAUSE the BC Federation of Labour already provides interpretive services for some events; now

THE FEDERATION WILL continue to increase and expand interpretive services as needed in the languages most common within BC's labour movement; and

THE FEDERATION WILL work with affiliates to conduct ongoing analyses of union membership to anticipate the developing needs for interpretive services.

BCGEU

BECAUSE the Black Lives Matter movement has emerged due to disturbing evidence that society throughout the world appears to value the lives and dignity of Black citizens less than others; and

BECAUSE the Black community is organizing to tackle racism and deserves the full support of the British Columbia Federation of Labour; now

THE FEDERATION WILL work with and support the Black Lives Matter movement.

PSAC 20974 CEIU

RESOLUTION HR: 2

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated



**RESOLUTION
HR: 3**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE colonization has caused harm and suffering to BC’s Indigenous peoples; and

BECAUSE the Truth and Reconciliation Commission calls on all Canadians to participate in learning this history and finding ways to move forward in the spirit of reconciliation; and

BECAUSE recognizing Indigenous peoples as stewards of the land is a way of honouring history and showing respect; now

THE FEDERATION WILL always acknowledge the First Nation(s) upon whose traditional territory the Federation hosts conventions, conferences, meetings, training sessions, and other events; and

THE FEDERATION WILL arrange to have a formal welcome from a local Indigenous elder at special events such as convention; and

THE FEDERATION WILL encourage affiliates to acknowledge First Nations in these ways.

HSA

**RESOLUTION
HR: 4**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the Truth and Reconciliation Commission of Canada has investigated the history of Canada’s racist relationship with Indigenous peoples and has published a report on residential schools, which were “created for the purpose of separating Aboriginal children from their families, in order to minimize and weaken family ties and cultural linkages, and to indoctrinate children into a new culture”; and

BECAUSE the physical, sexual, emotional, and mental abuse experienced by residential school survivors has intergenerational effects that continue to be experienced by Indigenous peoples; now

THE FEDERATION WILL review the 94 calls to action issued by the Truth and Reconciliation Commission of Canada, and look for ways to continue to work with Indigenous peoples, affiliates, and government to support the work of reconciliation.

HSA

**RESOLUTION
HR: 5**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the fundamental intent of the Truth and Reconciliation Commission of Canada was to not just tell the horrific stories of the victims of the residential school system but to also open the lines of communication and to “foster healing and reconciliation within Canada”; and

BECAUSE First Nations’ persons still do not receive adequate funding for victim services and counselling to deal with the legacy of residential schools on their communities; and

BECAUSE without adequate funding for victim services and counselling, First Nations’ persons continue to be victimized by this “cultural genocide”; now

THE FEDERATION WILL develop a comprehensive plan to lobby all levels of government to ensure First Nations’ communities that have been irreparably damaged by the legacy of residential schools receive immediate and significant funding for victim services and counselling; and

THE FEDERATION WILL ensure that the lobbying focuses on rural communities which are often ignored by governments.

MOVEUP**RESOLUTION
HR: 6**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the Truth and Reconciliation Commission of Canada (TRC) completed a historic and essential process to respond to allegations of abuse in Indian Residential Schools in December 2015;

BECAUSE the TRC, drawing on the lessons learned through the process, has made 94 calls to action that are necessary to address the personally and culturally destructive legacy of residential schools; and

BECAUSE organized labour is an ally of the cause of Indigenous reconciliation, to the benefit of our members, and all British Columbians, be they Indigenous or settler;

THE FEDERATION WILL adopt and/or act on all of the Truth and Reconciliation Commission of Canada’s calls to action that are relevant to organized labour, and actively encourage affiliates to do the same; and

THE FEDERATION WILL lobby all levels of government to adopt and/or act on all of the calls to action that are within their power to adopt or act on.

MOVEUP

RESOLUTION HR: 7

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE it is the responsibility of all Canadians to engage in the work of decolonization and reconciliation with Indigenous peoples of Canada; now

THE FEDERATION WILL

- work with Indigenous peoples to ensure that Canada recognizes and implements Indigenous peoples' inherent sovereign right to self-determination; and
- work with Indigenous peoples to hold the Government of Canada to the legally binding obligations, including under Article 1 of the *International Covenant on Civil and Political Rights (ICCPR)*, the *International Covenant on Social and Economic Rights (ICESCR)* in regard to Indigenous peoples, and the *UN Declaration on the Rights of Indigenous Peoples*; and
- provide funding to produce an educational handbook, providing historical context of the colonization of Indigenous peoples, the steps needed to achieve decolonization and reconciliation, and the ways the labour movement can respond to the Truth and Reconciliation Commission's calls to action.

FPSE

BECAUSE the Truth and Reconciliation Commission (TRC), mandated to explore the history and legacy of the residential school system in Canada, spent six years investigating and taking statements from nearly 7,000 direct witnesses regarding the impact of residential schools; and

BECAUSE the TRC's report condemns more than 100 years of Canadian Aboriginal policy, stating that residential schools, a central element of this policy, were cultural genocide; 150,000 Aboriginal children were forced into residential schools over 100 years of existence with the last ones closing in the 1980s; at least 6,000 of those children died and many were subjected to human experimentation on malnutrition and other abuses; and

BECAUSE the TRC made 94 recommendations; now

THE FEDERATION WILL endorse the recommendations of the Truth and Reconciliation Commission, and encourage the BC and Canadian governments to implement those recommendations that they have responsibility or influence over.

VANCOUVER DLC

RESOLUTION HR: 8

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

**RESOLUTION
HR: 9**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

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; and

BECAUSE the provincial government has legislated changes to the *Human Rights Code* that must be realized in the workplace; 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 ensure employers are complying with the newly amended *Human Rights Code*.

BCTF

**RESOLUTION
HR: 10**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE access to basic and essential services should be determined by need and not migration status; and

BECAUSE everyone should have access to health services, education, food security, housing, public transit, public safety, legal aid, and municipal services; and

BECAUSE many people living in BC with uncertain migration status are afraid to access these services because they fear being reported to immigration officials and deportation; and

BECAUSE deportation to their native country may result in imprisonment or death; and

BECAUSE workers delivering these services should not be expected to enforce Canada's immigration laws; now

THE FEDERATION WILL endorse and support the principles of Sanctuary City and Sanctuary Health, which support the right of everyone to access basic and essential services, regardless of their migration status and without fear of being reported to immigration officials; and

THE FEDERATION WILL encourage all affiliates to endorse and support these principles.

HSA



**RESOLUTION
HR: 11**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE

- access to essential services should be based on need, not on immigrant status;
- many undocumented people avoid accessing required services such as health care or education due to fear of deportation;
- many end up living without immigrant status for reasons out of their control;
- access to government-funded support is virtually non-existent for those without status. It is extremely difficult to obtain legal assistance to garner legal immigrant status; and
- Canada has developed draconian immigration programs and policies; now

THE FEDERATION WILL publicly endorse the Sanctuary City Principles, encourage affiliates to adopt the Sanctuary City Principles, urge municipalities to provide compulsory training programs in city departments on the principles and push municipal governments to create Sanctuary Cities that become safe havens for those who are undocumented or who are without legal immigrant status.

CUPE 1936

**RESOLUTION
HR: 12**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE children with disabilities including cerebral palsy, Down syndrome, autism, and fetal alcohol spectrum disorder rely on child development centres (CDCs) for early intervention services such as speech language therapy, physiotherapy, and occupational therapy; and

BECAUSE CDCs also provide infant development services to help parents develop the skills needed to care for these children, and supported child development services so children with disabilities can attend childcare centres and preschools; and

BECAUSE the BC government has underfunded these services so that there are now hundreds of children waiting for these services, and many will not receive therapy at the appropriate developmental stage, or will “age out” of programs before receiving needed services; now

THE FEDERATION WILL lobby the provincial government to adequately fund child development centres so they can provide the early intervention services that children with disabilities and their families require to ensure these children reach their full potential.

HSA

**RESOLUTION
HR: 13**

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 the 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 all people with disabilities and their families; and

THE FEDERATION WILL call for an independent public review and audit of Community Living BC's budget, expenditures, and service delivery model; and

THE FEDERATION WILL continue to fight against the BC Liberals' and Community Living BC's anti-union agenda.

BCGEU

BECAUSE it has been almost a decade since the government has increased income assistance and disability rates aside from the recent \$77 per month; and

BECAUSE disability assistance rates in BC are among the lowest in the country; and

BECAUSE taking away the annual bus pass program has resulted in social isolation for those who cannot afford the \$52 monthly bus pass; now

THE FEDERATION WILL lobby the provincial government to provide a meaningful rate and increase for those on Income Assistance, Provincial Disability Benefits, and restore the \$45 annual bus pass program.

CUPE 389**RESOLUTION
HR: 14**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated



**RESOLUTION
HR: 15**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the BC bus program and the special transportation subsidy have risen to \$52/month and \$66/month respectfully; and

BECAUSE this has clawed back the monthly increase to disability benefits; now

THE FEDERATION WILL urge the BC provincial government to bring back the \$45 per year bus pass for people with disabilities, and eliminate the new \$52/month bus pass fee; and

THE FEDERATION WILL urge the provincial government to raise income and disability assistance significantly to reflect the cost of living, and then index to inflation.

CUPE 1004

**RESOLUTION
HR: 16**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE

- income assistance rates are abysmally below the poverty line and have not increased in nine years prior to the recent income assistance increase of \$25 per month;
- persons with disabilities and their children shouldn't have to choose between shelter, food, and transportation in order to make ends meet;
- persons with disabilities should not be penalized for being unable to work by living in extreme poverty; now

THE FEDERATION WILL urge the provincial government to provide income assistance rate increases for persons with disabilities of at least \$77 per month to continue providing annual bus passes at \$45 per year, and to continue to provide the transportation subsidy for persons with disabilities unable to access public transportation.

CUPE 1936



**RESOLUTION
HR: 17**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the federal government has 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 request the Canadian Labour Congress lobby the federal government to increase Canada Pension Plan Disability Benefits, including loss of earnings and lifetime pensions.

CUPE 389

Occupational Health and Safety

Committee Report to Convention / 144

Committee Recommendations / 152

Resolutions / 155



TOGETHER FOR BC

OH&S Committee

REPORT TO CONVENTION 2016

From the beginning, labour and progressive political activists lobbied side by side for a workplace health and safety prevention and enforcement regime that allows every worker to return home healthy and safe each day, and for injured workers and surviving dependents to be made whole with full compensation regardless of fault.

These tireless efforts lead to the successful introduction and adoption of BC's first *Workmen's Compensation Act* by two progressive Members of the Legislative Assembly (MLAs) in 1902. While much improved, this legislation left a lot to be done, and lobbying efforts persisted for significant improvements.

A tripartite Select Committee was formed in 1915. Avarad B. Pineo was appointed as the chair of the committee and James H. McVety, BC Federation of Labour Chairman, was appointed as the labour representative. The committee's recommendations, including a no-fault compensation system and an "accident prevention" scheme all under the same administration, lead to the birth of our modern day workers' compensation system. The reformed Act, which came into effect on January 1, 1917, was touted as the most comprehensive and progressive legislation in North America at that time.

BC's compensation system was based largely on the principles of Sir William Meredith, who was developing Ontario's system in

1913. At that time, Meredith was insistent that the system was not an employers' insurance scheme, but rather that "the very basis of this legislation is that it is social, there is no use disguising the fact. One of the main objects of it is to prevent injured employees and their dependents being made a burden upon the public."

Over the years that followed, labour and labour-friendly MLAs continued to advocate for reform, including actively participating in the four public inquiries and commissions into the Workers Compensation Board (WCB) between 1942 and 1988, achieving modest improvements in compensation and prevention.

In the early 1990s, the New Democratic Party (NDP) government conducted a number of long overdue reviews and commissions of the system — both prevention and compensation — which resulted in progressive reforms. This included a tripartite review of the governance structure which led to the significant achievement of a board of directors composed largely of an equal number of employer and labour representatives.

By the time of the 1999 Royal Commission, nearing the end of the NDP's mandate, British Columbia was leading the country in occupational health and safety and workers' compensation law and policy.

This all changed in 2002 when the new BC Liberal government made major changes to the system following two core services reviews prompted by an aggressive employer lobby. These changes, which included unprecedented

Senior management proudly refer to the WCB as an employers' insurance system — protecting the employers' interests, including the return of any 'surplus' to employers.

concessions proffered under the myth of a financially unsustainable system, had a significant negative impact on occupational health and safety and the fair compensation of injured workers and their surviving dependents.

In the 14 years that have followed, the situation has devolved from bad to worse. The representative voice of labour was systemically removed from decision-making and the board of directors became imbalanced. That created an immediate change in the culture and administration of the board. The focus now was on ensuring that their 'customers', the employer community, are satisfied. Senior management proudly refer to the WCB as an employers' insurance system — protecting the employers' interests, including the return of any 'surplus' to employers.

This new regime emphasizing employers' rights has indoctrinated the WCB's senior leadership and staff, and any assertion that workers should have equal influence in the system and equal, active participation in workplace health and safety, is met with stunned confusion, outrage, and fear.

PREVENTING SERIOUS INJURY, ILLNESS AND DEATH

LAW AND POLICY CONSULTATION

On January 20, 2012 in Burns Lake, the Babine Forest Products sawmill exploded as result of dust accumulation, killing Carl Charlie and Robert Luggi Jr. and injuring 19 others. Just

over three months later, on April 24, 2012 in Prince George, the Lakeland Mills sawmill exploded, killing Glenn Roche and Allan Little and injuring 24 others.

Following the lack of charges filed in these two tragic incidents, the government appointed Gordon Macatee to review the WCB. Macatee provided 43 recommendations in his July 2014 report which the government and the WCB fully adopted. The recommendations included governance, legislative (Bill 9, *Workers Compensation Amendment Act, 2015*), regulatory, policy and administrative changes.

Coroner's inquests were held for both explosions. It became glaringly obvious through the evidence presented that had the employers not ignored the workers' repeated concerns about dust levels and complied with their obligation to perform "near-miss" and incident investigations, these two tragedies would very likely have been prevented.

The inquests resulted in 41 recommendations for the Lakeland sawmill incident and 33 recommendations for the Babine sawmill incident. Many of the recommendations were directed at the government and WCB, highlighting the need to reinforce workers' right to know and right to participate as key aspects of a functioning occupational health and safety (OHS) program.

The government, through Bill 35, *Workers Compensation Amendment Act (No.2), 2015*, and the WCB have made an effort to implement or partially implement some of the inquests' recommendations.

Due to the significance of these issues for working people in BC, and the unique opportunity to influence the potential restoration of workers as a key component of workplace health and safety, the work of the Occupational Health and Safety Committee (OHSC) has been primarily focused on lobbying for the Macatee and Inquest recommendations to be adopted and implemented with a strong workers' perspective. Over the past two years, collectively and individually, the committee has worked exhaustively through the pre-consultation and public consultation processes. A number of submissions were written and presented at public hearings around BC. The last of the public hearing sessions was held in the fall of 2016.

The committee also continued to participate in the consultations for the general Occupational Health and Safety Regulation reviews and compensation policy reviews. These included regulatory amendments with respect to the new WHMIS 2015, as well as new requirements for lead and silica.

CERTIFICATE OF RECOGNITION PROGRAM REVIEW

In 2016, pre-consultations started on a proposed overhaul of the WCB's Certificate of Recognition (COR) program following the labour movement's lobbying for it to be eliminated. In its current state, COR provides employers with rebates for implementing an Occupational Health and Safety Management System (OHSMS).

The OHSMS are completely developed and administered by industry health and safety associations with no WCB standard or oversight and no independent auditing. This creates programs that are often inadequate and certainly not equal from industry to industry.

COR programs completely circumvents the worker participation mandated by legislation, as well as the Joint Occupational Health and Safety Committee (JHSC) process, and do not insist on compliance. In other words, many employers are receiving rebates even though they are not meeting the minimum requirements of the Act and regulation, and any intended health and safety improvements are not making it from the shelf to the actual workplace conditions. The Federation is pushing the WCB to address these significant deficiencies.

VIOLENCE, BULLYING AND HARASSMENT

Incidents of workplace violence, including domestic violence, bullying, and harassment, continue to be significant occurrences in many sectors, including health care, public education, public transportation, social services, correctional facilities, retail, and emergency responders. Sadly, many workers accept that violence is simply an unavoidable part of their job.

Since our last report, the committee has drafted new, stronger regulations to replace the existing violence regulation. The proposed new regulations expand the definition to include the entire spectrum of violence, and strengthen the requirements for identifying and controlling workplace violence hazards, investigating incidents and to ensure worker education and participation in the violence prevention program.

Accompanying legislative amendments were proposed to government during the committee's lobby in 2016, as well as to the NDP caucus. The committee is gearing up to present the new regulatory package to the WCB in late 2016 and request that it be placed on the upcoming regulatory review plan.

PSYCHOLOGICAL HEALTH AND SAFETY

The WCB's workplace bullying and harassment policies and the existing violence regulation have not succeeded in achieving psychologically healthy and safe workplaces. Rather than expanding the definition of violence in regulations, WCB developed policies that are less stringent and enforceable than regulations. These policies exclude JHSCs and worker representatives in the processes, and include labour relations exclusions that are too restrictive. These deficiencies allow psychologically unsafe and unhealthy workplace behaviours to persist.

The Canadian Standards Association launched their national, voluntary standard on psychological health and safety in January 2013 — the first of its kind in the world. The labour movement participated on the standard development committee and advocated for the adoption and implementation of the standard. Affiliates, namely Unifor and the Public Service Alliance of Canada are also participating in the standard implementation research project led by the Mental Health Commission of Canada.

As the CSA is recognized as a tripartite and credible standards development body, the standard opens the doors for what has otherwise been a difficult subject to address in workplaces. It is a useful tool to assist unions in motivating their employers to begin incorporating policies, practices and programs that prevent psychological hazards and promote psychological health and safety in the workplace.

The BCFED's Health and Safety Centre developed a week long course, Building Psychologically Healthy Workplaces, which was delivered twice in 2016. The course covers the national standard and explores best

practices for ensuring a psychologically healthy workplace.

The Federation and its affiliates continue to work with the Canadian Mental Health Association in planning and participating in the annual Bottom Line Conference, a multi-stakeholder learning symposium focused on psychological health in the workplace.

The committee will be working with the BCFED Health and Safety Centre to develop resources outlining the best practices for creating psychologically healthy workplaces, based on the principles of the CSA standard. These resources will assist members and employers in implementing these best practices.

As it is imperative for the labour movement to continue to be seen as leaders in psychological health and safety in the workplace, the committee members will also work to implement psychological health and safety best practices in their own workplaces and encourage affiliates to do the same.

ASBESTOS

It's estimated that every year more than 145,000 Canadian workers are exposed to asbestos at their workplaces. Tragically over 2,000 are diagnosed with often fatal asbestos cancers and other diseases. Yet Canada continues to allow the import and use of asbestos without any comprehensive strategy to phase it out or promote safe substitutes. Previous governments have refused to ban asbestos, sullyng Canada's international reputation by ignoring scientific and technical information.

In BC, asbestos remains the single largest cause of workplace death. Despite comprehensive regulations to protect workers from exposure

The key to sustaining a safe and healthy workplace is a well represented, educated, and high-functioning Joint Health and Safety Committee

and a recently strengthened enforcement framework, countless workers continue to be exposed to harmful levels of asbestos. To make matters worse, nefarious employers who knowingly expose workers to harmful levels of asbestos repeatedly ignore orders, fines, and injunctions and are ultimately not held accountable.

It is incumbent upon all stakeholders — federal, provincial, and municipal governments, Workers' Compensation Boards, employers, and consumers — to end asbestos exposures in the workplace. British Columbia needs to take the lead and adopt a multi-pronged approach to prevent asbestos exposures for BC workers.

The BC Insulators Union continues to take the lead in exposing these nefarious employers, demanding that the government institute mandatory licensing of all asbestos abatement contractors, and encouraging progressive city councils to join in this call.

The Federation and its affiliates continue to work with allies and the employer community to advocate for the necessary changes with the provincial and municipal governments and the WCB. Last April, committee members went to Victoria to lobby for a provincial roundtable to develop a multi-faceted approach to eliminate asbestos exposures in BC workplaces. In addition, the BCFED joined the CLC's national campaign and lobbied in Ottawa to ban the export, import and use of asbestos in Canada and call for a comprehensive ban at National Day of Mourning ceremonies across the province.

JOINT HEALTH AND SAFETY COMMITTEES

The key to sustaining a safe and healthy workplace is a well represented, educated, and high-functioning Joint Health and Safety Committee. There are not — and likely never will be — enough WCB Officers to inspect every workplace in BC on an annual or even biennial basis, never mind regularly. JHSCs are designed to extend the reach of the WCB by instituting a workplace-based health and safety program to actively identify and eliminate, or otherwise control, hazards that have the potential to cause injury, illness or death.

Over the past two decades, the role of the JHSC, and worker participation in general, have been undermined. The ideal, effective JHSC is rarely achieved, largely due to the lack of employer support, including barriers committee members face gaining suitable education specific to their individual needs.

The Committee has identified as a priority the need to review and update our current legislation in Part 3, Division 4 — Joint Committees and Worker Representatives, of the *Workers Compensation Act*, as well as associated sections in the Act and Occupational Health and Safety Regulation, to strengthen the education, role and authority of JHSCs. Over the next year, the committee will work to develop draft comprehensive proposals to amend the Act

Unions work hard to ensure that their JHSC members utilize the JHSC education provisions in the Act and in their collective agreements, because this education is essential for workers to be able to fully participate in health and

safety in our workplaces. However, as many of our affiliates have recognized, not all training is created equal. Members are increasingly faced with employer trends to push computer-based training and other free or low-cost education opportunities provided by organizations designed to support the employer community, such as the Employers' Advisers Office.

In contrast, the BCFED Health and Safety Centre provides quality education, utilizing adult education techniques and popular education practices, developed for employer and worker representatives, whether union or non-union. This education is recognized by both provincial and federal governments, employers and industry associations as exceptional health and safety training. The Centre is an amazing success story, providing JHSC education to more than 5,000 participants in eight-hour sessions each year. The centre is the largest education provider of its kind in the province, with the broadest reach regionally.

FARMWORKER HEALTH AND 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 2009 coroner's inquest into the tragedy, the Federation is still pressuring the government to fully implement all of the 18 recommendations made by the coroner's jury. The BCFED continues to co-host the annual candlelight vigil in memory of the three women in Abbotsford each March.

As a result of the generous contributions of the labour movement, and the vision and persistence of the three Abbotsford families,

BC farmworkers now have a breathtaking monument to honour their contribution to society and bring awareness to their workplace health and safety conditions. After five years of fundraising, negotiating with the City of Abbotsford for a suitable site, and fabricating and installing the piece, the Golden Tree Farmworkers' Monument was finally unveiled in September 2015 in the International Friendship Garden behind the Clearbrook Library. This is the first monument dedicated to farmworkers in Canada.

The Federation also continues to pressure the government and the WCB to fully implement the 15 recommendations arising from the coroner's inquest into the September 5, 2008 incident at a Langley mushroom composting facility that left three men dead and two with catastrophic injuries. Recommendations for mandatory training for all farm owners, supervisors and workers, as well as a declaration of compliance to be signed annually by all employers, have not been implemented. These recommendations, if implemented, would go a long way to ensure that workplaces are healthy and safe in the agriculture industry.

POLITICAL ACTION

The committee and the Federation have engaged in political action in a number of formal and informal ways. Over the past two years, the leadership of the Federation have met with the Premier and the Minister Responsible for Labour to raise important health and safety issues. In addition, in April 2016, Irene Lanzinger, President, joined the CLC, and labour leaders from across Canada, in Ottawa to lobby the federal government for a comprehensive ban of asbestos in Canada.

Last April, 18 committee members met with the Minister of Jobs, Tourism and Training and Responsible for Labour, the Minister of Education, an independent MLA and the NDP caucus at the Legislature in Victoria. The lobby focused on three important issues: National Day of Mourning, workplace violence, and asbestos. It was a productive day with each of the issues receiving general support from government and a commitment to review them.

NATIONAL DAY OF MOURNING

In 2015, the committee worked with the Vancouver and District Labour Council, and the New Westminster and District Labour Council to organize a National Day of Mourning ceremony on the steps of the Vancouver Art Gallery on April 28. The ceremony focused on workplace violence in light of the workers that died when one of their former co-workers arrived at Western Forest Products mill in Nanaimo with a gun and began shooting. The ceremony also recognized the 203 workers that died in 2014 and the 146,814 workers who were injured.

On April 28, 2016 the BCFED and the Fraser Valley Labour Council hosted the National Day of Mourning ceremony in Abbotsford at the site of the Golden Tree Farmworkers' Monument. This somber event highlighted the ongoing struggles with health and safety in the agriculture industry. Avneet Sidhu, the daughter of Sarbjit Kaur Sidhu, one of the women who died in the van crash, gave a heart-wrenching speech about the impacts of poor health and safety conditions on families and the whole community.

In addition, Irene Lanzinger spoke at the jointly hosted National Day of Mourning ceremony in Vancouver, echoing the national call for a comprehensive ban of the import, export and use of asbestos in Canada.

A number of labour councils also held ceremonies across the province, recognizing the 187 workers that died in 2015 and the thousands more who were injured or became ill.

Young workers are considered one of the most vulnerable groups of workers as they are more likely to suffer injury or die as a result of their work. In BC, an average of 27 young workers have accepted time-loss injuries every day. Every week, seven young workers are permanently disabled in BC. In 2014, across Canada, 919 young workers died — more than 2.5 deaths per day.

This year a partnership of the BC Labour Heritage Centre, the BC Federation of Labour, BC Teachers' Federation, and the Workers Compensation Board took an important step to actively encourage more schools to participate in the Day of Mourning, promoting awareness about the importance of young workers' health and safety rights. The Day of Mourning BC Schools Project, which provides resources for high schools to use for a Day of Mourning awareness campaign, was launched in approximately 120 high schools across BC in 2016.

COMPENSATION AND INJURED WORKERS

Although modest progress has been made on improving health and safety regulations through the joint regulatory review process since 2001, the compensation law and policy has only seen minor adjustments. The existing law and policy remains devastating for injured workers, and the administration of the system and the treatment of workers even worse, as succinctly portrayed in the 2009 report commissioned by the BCFED, *Adding Insult to Injury*.

The system is so defunct that it is impossible to pick out one or two priority items that would provide marked improvement for injured workers — the entire compensation system is in much need of a comprehensive review.

WORKERS COMPENSATION ADVOCACY GROUP

The Workers Compensation Advocacy Group (WCAG), co-hosted by the BCFED and chaired by Kevin Love of the Community Legal Assistance Society (CLAS), met several times during 2015 and 2016 to address workers' compensation issues. The WCB senior staff visited on a number of occasions to get feedback from the advocacy community about ongoing administrative and servicing issues. In addition, advocates were provided with the opportunity to meet with adjudicators from the Review Division and the Workers' Compensation Appeal Tribunal to receive insight on how best to present their cases in front of these appeal bodies.

ADVOCACY EDUCATION

In an effort to keep advocates abreast of the complexity of the workers' compensation law and policy, and the ever-changing jurisprudence, two prominent compensation lawyers provide educational opportunities in the spring and the fall to supplement CLC Winter School training.

This partnership between the BCFED, Rush Crane Guenther, CLAS, and Janet Patterson has been formalized under the banner Workers Advocacy Resource Network (WARN). The group will continue to provide advocacy education and provide important resources

on a dedicated website that is currently under construction.

Work also continues on planning a workers' compensation conference for the fall of 2017 that will provide education opportunities for advocates, injured workers and other allies.

RESEARCH

The Federation is a partner in the Centre for Research on Work Disability Policy (CRWDP) which is a national initiative performing research across Canada that is informed by a broad range of stakeholders. BC was awarded two seed grants in 2015, one of which proposes to research the true outcome for injured workers who have completed a vocational rehabilitation plan and were deemed to have returned to work.

The seed grant is being used to develop a full Social Sciences and Humanities Research Council (SSHRC) grant proposal for the 2017 grant stream. The work is being lead by Janet Patterson, a WCB lawyer, in partnership with the BCFED and Derrick Rockhill, an injured member of IATSE Local 891. The lead researcher for the project is Mieke Koehoorn, a professor at the School of Population and Public Health at the University of British Columbia.

INJURED WORKERS DAY

Injured workers, advocates, and disability policy researchers gathered on June 1, 2015, recognized as Injured Workers Day, to share their stories and vision for change. The morning of the forum focused on psychological injury, including post traumatic stress disorder (PTSD). Injured workers from the Lakeland sawmill explosion and an injured paramedic, all suffering from PTSD, educated the audience

about the compensation system from their personal experience. Union representatives presented on the issues of advocacy as well as prevention and peer support strategies being implemented by unions to support their members with psychological injuries.

TRIBUTE TO JIM SAYRE

It is with deep sadness that we report that BC lost James Sayre, one of our giants in workers' advocacy, in the summer of 2015. James was revered by the labour movement, fellow advocates, lawyers, and workers alike for his tireless efforts to improve the lives of working people. In addition to providing legal support for workers through CLAS, he represented the families in the Coroner's Inquests for the farmworkers van crash and the mushroom farm incident. James also chaired the Workers Compensation Advocacy Group, participating in that capacity in the Royal Commission and providing ongoing submissions for law and policy reform to government and the WCB. James Sayre's vast knowledge and leadership in the advocacy community is sorely missed.

SUMMARY

More than 100 years since our workers' compensation system was devised, the working people of British Columbia need a progressive government in place that has the courage to follow in the steps of Meredith and Pineo, championing a bold vision for our workers' compensation system: independence, accountability, responsibility, equity and fairness.

The OHS Standing Committee encourages everyone to join us in educating the people of BC about the need to elect a new government:

one that will stand up for working people and make the improvements necessary to ensure that every worker can return home safe and healthy each day. One that recognizes injured workers deserve fair compensation for their injury or illness.

RECOMMENDATIONS TO CONVENTION 2016

1. The Federation and its affiliates lobby the provincial government to amend the legislation to ensure that the stakeholders are predominantly and equally represented on the Workers' Compensation Board of Directors, restoring balance, responsibility and accountability in the system.
2. The Federation, through the Occupational Health and Safety Standing Committee, continue to develop a robust action plan to prevent violence in the workplace, including presenting new draft regulations to Workers' Compensation Board, developing and sharing examples of bargaining proposal language addressing violence, domestic violence and bullying and harassment in the workplace, and raising awareness across all stakeholders about the necessity of preventing violence in the workplace.
3. The Federation and its affiliates lobby for changes to the *Workers Compensation Act* and associated Occupational Health and Safety Regulations to strengthen the education, role and authority of Joint Health and Safety Committees and worker representatives, including:
 - requiring Joint Health and Safety Committees regardless of the number of workers employed;

- prescribing the appropriate number of committee members based on the number of workers, as well as the location and nature of the work;
 - requiring the certification of committee members and worker representatives;
 - making the annual employer-paid education entitlement mandatory, increasing the annual entitlement and ensuring access to quality, committee member-chosen education;
 - expanding the mandate for co-chairs, including the authority to stop work, write recommendations without full committee support, and audit the committee's effectiveness; and
 - requiring employers to remove the barriers to full, active worker participation in all aspects of workplace health and safety, providing workers with the mechanisms, time and resources necessary to participate in, at a minimum, planning, implementation, evaluation, investigations, inspections, corrective action, and preventative action.
4. The Federation, through the Occupational Health and Safety Standing Committee, work with affiliates to ensure that all Joint Health and Safety Committee worker representatives are aware of and utilizing their annual employer-paid education entitlement.
 5. The Federation and its affiliates lobby the Workers' Compensation Board to discontinue its employer-dominated Certificate of Recognition program and create a new system that will, at a minimum:
 - base all audits on effective prevention programs, incorporating the CSA Occupational Health and Safety Management standard; and
 - require audits and approval by the BC Federation of Labour as a newly recognized certifying body, funded by the Workers Compensation Board.
 6. The Federation lobby the provincial government and the Workers' Compensation Board to establish a multi-stakeholder committee that will develop strategies to eliminate exposures to asbestos, including developing a licensing regime for asbestos contractors and certification of all asbestos workers.
 7. The BC Federation of Labour, through the Occupational Health and Safety Standing Committee, raise awareness and share information about the CSA Occupational Health and Safety suite of standards, in particular the voluntary standards pertaining to psychological health and safety, ergonomics, and OHS management systems, which support full worker participation.
 8. The committee work with the Federation to implement psychological health and safety best practices, incorporating the principles of the CSA national standard for psychological health and safety, in committee members' workplaces and encourage affiliates to do the same.
 9. The committee research the health and safety hazards of shift work and fatigue, and lobby for regulatory amendments to prevent these hazards.
 10. The committee work with the Workers' Compensation Advocacy Group (WCAG) and Workers' Advocacy Resource Network

(WARN) to organize and host a two-day conference in 2017 to mark the 100-year anniversary of the *Workers Compensation Act* in BC.

- 11. The Federation continue to support and increase public awareness about June 1, Injured Workers Day.
- 12. 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.

- 13. The BCFED promote the occupational health and safety education provided by unions, and unionized external training providers, and encourage affiliates to negotiate their preferred JHSC education provider into collective agreements to ensure committee members' access to this high quality education.

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Bob Barter, IAHFIAW	Phil Klapwyk, IATSE	Paul Pelletreau, IAM&AW
Jody Berg, HEU	Brian Leavold, IAFF	Ana Rahmat, HEU
Paul Bergin, CEU	Amber Leonard, CUPE	Fred Scott, UFCW
Nicole Biernaczyk, IBEW	James Little, PSAC	Laura Snow, CEU
Romeo Bordignon, ILWU	Lee Loftus, IAHFIAW	Russ St. Eloi, UA
Dan Burroughs, SMWIU	Mike Lucas, USW	Lori Stewart, UBCP/ACTRA
Chris Cheung, IAM&AW	Wendy Mah, BCGEU	Bryan Stocking, UA
David Durning, HSA	Nelson McCabe, Unifor	Larry Stoffman, UFCW
Gwenne Farrell, MoveUP	Gordon McGrath, Unifor	Brandon Thistle, BCGEU
Toni Grewal, BCTF	Tom McKenna, CUPE BC	Josh Towsley, IUOE
Brian Harder, USW	Steve Milne, MoveUP	Carolyn Unsworth, HEU
Linda Harding, PSAC	Rene-John Nicolas, FPSE	Les Veale, USW
Angel Hoare, CUPW	Mike Nuyens, BCGEU	Shawna Walsh, BCFMWU
Bob Jackson (Chair), PSAC	Merrill O'Donnell,	Tom Wiebe, CUPE
Jim Jarvie, IBEW	BC Building Trades	Michael Wisla, BCTF

OH&S Resolutions

RESOLUTION OH: 1

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE forest workers are being forced to work in congested areas putting their safety and the safety of others at risk; and

BECAUSE companies have always taken a “blame the worker approach” to accident or incident investigations, when their lack of supervision, planning, and training are never considered; and

BECAUSE tragically, an incident directly related to phase congestion took the life of a United Steelworkers Local 1-1937 member near Port McNeil, BC, on July 24, 2015; now

THE FEDERATION WILL insist that the Workers’ Compensation Board, the BC government, and the forest industry support the rewriting of Workers’ Compensation Board regulations to prevent phase congestion from taking one more life; and

THE FEDERATION WILL forward copies of this resolution to the BC NDP and the Canadian Labour Congress.

USW 1937

BECAUSE more than 2,000 Canadians and 100,000 globally die each year from diseases caused by asbestos exposure, including mesothelioma and lung cancer; and

BECAUSE asbestos-related diseases are on the rise; and

BECAUSE imports of asbestos-related items into Canada rose from \$4.9 million in 2014 to \$6 million in 2015; and

BECAUSE Canada is importing brake pads and linings containing asbestos, despite the fact that Canada manufactures non-asbestos alternatives; and

BECAUSE many countries have already banned asbestos; and

BECAUSE the BC Federation of Labour and the BC Insulators Union have called for criminal charges for the owners of asbestos removal companies that repeatedly and knowingly expose their workers to the deadly material; now

THE FEDERATION WILL join the call for a comprehensive ban on all use and imports of asbestos and a registry of contaminated buildings and people with diseases from asbestos.

Vancouver DLC

RESOLUTION OH: 2

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

**RESOLUTION
OH: 3**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE workers suffer on a daily basis with musculoskeletal injuries (MSIs) as a result of their work; and

BECAUSE claims for compensation with the WCB continue to be denied at an alarming rate for workers with repetitive strain injuries (RSIs); and

BECAUSE claims with similar fact patterns are normally accepted in other provinces, but not in BC; now

THE FEDERATION WILL create a working group of union Workers' Compensation Board (WCB) advocates who will share and develop a best practices model for repetitive strain injuries (RSIs) claims, and who will also lobby government, the opposition, and the WCB Board of Directors to accept claims for RSIs and musculoskeletal injuries (MSIs) as in other jurisdictions, and

THE FEDERATION WILL create a training program for future WCB advocates, union leadership, and union representatives that incorporates the best practices model to ensure working people receive their rightful benefits for RSI and MSI claims.

MOVEUP**RESOLUTION
OH: 4**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE last year, almost every other day a worker died in British Columbia because of their workplace; and

BECAUSE no one should ever have to die trying to provide for their family; and

BECAUSE the *Workers Compensation Act* provides extremely low benefits for surviving dependents; and

BECAUSE the Workers' Compensation Board has enjoyed surpluses for nearly a decade; now

THE FEDERATION WILL develop and action a comprehensive plan to effect changes to the *Workers Compensation Act* specifically to increase surviving dependents' lump sum and periodic payments.

CUPE BC DIVISION, CUPE 1004, MOVEUP, USW 2009

RESOLUTION OH: 5

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE mental health and addictions are becoming a broader issue in the workplace; and

BECAUSE there is a huge stigma attached to these problems, and we need to continue to talk about them and include them in OH&S programs; now

THE FEDERATION WILL join with unions and the Canadian Mental Health Association to ensure “Mental Health First Aid” is a part of first aid training; and

THE FEDERATION WILL make this available to all workers who are OH&S reps or first aid attendants; and

THE FEDERATION WILL create a campaign with other unions to educate members as well as the general public on issues of mental health; and

THE FEDERATION WILL lobby the Workers’ Compensation Board and the government to include this training to workplace occupational health and safety committees.

BCGEU

RESOLUTION OH: 6

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the number of BC workers experiencing mental illness and injury continues to grow; and

BECAUSE stigma associated with mental health and lack of prevention measures to protect workers from occupational stress contributes to the increasing numbers of injured workers; and

BECAUSE most current workplace occupational health and safety and human resource management systems do not adequately respond to mental illness and workplace mental injury; and

BECAUSE the BC Ministry of Health has directed BC health sector employers to adopt the CSA National Standard on Psychological Health and Safety; now

THE FEDERATION WILL demand that all BC employers including government immediately undertake the steps necessary to adopt the CSA National Standard on Psychological Health and Safety.

HSA

**RESOLUTION
OH: 7**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE responsible mining plays a critical role in our province, employing thousands of unionized workers and contributing significant revenue for government services; and

BECAUSE ensuring social license includes the strong protection of worker health and safety, and the air, land, and water miners work near; and

BECAUSE mining companies are among the largest financial backers of the BC Liberal government and are demanding less regulation and enforcement; now

THE FEDERATION WILL join the United Steelworkers to call for the provincial government to separate the promotion and regulation of the mining industry, including moving worker health and safety to the jurisdiction of the Workers' Compensation Board.

USW District 3

**RESOLUTION
OH: 8**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE there have been 12 suicides since January 2016, even after the government was made aware many months earlier of the many suicides; and

BECAUSE in 2015, the Union of British Columbia Municipalities has unanimously endorsed support for such legislation and no action has been taken by the provincial government; now

THE FEDERATION WILL demand the BC government to introduce legislation under 5.1 of the *Workers Compensation Act* to include a "presumptive" clause for first responders who may have post-traumatic stress disorder (PTSD) which is a job-related mental injury.

CUPE 389

RESOLUTION OH: 9

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE understanding and navigating the workers' compensation system is unnecessarily complex and confusing; and

BECAUSE workers with injuries should never be expected to pay for representation to obtain what is rightfully theirs through the "historic compromise"; and

BECAUSE too few unions provide expert representation to their members who get injured through work; now

THE FEDERATION WILL develop a thorough plan of action for comprehensive Workers' Compensation Board advocacy training and ensure this training is made available to union representatives.

USW 2009

RESOLUTION OH: 10

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE return-to-work programs in the province of BC are often ineffective due to a lack of understanding and enforcement of the duty to accommodate; and

BECAUSE the BC Human Rights Tribunal is not designed to be proactive; and

BECAUSE the Workers' Compensation Board has no legal jurisdiction to enforce return-to-work/accommodation practices that are consistent with law and best practices; and

BECAUSE British Columbia is one of only three provinces whose workers' compensation legislation contains no legal employer re-employment obligations; now

THE FEDERATION WILL now develop a thorough plan of action to lobby the government to introduce an employer re-employment obligation into the *Workers' Compensation Act*.

CUPE BC DIVISION, CUPE 1004, USW 2009

**RESOLUTION
OH: 11**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE

- it is difficult to extract the exact cause of psychological trauma or “mental disorder;”
- it is difficult to get an appointment with a psychologist or psychiatrist;
- members are denied WCB claims as a result of a “mental disorder” determined to be a result of disciplinary action or labour relations issues at work; and
- the current language is discriminatory as it applies a different test to those struggling with mental injury or psychological trauma as compared to those who experience physical injury; now

THE FEDERATION WILL pressure the government to amend Bill 14 of the *Workers Compensation Act* to remove the “predominant clause,” return to previous language, and eliminate language that refuses to recognize a “mental disorder” determined to be a result of labour relations issues.

CUPE 1936

**RESOLUTION
OH: 12**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the Workers’ Compensation Board (WCB) was established on the historical compromise between the business community and the labour movement; and

BECAUSE the WCB system is highly complex; and

BECAUSE many injured workers do not possess the requisite skills and aptitude to effectively respond to the WCB’s adjudicative process, and are, as a result, becoming increasingly frustrated and dispirited with the existing system; and

BECAUSE many unions no longer provide advocacy services for their members as a result of prioritizing other union services; and

BECAUSE the labour movement’s historical mandate is to serve the best interests of their members and uphold workers’ rights; now

THE FEDERATION WILL strongly encourage all unions to provide Workers’ Compensation Board (WCB) advocacy for their injured members so as to ensure they have a fighting chance when appealing WCB decisions.

IAHFIAW 118

RESOLUTION OH: 13

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the WCB is ineffective in dealing with staffing ratios; and

BECAUSE health care workers and social service workers are being increasingly exposed to violence; and

BECAUSE the NDP is a voice for the working people of BC; and

BECAUSE after four terms of a Liberal government, the rights of workers to a safe workplace have been greatly reduced; now

THE FEDERATION WILL lobby the NDP to make occupational health and safety and violence prevention a platform for the NDP in the upcoming election.

BCGEU

RESOLUTION OH: 14

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE working alone is dangerous and puts workers at undue risk; and

BECAUSE injuries occur on the front line every day; now

THE FEDERATION WILL lobby to strengthen “Grant’s Law” and stop the watering down of this law; and

THE FEDERATION WILL continue to advocate for the Workers’ Compensation Board and the provincial government to increase fines for employers who do not protect their workers from harm, risk, and violence in the workplace.

BCGEU

**RESOLUTION
OH: 15**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE public safety and the work of correctional officers is an important public service; and

BECAUSE violence levels have risen by 42% over the last year; and

BECAUSE 30% of the inmate population are inmates with mental health issues; and

BECAUSE the officer-to-inmate ratios are as high as 1 to 72; and

BECAUSE the PTSD amongst Correctional Officers is at an alarming rate; now

THE FEDERATION WILL lobby the government to look at alternative solutions to better manage the overcrowded and violent conditions in BC correctional facilities; and

THE FEDERATION WILL lobby the Workers' Compensation Board to write orders on violence in the workplace in order to better protect correctional officers; and

THE FEDERATION WILL lobby the government to immediately increase staffing back to 2001 officer-to-inmate ratios of 1 to 20.

BCGEU

Political Action

Committee Report to Convention / 164

Committee Recommendations / 168

Resolutions / 169



TOGETHER FOR BC

Political Action Committee

REPORT TO CONVENTION 2016

From their inception, unions in Canada have been active in politics because they understood that workers' struggles could not all be won exclusively at the workplace, at the bargaining table, or on the picket line.

Through a century of political activism, workers won many legislative rights including: the legal right to form unions, collective bargaining, the right to strike, the eight-hour day and 40-hour week, a minimum wage, unemployment insurance, workers' compensation and health and safety laws, the Canada Pension Plan, Old Age Security, universal health care, and paid maternity leave.

Not only has the BC Federation of Labour been politically active fighting for workers' rights, the Federation has also been actively involved in party politics since 1918 when we formed the Federated Labour Party of BC. The BCFED was also a member of the Cooperative Commonwealth Federation (CCF) starting in the 1930s. In 1961, the New Democratic Party was formed through an alliance between the Canadian Labour Congress and CCF. The Federation is affiliated to the NDP both provincially and federally. Labour is represented on the governing bodies of both, and one of our main political priorities is to get the NDP elected to government.

Today, it is equally important for the BCFED and its affiliates to be actively involved in politics. Eight years of a right-wing Conservative Harper government and 15 years of Gordon

Campbell and Christy Clark's BC Liberals have had a devastating impact on workers and their families. It is only through our collective efforts that we will elect a progressive BC NDP government that represents the interests of working people and their families.

Our history guides us. Carrying on the Federation's tradition of direct involvement in the BC political process, we actively engage in politics. At the ballot box, we work to elect politicians who support workers and their families. Between elections, we work to collectively hold them to account to deliver the programs they promised.

This report outlines the political activity of the Federation between 2014 and 2016, and makes recommendations to guide our work over the next two years.

2015 FEDERAL ELECTION

In October 2015, Canadians responded to Stephen Harper's overtly right-wing and anti-union agenda by resoundingly defeating the Conservative government. The Harper government's anti-worker agenda was most clearly evident in their ongoing attacks on retirement security, public services, and the rights of union workers through such legislation as Bills C-525, C-377 and C-4.

The BCFED worked closely with the Canadian Labour Congress during the election to advance the concerns of working people. The Federation participated in member-to-member

At the ballot box, we work to elect politicians who support workers and their families. Between elections, we work to collectively hold them to account to deliver the programs they promised.

campaigns, town hall meetings and labour canvasses in key federal ridings.

The results of last year's election are mixed. Yes, we defeated Stephen Harper, a major goal of our campaign. Yes, we increased the number of NDP MPs from BC, with all but one seat on Vancouver Island going Orange. We did not, however, reach our goal of forming an NDP government, nor increase the number of NDP MPs in the House of Commons. Official Opposition status was also lost.

A leadership review was conducted for Thomas Mulcair at the NDP's national convention held in Edmonton in April 2016. Mulcair resigned after failing to secure a vote of confidence, and a leadership race is set to conclude in the fall of 2017.

The leadership race will present an opportunity for the party to define and reconnect with its base of working people in Canada.

PROVINCIAL BY-ELECTIONS

Two BC MLAs — the NDP's Jenny Kwan and Liberal Douglas Horne — stepped down from provincial politics to run in the 2015 federal election. As a result, two by-elections were held in Vancouver-Mount Pleasant and Coquitlam-Burke Mountain last February.

The labour movement's goal was to send the Christy Clark government the message that they were not governing in the interests of most British Columbians. Cuts to important services such as health and education,

increased fees, the lack of affordable childcare, and the housing crisis were making it difficult for many to make ends meet.

The BCFED and affiliates worked hard on both campaigns and contributed to electing two new women candidates to the NDP caucus. We also elected two firsts. Melanie Mark, elected in Vancouver-Mount Pleasant, is the first Indigenous woman to be elected to the BC Legislature. Jodie Wickens in Coquitlam-Burke Mountain, is the first NDP MLA elected to represent the constituency.

BETWEEN ELECTIONS: LOBBIES

In the last two years, the Federation has organized four lobby days in Victoria:

- Federation Officers and Executive Council, March, 2015;
- Young Workers, May, 2015;
- Women's Rights Committee and women officers, March 2016; and
- Occupational Health and Safety Committee, April, 2016.

The lobbies were focused on key issues like the \$15 per hour minimum wage, apprenticeship and training, successorship, Adult Basic Education (ABE), post-secondary tuition fees, child care, women's health services, April 28 Day of Mourning recognition, asbestos, and Joint Health and Safety Committees.

The Federation requested meetings with the Premier, the Minister of Labour, Liberal MLAs, the Leader of the Opposition John Horgan, opposition MLAs and the Green Party MLA.

Though the Premier Clark did not meet with any of the delegations, BCFED President Irene Lanzinger and Secretary-Treasurer Aaron Ekman were able to secure a meeting with her to summarize issues arising from each lobby.

Lobbies make the labour movement and our issues visible in the Legislature, and provide an opportunity for labour activists to connect with politicians and make the case on important issues from their workplace perspective. But do they make a difference? We believe they do. Our meetings on apprenticeship and training and the asbestos issue have been very productive and are likely to result some positive action.

For more than two years the BCFED has been campaigning to raise the minimum wage to \$15 an hour. Numerous groups, along with Federation Executive Council members, and members of the BCFED Young Workers' and Women's Rights Committees have all lobbied the labour minister on the challenge of living on a minimum wage that leaves workers below the poverty line. Increases to the minimum wage in BC since 2014 have been woefully inadequate for low-wage workers. However, even the small increases came about only as a result of the pressure from the BCFED's Fight for \$15 campaign and the many meetings with the labour minister. The Federation's efforts will continue until 500,000 British Columbian workers receive the raise they deserve.

The Federation also participated in a number of federal lobbies organized by the CLC and Labour Councils including the National Child Care Initiative, National Health Transfer Accord, banning asbestos, the fight against the Trans-Pacific Partnership (TPP), and improvements

to the CPP. The Federation applauds the CLC on its outstanding work on these issues. We are particularly pleased that some of the CPP improvements for which the labour movement has fought for decades, will finally become a reality.

BETWEEN ELECTIONS: TRANSIT REFERENDUM

In October 2014, Premier Clark and the BC Liberals announced they would be holding a binding referendum on TransLink funding in May 2015. Lower Mainland voters were being asked if they supported a new 0.5% sales tax increase, with the \$250 million a year it would generate to be used for a list of major transit and road improvements. It was the first-ever plebiscite of its kind in Canada.

The BCFED asserted that public policy should not be set via referendum and strongly opposed the use of plebiscite on this issue. However, the government's move to a binding referendum made it important for the Federation to participate. A resolution to build public support for a vote in favour of improved transit and transportation in the referendum was passed unanimously at the November 2014 BCFED Convention. With that, the BCFED joined the Better Transit and Transportation Coalition (BTTC) to support the Yes campaign.

The BTTC was a broad coalition of unlikely allies, all coming together in support of better transit and transportation options for the region. The coalition — made up of over 100 organizations including business, labour, community, students and environmental groups — believed that improved transportation was vital for the long-term sustainability of our economy and for working families who were spending an increasing amount of time commuting.

The BCFED's Young Workers' Conference held at Camp Jubilee offered a two-day political organizing workshop that engaged young workers in the ins and outs of running a political campaign.

The Yes campaign included a series of videos, social media outreach, fact sheets, and street canvassing to raise awareness of the issue and the vote. The BCFED participated in all of these activities, and President Irene Lanzinger penned an op-ed for The Province Newspaper early in the campaign encouraging people to vote yes. We also engaged all affiliates on the campaign, and helped support efforts to reach union members on this important issue.

The vote was held in May 2015, and the results were disappointing. Overall for the region, 61.7% voted no and 38.4 % voted yes, with 759,696 ballots cast in the mail-in plebiscite.

POLITICAL EDUCATION

Political education is a major cornerstone of our political activism. Over the last two years we have held two regional conferences — Terrace 2015, and Kamloops 2016 — and two union renewal conferences in Vancouver. All of the conferences have had a particular focus on political action, with BC NDP leader John Horgan as a keynote speaker, panels of speakers highlighting local political issues, and political organizing skills-building workshops.

The BCFED's Young Workers' Conference held at Camp Jubilee in June 2015 and 2016 offered a two-day political organizing workshop that engaged young workers in the ins and outs of running a political campaign. The number of first-time attendees to these BCFED conferences and political organizing workshops is heartening, and confirms the importance of

providing political organizing education on an ongoing basis.

PROVINCIAL ELECTION 2017

In May 2017, British Columbia voters have an opportunity to elect an NDP government. In 2013, the provincial election was decided by a mere 7,600 votes spread over 10 provincial constituencies. There are tens of thousands of union members living in the constituencies we need to win. Clearly, union members and their families have the power to make the real difference in 2017.

The BCFED will carry out a political action campaign that will focus its efforts on key areas where working people can have the greatest impact in the elections. Our work will focus on mobilizing union members and their families to vote.

The Federation has set up an Election Working Group that will meet regularly during the pre-election and election period. Together, we will develop, discuss, and revise strategies on an ongoing basis to most effectively direct our campaign work.

The campaign will be outlined in greater detail at Convention 2016. It is our goal that all convention delegates will be actively engaged in the provincial election, mobilizing fellow union members to elect an NDP government in Victoria.



RECOMMENDATIONS TO CONVENTION 2016

1. The Federation will mobilize to elect the BC NDP in the May 2017 provincial election.
2. The Federation will hold a political action summit in 2017 to review the activities and outcomes of the BCFED's 2017 provincial election campaign, the outcomes of the provincial election and strategies to guide our work for 2017 to 2018 accordingly.
3. The Federation, through the CLC, will work to ensure the federal Liberal government lives up to its commitments to reinvest in public services as part of the government's economic recovery plan and continue to undo the damage done by previous governments.
4. The Federation will continue to undertake government relations and campaigning to gain legislative improvements between elections.
5. The Federation, through the CLC Municipal Working Group and Labour Councils, will continue to work on local election campaigns to ensure progressive, labour friendly candidates are identified, supported and elected.

POLITICAL ACTION COMMITTEE

Robert Ashton, ILWU	Brian Harder, USW	Sharon Prescott, CUPE BC
David Black (Chair), MoveUP	Raj Janjua, Unifor	Garnett Renning, BCFMWU
Brynn Bourke, BC Building Trades	Phil Klapwyk, IATSE	Carolyn Rice, New Westminster & DLC
Patrick Bragg, PSAC	Gord Larkin, BC FORUM	Carol Riviere, HSA
Colin Brehaut, TWU-USW	Lee Loftus, IAHFIAW	Justin Schmid, CUPE BC
Brenda Brown, BCGEU	Scott Lunny, USW	Frank Scigliano, ILWU
Lynn Bueckert, BCFED	Jack MacDermot, BCTF	Leah Squance, FPSE
Frank Carr, IUOE	William Macpherson, IAM&AW	Monica Staff, UFCW
Tim Cheung, Unifor	Marcel Marsolais, CUPE	Ron Stipp, CLC
Emet Davis, BCGEU	Lori Mayhew, MoveUP	Fred Svensson, MWBIU
Robert Demand, UNITE HERE!	Gavin McGarrigle, Unifor	Bruce Temple, UFCW
Bob Dhaliwal, ILWU	Krista Lee Munro, Unifor	Terri Van Steinburg, FPSE
Cordell Draayers, IAM&AW	Neil Munro, IAHFIAW	Crystal Warner, PSAC
Victor Elkins, HEU	Barb Nederpel, HEU	Brad West, USW
Stephen Gale, CUPW	Mike Old, HEU	Ben Williams, Unifor
Walter Gerlach, IAM&AW	John Pesa, IBEW	Diane Wood, BC FORUM
Glen Hansman, BCTF	A.D. Al Phillips, UA	Nathan Woods, Unifor

Political Action Resolutions

RESOLUTION PA: 1

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the lack of provincial legislation regarding successorship rights in BC, the rights of workers are constantly being undermined by a political and corporate agenda to reduce wages, strip benefits, pension rights, and the right to paid holidays; and

BECAUSE it reduces union density and affects all workers unionized and non-union; now

THE FEDERATION WILL identify the long-term effects on workers, families, and communities in BC without successorship legislation; and

THE FEDERATION WILL identify the issues to the general public through an awareness campaign prior to the next provincial election to clearly identify the negative effect on families which is supported by the current provincial government.

BCGEU

RESOLUTION PA: 2

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE in jurisdictions where corporate and union donations are permitted, there is an unavoidable perception that large donations are given in order to gain greater access and influence on public policy; and

BECAUSE the federal government, Alberta, Quebec, Nova Scotia, Manitoba, Ontario, and local jurisdictions in Canada have banned or are about to end corporate and union financing of political parties; and

BECAUSE Premier Clark and the BC Liberal government have repeatedly refused to consider such changes to election financing in British Columbia, despite support for these reforms from all other provincial political parties, and in polling by a large majority of BC residents; now

THE FEDERATION WILL support proposals to end corporate and union donations to British Columbia's provincial parties and candidates; and

THE FEDERATION WILL urge candidates and parties in the upcoming election to support such a ban, and to bring forward enabling legislation at the earliest opportunity.

BCTF



**RESOLUTION
PA: 3**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE corporations are having undue influence on the government due to their financial support; and

BECAUSE BC is one of the few provinces that allows political donations from corporations to this degree; now

THE FEDERATION WILL lobby the provincial government to pass legislation to eliminate donations to political campaigns and political parties by corporations and unions.

BCGEU

**RESOLUTION
PA: 4**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Bill C-51 strips Canadians of our *Charter of Rights and Freedoms*; and

BECAUSE peaceful assembly is not terrorism; and

BECAUSE Bill C-51 is in direct opposition of the *UN Declaration of Rights of Indigenous Peoples*; now

THE FEDERATION WILL, through the Canadian Labour Congress (CLC), develop campaign materials, form partnerships with allies in the community, and lobby the federal government to reverse Bill C-51.

CUPE BC Division

**RESOLUTION
PA: 5**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE workers need elected representatives at every level of government who will stand up for their interests; and

BECAUSE too often, elected representatives seek support from unions at election time and then vote against the interests of workers once in office; now

THE FEDERATION WILL demand that labour-supported, elected officials consult with impacted unions and workers before voting on their working future.

USW District 3

Women's Rights

Committee Report to Convention / 172

Committee Recommendations / 175

Resolutions / 177



TOGETHER FOR BC

Women's Rights Committee

REPORT TO CONVENTION 2016

Over the past two years, the Women's Rights Committee (WRC) of the BC Federation of Labour has continued to work on issues of importance to women under three pillars: women in leadership, women's economic security, and women's safety.

WOMEN IN LEADERSHIP

Although there have been women elected to positions of leadership within the labour movement over the last five years, the fact remains that thirteen of the presidents of the fourteen largest unions affiliated to the Federation are men. The WRC provides leadership training for women in unions so that they feel confident to run for positions of leadership within their unions and communities. The women's committee also remains committed to working with the Federation and our affiliates to address the barriers that prevent women from taking leadership roles.

WORKING WITH OUR PARTY

The WRC has been working with the BC NDP Women's Caucus and the BC NDP Women's Rights Committee executive to combine efforts in areas of common interest. There is a steering committee made up of representatives from each group that meets every second week to talk about issues of importance to women in the province.

ANTI-OPPRESSION TRAINING

The WRC and the BCFED's Human Rights Committee took part in an all-day session facilitated by UBC's Director of Intercultural Understanding on Anti-Oppression, Alden Habacon, on using leadership to build equity inclusion into the infrastructure of an organization. Habacon also gave committee members tools to grade and track progress of their respective organizations with respect to equity inclusion.

SUMMER INSTITUTE FOR UNION WOMEN

The Western Regional Summer Institute for Union Women (SIUW) was held in Portland in 2015, under the theme "Fighting for a Fair Future, Women Lead the Way". About 150 women attended the institute, half of whom were Canadians. At SIUW, women are immersed in a one-week intensive program that offers core courses during the morning, workshops in the afternoon, and evening programming on hot issues. Workshops and core courses cover everything from skills like public speaking, collective bargaining, and organizing; to strategy sessions on globalization, immigration, and anti-oppression. Each workshop or course includes a Canadian and an American facilitator, to ensure content is relevant for all participants. Part of what makes the institute such a great experience is that women from all over the western United States and Canada are able to compare notes on systemic issues. In past

Although there have been women elected to positions of leadership within the labour movement over the last five years, the fact remains that thirteen of the presidents of the fourteen largest unions affiliated to the Federation are men.

years, international guests have included women from the Turkish Metal Workers Union, European trade unionists, and Chinese trade unionists.

The 2016 SIUW was held in Los Angeles at the University of California under the theme "Breaking down Barriers and Borders." The institute's courses were made available in English and Spanish and many participants were international guests from Mexico, El Salvador, Japan and Guatemala. The core courses at this institute were building inclusive organizations, anti-oppression and bullying in the workplace, globalization and immigration, collective bargaining for power, community and labour organizing in 21st century workplaces, storytelling and public speaking, and political and electoral organizing. The institute this year took a hard look at the issues of race, class, and immigrations status in North America and globally, and participants were left with various perspectives on important issues to consider. Over two hundred women attended this institute, making it the largest institute ever.

WOMEN'S ECONOMIC SECURITY

In 2015 the WRC planned a Vancouver event for the World March of Women, which is an organization that exists as a radical feminist movement globally. Every five years, countries are called upon to do a large action, and in 2015 the Federation hosted a march in

Vancouver from Clark Park, ending with a rally and speakers at Grandview Park. The speakers at the event focused on women's economic security by drawing attention to the Coalition of Child Care Advocates of BC's (CCCABC) \$10 a Day Childcare Plan.

In 2016 the BCFED organized a lobby on issues affecting women in BC at the Legislature. The WRC was joined by women officers and executive council members. The topics addressed included childcare, minimum wage, and sexual assault services for women. Meetings were held with representatives of the Liberal, NDP, and Green parties to discuss these issues. On Tuesday, March 8, International Women's Day, the lobby group held a news conference on the steps of the Legislature and attended question period in the Legislature that morning, where the NDP grilled the Justice and Health Ministers about the lack of sexual assault services, namely rape kits in the hospitals across the province.

The committee also co-sponsored a March 8 Union Sisters event with the Victoria Labour Council that featured a dinner cooked by a local women's collective and a panel of women leaders speaking about the three lobby issues.

The BC NDP passed a resolution at its convention in the fall of 2015 to support the \$10 a Day Childcare Plan in BC.



WOMEN'S SAFETY

HIGHWAY OF TEARS ACTION PLAN

The BCFED Women's Rights Committee and the BC NDP developed an action plan document for Highway 16 in BC, called "Enough is Enough — Taking Action on The Highway of Tears." The document calls on allies to work with the Coalition on Missing and Murdered Indigenous Women and Girls to hold the provincial government accountable to implement the recommendations outlined in the Wally Oppal report, as well as the Highway of Tears Symposium. The document is now in its final stages, being vetted by stakeholder groups in the Indigenous community.

DECEMBER 6 VIGIL

In both 2014 and 2015, the WRC partnered with the PSAC BC Vancouver Regional Women's Committee to hold a vigil for the National Day of Remembrance and Action on Violence Against Women.

The vigils were held in Surrey at Holland Park and featured labour and community speakers. In 2016, the committee will work with Indigenous groups to take part in December 6 events. The committee would like to encourage union members to take note of events that are happening in communities across the province on this important day, and support these events by attending and taking part in planning and preparations.

WOMEN'S NIGHT AT CONVENTION

At convention in 2014 the WRC hosted a panel on violence against women. Panelists included Tracy Porteous, Ending Violence Association of BC; Fay Blaney, Downtown Eastside Women's Centre; and Christine Willes, UBCP/ACTRA. The event was well attended, and included discussion with panelists about campaigns that union members are able to engage in to educate the public on the effects of violence against women, as well as tools to take into communities to advocate for women's safety.

CANADIAN LABOUR CONGRESS DOMESTIC VIOLENCE IN THE WORKPLACE PROJECT

The Canadian Labour Congress (CLC) worked with the University of Western Ontario's Centre for Research and Education on Violence against Women and Children to conduct a survey for workers on their experiences with domestic violence in the workplace. After six months of collecting responses from workers, the survey results were first unveiled on December 6. The CLC has since published the survey findings, and launched an online resource centre for unions at www.domesticviolenceatwork.ca. The CLC is also working with federations and affiliates to change legislation, and is launching an education program to offer union representatives the tools they need to address domestic violence in their workplaces.

The committee discussed this report and were given an opportunity to examine the training materials. Committee members distributed the survey.

In both 2014 and 2015, the WRC partnered with the PSAC BC Vancouver Regional Women's Committee to hold a vigil for the National Day of Remembrance and Action on Violence Against Women.

TRANS* EXCLUSIONARY DONATIONS POLICY

The committee supported the Human Rights Committee's work in developing a trans* inclusive donation policy for the BCFED.

The Federation recognizes that trans* women are especially vulnerable to violence against women. Accordingly, the BCFED advocates for trans* women to have the same access to services that are available to other women who have faced violence. BCFED Officers and Executive Council passed the following policy on donations to trans* exclusionary organizations unanimously at the recommendation of the Women's and Human Rights Committees at the October 2015 executive council meeting:

The BC Federation of Labour recognizes the need to support equity-seeking groups and to regularly update policies and practices in order to continue to be a welcoming place for all union members.

The BCFED supports trans* and transgender workers, and respects all forms of gender identity.

The BCFED will not donate money to organizations who discriminate against trans* and transgender individuals or groups. An organization that provides services to women, and that refuses to provide these same services to transgender women, is considered by the BCFED to be discriminatory against trans* individuals; as is an organization that provides

services to men, but refuses to provide these same services to transgender men.

The BCFED will encourage organizations who are trans* exclusionary to change their practices, and will encourage affiliates to donate their dollars to trans* inclusive organizations.

RECOMMENDATIONS TO CONVENTION 2016

1. That the Federation continue to work with community groups, affiliates and government to ensure that rape kits and proper storage facilities for forensic evidence are available at every hospital in the province and that sexual assault services and domestic violence services are adequately funded throughout the province.
2. That the Federation continue to work with the Coalition on Missing and Murdered Indigenous Women and Girls to ensure the National Inquiry into Missing and Murdered Indigenous Women and Girls is conducted in a respectful manner, cooperates with stakeholders, and provides resources for families called to testify.
3. That the Federation continue to lobby the provincial government to implement the \$10 a Day Childcare Plan as outlined by the Coalition of Child Care Advocates of BC (CCCABC).

Definition: Trans* is an umbrella term that refers to all of the different gender identities, including non-binary and gender non-conforming identities, within the gender identity spectrum.



- 4. That the Federation through the Women's Rights Committee support the Equality on Screen Initiative which seeks to improve portrayal of women on screen, and support women in positions of leadership off screen.
- 5. That the Federation will
 - continue to support the work of the Canadian Labour Congress on domestic violence in the workplace;
 - lobby the provincial government to enact legislation to provide leave from the workplace for women experiencing domestic violence; and
 - launch an education program to offer union representatives the tools they need to address domestic violence in their workplaces.

WOMEN'S RIGHTS COMMITTEE

Ticha Albino, IBEW	Winnie Hung, UBCP/ACTRA	Karen Ranalletta, CUPE
Janet Andrews, IAM&AW	Stephanie Jang, IBEW	Carolyn Rice, New Westminster & DLC
Donisa Bernardo (Co-chair), HEU	Deanna Kimball, PSAC	Susan Ruzic, BCTF
Angela Brathwaite, IAM&AW	Rysa Kronebusch, MoveUP	Sussanne Skidmore, BCGEU
Brenda Brown, BCGEU	Trena Legge, USW	Leah Squance, FPSE
Betty Carrasco, TWU-USW	Niki Lord, CUPE	Lenora Stenersen, Unifor
Lynn Carter, FPSE	Cindy McDonnell, CUPW	Angela Talic, ILWU
Rachel Champagne, CUPE BC	Kelly Moon, IATSE	Barbara Tetu, UA
Kassandra Cordero, BCFED	Christine Morrison, Unifor	Dawn Thurston, HEU
Anne Davis, HSA	Amandeep Nijjar, CLC	Natasha Tony, IATSE
Emet Davis, BCGEU	Chantel O'Neill, CLC	Deidre Torrence, BCTF
Melinda Driedger, UFCW	Susan Orr, MoveUP	Donna Tremblay, UFCW
Michelle Fedosoff, UFCW	Marion Pollack, BC FORUM	Brenda Wagg, USW
Joey Hartman, Vancouver & DLC	Sabrina Prada, UBCP/ACTRA	Joie Warnock (Co-chair), Unifor
Angel Hoare, CUPW	Shanee Prasad, BCTF	Michelle Woods, Unifor
	Kristin Quigley, BCTF	

Women's Rights Resolutions

RESOLUTION WR: 1

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE funding to all BC sexual assault centres was cut by the BC Liberals in 2003; and

BECAUSE women's anti-violence and sexual assault services, including transition houses, sexual assault centres, and community-based victim services have provided support to victims of sexual assault without receiving any meaningful increases in funding in 23 years; and

BECAUSE forensic examinations following sexual assault are not available at most BC hospitals; now

THE FEDERATION WILL lobby for a coordinated and meaningful response to sexual assault in BC, including the availability of forensic exams in all BC hospitals and an appropriate level of funding for women's anti-violence and sexual assault services.

HSA

RESOLUTION WR: 2

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE there is no system-wide sexual assault policy in BC; and

BECAUSE only 14 hospitals in BC have sexual assault protocols and procedures; and

BECAUSE protocols ("rape kits") require properly trained staff (which can be achieved in one week) for intake counselling and evidence collection, and a dedicated freezer for evidence storage; and

BECAUSE only samples collected by trained staff, using proper procedures and equipment, can be entered as court evidence; the lack of which results in offenders avoiding prosecution; and

BECAUSE the BC government exacerbated the vulnerability of women and girls by withdrawing funding to women's advocacy centres and shelters,

THE FEDERATION WILL call for

- a BC-wide policy and protocol on sexual assault services; including training key personnel from every hospital, the provision of necessary "rape kits," and dedicated freezers to store evidence; and
- the restoration of funding to women's centres and shelters.

Vancouver DLC

**RESOLUTION
WR: 3**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE

- a properly administered rape kit can mean the difference between a conviction and getting away with sexual assault;
- currently, nine hospitals in eight communities administer rape kits in British Columbia;
- women and girls should not have to travel hundreds of kilometres after being raped to receive the rape kit;
- One in three women and girls, 57% of Aboriginal women and 83% of women with disabilities will be sexually assaulted in their lifetime; now

THE FEDERATION WILL

- lobby the provincial government to implement a provincial sexual assault response system that allows for the provision of “rape kits” and proper forensic exams following sexual assault in hospitals throughout British Columbia; and
- ensure medical professionals throughout BC receive the appropriate training required to properly administer rape kits in hospitals throughout BC.

*CUPE 1936***RESOLUTION
WR: 4**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE

- in 2004, the BC Liberals axed 100% of operational funding, totalling \$1.7 million, to British Columbia women’s centres;
- as a result, many of the women’s centres throughout BC were forced to close;
- these cuts were implemented despite a reported 30% increase in the use of women’s centres;
- without these women’s centres, particularly in more remote areas of BC, women in abusive and violent relationships are at risk of injury and even of death; now

THE FEDERATION WILL

- pressure the provincial government to restore at least \$1.7 million funding to BC women’s centres. This funding should be allocated to family, child protection issues, human rights complaints and poverty legal issues; and
- make restoration of funding to BC women’s centres a key election issue in 2017.

CUPE 1936



**RESOLUTION
WR: 5**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the Federation has supported the “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% 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 provincial funding for the \$10 a 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: 6**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE

- childcare is an essential service that should be universally accessible and publicly administered; and
- all children should benefit from quality care and learning environments in which they can grow and thrive; and
- families do not have access to reliable, consistent, or affordable childcare, and are forced to rely on makeshift or high cost arrangements; and
- unregulated childcare does not always provide high quality, accessible, inclusive, and affordable childcare; and
- public funding should not be provided to private, for-profit childcare companies; and
- the work of childcare workers is generally undervalued, and wages, working conditions, and benefits are in drastic need of improvement; now

THE FEDERATION WILL take a leadership role in the multi-union/ stakeholders’ childcare campaign leading up to the 2017 provincial election in order to promote grassroots support for provincial funding and a legislative framework for non-profit, public, quality, accessible, and affordable early childhood education and care system.

CUPE BC Division

**RESOLUTION
WR: 7**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE high childcare costs and poor service availability negatively affect union members who are parents, preventing their full participation in their workplaces and their unions; and

BECAUSE quality, affordable, universal childcare not only enhances the equality of women, but also positively impacts the overall economy; now

THE FEDERATION WILL encourage unions to bargain collective agreement language regarding the provision of childcare and/or resources for childcare for members.

USW District 3

**RESOLUTION
WR: 8**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE domestic violence is destructive to the physical and psychological lives of all members; and

BECAUSE domestic violence impedes our labour movement as a whole when we don't support members who are hurting in our workplaces; and

BECAUSE domestic violence is a health and safety issue which needs to be addressed in the workplace by all locals; now

THE FEDERATION WILL strongly encourage all affiliates to negotiate domestic violence language in their collective agreements that recognizes domestic violence, and ensures worker protections, using the principles of the Canadian Labour Congress concerning domestic violence as a guide; and

THE FEDERATION WILL, within the next six years, facilitate a study of all locals to evaluate how many were able to achieve the domestic violence language in their collective agreements. This study can track progress and provide assistance toward this goal for other locals and councils.

MOVEUP

Young Workers

Committee Report to Convention / 182

Committee Recommendations / 185



TOGETHER FOR BC

Young Workers' Committee

REPORT TO CONVENTION 2016

The BCFED Young Workers' Committee (YWC) became a standing committee in 2010. Over the past six years, the committee has established itself as a valuable nexus connecting affiliates' young worker committees across BC. The committee has played a significant role in advising Federation's Executive Officers on the issues affecting young workers, new workers, and the unorganized.

The committee is an active group, always ready to take the lead and get involved. Members of the committee have directly participated in a number of Federation, affiliate, political, and community campaigns and events. They have also worked to ensure young workers have access to labour-centred training, support, and mentorship.

The YWC is an important voice within our Federation because of the unique circumstances young people face in the workforce. Young workers are more likely to find themselves in low-wage work, earning less than \$15 per hour. Today's young workers face record levels of student debt. Many are also being pushed out of their communities due to a lack of affordable housing.

The unionization rate of young workers is lower than British Columbia's average, especially for those under the age of 25. Therefore, they often endure poor working conditions and are more likely to experience workplace problems such as wage theft.

Young workers and new workers are also at a greater risk of workplace injury.

Young workers remain under-represented in all levels of government and their interests are often discounted in public policy. This is why it is so important for unions to ensure that their voice is well represented in our organizations, in collective bargaining, and in our policy campaigns.

The labour movement is taking steps forward in this area. Many unions have established young worker advisory and/or standing committees and are investing in the training of young workers.

As a result, we are seeing many new faces at our events and conventions and participating in campaigns.

This year unions have also achieved a significant win for young workers. After an extensive campaign, led by the Canadian Labour Congress, Canada Pension Plan benefits will be expanded. This will be an immense benefit to young workers and assist them in attaining retirement security in the years to come.

FIGHT FOR \$15 CAMPAIGN TO RAISE THE MINIMUM WAGE

For over a decade, the YWC has been leading the call for a fair minimum wage for all workers. The committee played a critical role in the successful BCFED \$10 Now campaign. Again leading the way, in 2014 the YWC

The unionization rate of young workers is lower than BC's average, especially for those under the age of 25. Therefore, they often endure poor working conditions and are more likely to experience workplace problems such as wage theft.

recommended that the BCFED embark on a bold campaign for a \$15 per hour minimum wage. The campaign has been at the forefront of the Federation's work. The committee has continued to support the campaign by participating in planning meetings, attending events, collecting petition signatures, and encouraging other young workers to get involved.

The committee also set out the long-term goal of seeing the minimum wage come into line with a living wage. Thanks to the hard work of the Living Wage for Families campaign, a number of affiliates and community groups, the Cities of New Westminster and Quesnel, and the Huuayaht First Nation have all committed to implementing a living wage. In addition, the Cities of Port Coquitlam and Vancouver, and the Qualicum School District are engaged in a multi-year stepped approach to implementing a living wage policy.

LABOUR EDUCATION PROGRAMS IN SECONDARY SCHOOLS

The BCFED's Labour Education Program provides critical information to high school students as they begin to enter the workforce. The course, delivered by young workers, focuses on the key employment rights such as hours of work, overtime, and dismissal set out in the *Employment Standard Act*. It also focuses on the key role unions play in improving working conditions.

ANNUAL YOUNG WORKERS' SCHOOL AT CAMP JUBILEE

Every year young workers from across the province attend the Young Workers' School at Camp Jubilee in Indian Arm. The school offers courses designed for both new union activists just starting to learn about unions and for more experienced activists who want to hone their skills and provide valuable mentorship to other young workers.

We had excellent participation at this year's camp. We have increased in our registration numbers over the past two years. Over 80 young workers representing 11 unions attended the 2016 school, including a large number of new faces. The BCFED sponsored four non-unionized workers to attend the camp as part of our commitment to supporting the leadership development of young workers in our communities.

Courses included internal mobilizing, preparing for the provincial election, labour history, and anti-oppression. Every year there is also an introductory course offering a brief history of the labour movement, the role of the steward, and public speaking.

YOUNG WORKER SOCIAL EVENTS

Building a strong community is a key component of engagement and activism. The YWC has worked to increase the number of opportunities for young workers to come

together, share ideas, plan actions and socialize. The committee has held several events over the past two years including bowling, karaoke, pub nights, and an evening event at Castle Fun Park in Abbotsford. The committee would like to plan more events outside the Lower Mainland next year.

SUPPORT FOR PRIDE EVENTS

The committee organized a group of young workers to march in the Pride parades in both Victoria and Vancouver. They would like to expand their participation to Pride events in other cities in the future.

ANNUAL GRANT'S LAW SIT-IN

Grant's Law is named after 24-year old Grant DePatie, a gas station attendant who died at work after a gas and dash incident. In the aftermath of that tragedy the government bowed to pressure and implemented more protections for late night workers at gas stations, convenience stores and other retail outlets.

However, in April 2012, the Christy Clark government chose to remove specific safety requirements from Grant's Law under intense lobbying by the business community, including Mac's Convenience Stores.

The Young Worker's Committee continues to fight for the reinstatement of the original regulations by holding annual sit-ins at Mac's locations. In 2015, a sit-in was held in Vancouver. In 2016, sit-ins were held in Victoria and Vancouver. Both events received favourable response from the public and hundreds of petition signatures were collected. Support from affiliates was strong and the committee received visits and encouragement

from a number of union officials and NDP MLAs. The events attracted significant media coverage and helped to bring this important issue back into the public debate.

YOUNG WORKERS' LOBBY

In May of 2015, the YWC participated in their first political lobby in Victoria. Members of the committee met with two Liberal MLAs and 12 NDP MLAs to discuss cuts to funding for Adult Basic Education, increasing the minimum wage to \$15 per hour, and the need to reinstate Grant's Law to protect late-night and vulnerable workers. The BCFED provided lobby training and mentored committee members along the way.

Though the meetings were mainly positive, some of the MLAs pushed back and challenged our representatives on the issues. This presented a helpful learning opportunity for the young workers to communicate their views clearly and passionately. The experience also reinforced that we must continue pressuring our elected representatives to recognize the issues young workers face in BC. The BCFED YWC lobby was an inspiring and educational experience that the committee hopes to continue in future years.

FEDERAL ELECTION 2015

The BCFED YWC was committed to playing an active role in defeating the Harper Conservative government last year. Leading up to the federal election, the committee received canvass training from the Canadian Labour Congress, participated in canvass blitzes, and collaborated about their local union's campaign strategies. Additionally, many BCFED YWC delegates worked and volunteered directly on NDP campaigns.

In May of 2015, the YWC participated in their first political lobby in Victoria. Members of the committee met with two Liberal MLAs and 12 NDP MLAs to discuss cuts to funding for Adult Basic Education, increasing the minimum wage to \$15 per hour, and the need to reinstate Grant's Law to protect late-night and vulnerable workers.

On October 5, 2015, young workers from unions and political organizations nationwide participated in various federal election events to help get youth out to vote. The YWC hosted their own National Day of Action at Joyce Street SkyTrain station and canvassed for NDP candidate Don Davies. The BCFED YWC is proud that the youth vote increased in the 2015 federal election.

The YWC will be actively engaged in the upcoming provincial election to defeat the Christy Clark Liberals because BC deserves a government that effectively manages our natural resources, protects our environment, provides affordable housing, and creates good jobs for young workers.

WORKERS' ACTION CENTRE PROJECT

The Young Workers' Committee has been participating in the BCFED Workers' Action Centre Working Group. This group worked to do research and provide advice around the establishment of a workers' action centre in BC.

Many young workers are unable to access resources to advocate for their basic rights in the workplace. Many others struggle to find work that pays above minimum wage. We also know that workers' voices are stronger when united, and this is why a centre that is developed and driven by workers is so important. The committee has been part of the planning meetings and held a young worker

consultation session to ensure the needs of non-unionized young workers would be part of the foundation of a workers' centre.

YOUNG WORKERS' EDUCATION

In addition to the Young Workers' School, the committee is interested in offering courses to assist young workers in developing leadership skills. In the fall, the committee offered a course on strategic member engagement. The course provided a balance of both theory and practice allowing young workers to put the strategies into action using both new and tried and true campaign and organizing tactics.

RECOMMENDATIONS TO CONVENTION 2016

1. That the Federation organize a lobby of the newly elected government with young workers to demand policy that specifically benefits and supports young workers.
2. That the Federation expand its Labour Education Program to include information on preventing and reporting human rights violations and discrimination in the workplace.
3. That the Federation include in all its conferences and conventions content specific to the needs of young workers.



- 4. That the Federation work with affiliates to develop a comprehensive training, development, and retention program to help prevent the attrition of young workers from union involvement as they age out of young worker committees.
- 5. That the Federation work to elect the party in the May 2017 provincial election that has policies supporting young workers such as removing barriers to attaining a post-secondary education, raising BC's minimum wage to \$15 per hour, significantly increasing funding for K-12 education, restoring the funding for adult basic education programs, creating more apprenticeship positions, improving and enforcing employment standards protections, and implementing additional health and safety protections for young and new workers.
- 6. That the Federation fund the creation of a workers' action centre and provide ongoing funding, that this workers action centre be run independently by a board of working people from the communities that the centre serves, and that the board submit a report to the next Federation convention.

YOUNG WORKERS' COMMITTEE

Ashley Campbell, UFCW	Sarina Hanschke, CSWU	Denise Moffatt, BCFED
Yuly Chan, CEU	Kyle Knapton, ILWU	Panta Mosleh, UBCP/ACTRA
Laura Cipolato, UFCW	Milena Kollay, MoveUP	Liz Oliphant, PSAC
James Coccola, BCGEU	Brian Lalli, BCFMWU	Sultan Owaisi, MoveUP
Cody Crick, Unifor	Shevonne Leslie, CUPE	Danielle Pohl, BCGEU
Morgan Curry, UA	Simka Marshall, BCFS	Carmen Rogers Jones, HEU
Caitlin Davidson-King (Chair), MoveUP	Brendan (Maxx) McKenzie, IATSE	Renata Saat, BCGEU
Grace Delahanty, IATSE	Kari Michaels (Co-chair), BCGEU	Amber Sadgrove, CUPE
Ashley Duncan, IAHFIAW	Vanessa Miller, PSAC	Geoff Stephens, BCFMWU
		Mary-Jane Waenink, CEU

General Resolutions



TOGETHER FOR BC

**RESOLUTION
GE: 1**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE of the negative effect of not having compulsory trades has on workmanship and safety;

BECAUSE promoting compulsory trades is in the public's best interest by improving the overall skill level of the workforce;

BECAUSE promoting compulsory trades certification improves the number of apprentices and Red Seal completions;

BECAUSE there are trades that involve work that should be closely monitored to ensure public and worker safety;

BECAUSE without compulsory trades and proper monitoring and enforcement to have certified journeypersons and sponsored apprentices do the work, the public is not being protected from misconduct, incompetence or incapacity;

BECAUSE the public deserves that there be a level playing field to help eliminate the underground economy; now

THE FEDERATION WILL call on the government to pass legislation to re-institute compulsory trades and a system to monitor and enforce that only certified journeypersons and registered apprentices perform the work of these compulsory trades.

UA 170

**RESOLUTION
GE: 2**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE in the province of British Columbia, there are no fixed apprentice to journeyperson ratios; and

BECAUSE we support apprenticeships and the apprenticeship system; and

BECAUSE it is an essential piece of the apprenticeship system that the apprentice works under the supervision of a certified journeyperson; and

BECAUSE without fixed apprentice to journeyperson ratios, it allows unscrupulous employers to employ people as cheap labour rather than mentor them properly and safely; and

BECAUSE many levels of government have supported the idea of fixed apprentice to journeyperson ratios; now

THE FEDERATION WILL call on the provincial government to pass legislation to implement fixed apprentice to journeyperson ratios for all apprenticeships.

UA 170

RESOLUTION GE: 3

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the Industry Training Authority (ITA) has a system to challenge trade certifications;

BECAUSE the current challenge option process undermines apprenticeships and the value of the Certificate of Apprenticeship and serving that time under the supervision of a journeyperson;

BECAUSE in most cases, these challengers are writing only a written test after proving hours;

BECAUSE these hours may not be valid or be hours worked at the full scope of the trade;

BECAUSE the ITA has taken action on the “Enhanced Assessment Model”;

THE FEDERATION WILL call on the provincial government and the Industry Training Authority to fund a practical assessments model for challenging certified trades to ensure that subject matter experts and Red Seal journeypersons validate not only the knowledge base of challengers and the required one-and-a-half times the hours at the trade, but the actual ability to perform the work and pass a defined practical assessment.

UA 170

RESOLUTION GE: 4

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE trades training has been made a priority by the Liberal government and yet funding support continues to be lost by training institutions; now

THE FEDERATION WILL continue to remain active on apprenticeship issues and will strive to participate fully in providing direction to the government on trades training.

BCGEU

**RESOLUTION
GE: 5**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Site C construction has begun in earnest and significant financial commitments have been made by the provincial government; and

BECAUSE the affiliates of the BC Building Trades and the Allied Hydro Council have built the dam network in BC which meets the renewable energy needs of the province of British Columbia; and

BECAUSE over 1,500 workers are working on Site C under a managed, open site model that will lead to labour instability, project delays, and cost overruns; now

THE FEDERATION WILL undertake a comprehensive campaign that advocates for the use of a project development agreement that ensures Site C builders are represented by legitimate unions, and

THE FEDERATION WILL further advocate that Site C contractors maximize apprenticeship training opportunities and engage local businesses and suppliers to their fullest capacity in the provision of services to the project.

IUOE 115

**RESOLUTION
GE: 6**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Site C is the largest hydro-electric project in British Columbia's history at a cost of \$9 billion; and

BECAUSE it is estimated Site C will create approximately 7,000 person-years of direct construction employment through the seven-year construction period; and

BECAUSE it's critical that this project be constructed to the highest standards with qualified and skilled local tradespeople; and

BECAUSE the current process used by BC Hydro to award contracts has resulted in the hiring of out-of-province contractors and workers, and has failed to meet the government's own objective of employing 25% apprentices; now

THE FEDERATION WILL lobby BC Hydro to sign project labour agreements with Bargaining Council of BC Building Trades Unions for all future contracts that are awarded for Site C.

IUOE 115

RESOLUTION GE: 7

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE much of Canada's infrastructure is aging and in need of repair or replacement; and

BECAUSE the federal government has committed \$125 billion for infrastructure over the next 10 years; and

BECAUSE this historic investment in infrastructure is an opportunity to reap benefits for working people and the communities where they live; and

BECAUSE project labour agreements guarantee strong returns on investment by building in community benefits such as apprenticeship and training, First Nations' involvement, and hiring local skilled trades; now

THE FEDERATION WILL, with the assistance of the CLC, lobby the federal and provincial governments to support the negotiation of project labour agreements on all major infrastructure projects proposed to be built in BC.

IBEW 213, 230, 993, 1003

RESOLUTION GE: 8

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE corporations' principal concern is to make a profit for their shareholders; and

BECAUSE the provincial government is relying on industry to self-regulate environmental projects; now

THE FEDERATION WILL demand that the province increase independent oversight of projects with an impact on the environment based on the best current practices and employing qualified, public sector inspectors.

BCGEU

**RESOLUTION
GE: 9**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE climate change is real and governments are adopting carbon taxes and other schemes to lower emissions; and

BECAUSE goods produced in countries without these carbon levies and little environmental protection enter our country without restriction and compete with locally-produced goods and the workers who make them; now

THE FEDERATION WILL demand all levels of government and the public sector implement carbon footprint as criteria in all procurement processes to ensure the lower carbon impact of local goods is valued and supported.

USW District 3

**RESOLUTION
GE: 10**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE there is a need for job creation in BC; and

BECAUSE jobs created should be both sustainable and environmentally responsible; and

BECAUSE fossil fuel emissions further climate change; and

BECAUSE climate change has the most profound impact on developing countries and impoverished populations; and

BECAUSE BC is a province rich in clean energy resources; now

THE FEDERATION WILL support clean energy projects and initiatives; support energy alternatives that do not further climate change, therefore considering developing countries and their economies; lobby against further development of fossil-fuel-based energy; lobby for the development of clean energy alternatives; and ensure it strives in all aspects of its business to be environmentally responsible.

BCGEU

RESOLUTION GE: 11

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE climate change has resulted in changing weather patterns; and

BECAUSE 2016 has seen devastation that has resulted from climate change; and

BECAUSE with the melting of the permafrost, Canada will be unable to meet its climate change targets; now

THE FEDERATION WILL demand that both the federal and provincial governments develop plans to mitigate potential damage resulting from climate change and develop a comprehensive plan to transition from carbon-based infrastructure into green technology.

BCGEU

RESOLUTION GE: 12

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Rio Tinto's aluminum smelter located in Kitimat has increased their SO₂ emission levels by approximately 50% as part of their recent Kitimat Modernization Project (KMP) upgrade; and

BECAUSE Unifor Local 2301 members in Kitimat/Terrace are concerned that the increased levels of SO₂ from KMP will have negative impacts on the health of workers and members of the community and on the environment; now

THE FEDERATION WILL lobby the provincial ministry of environment to impose air quality standards for Kitimat Modernization Project that would require the installation of SO₂ scrubbing technology which would result in a significant reduction of SO₂ emissions at the smelter and the surrounding community and environment.

UNIFOR 2301

**RESOLUTION
GE: 13**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE clean, safe drinking water is a necessity of life; and
BECAUSE clean, safe drinking water is becoming increasingly rare; and
BECAUSE polluted and contaminated drinking water is preventable; now
THE FEDERATION WILL demand that the federal and provincial governments enact stronger laws to protect water and develop long-term plans to clean up polluted or contaminated water.

BCGEU

**RESOLUTION
GE: 14**

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, for 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 lobby for local procurement first on all LNG construction which will include incentives to use local materials and BC businesses that employ BC workers.

IUOE 115

RESOLUTION GE: 15

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE about seven million Canadian workers have no disability insurance coverage; and

BECAUSE there can be major financial gaps for workers who have disability coverage and switch from short-term disability to EI sick benefits, long-term disability, or CPP disability; and

BECAUSE many Canadians exhaust their short-term benefits without immediate access to longer-term supports; and

BECAUSE Canadians received sickness benefits through EI and slightly more than one third of these claimants fully exhausted their benefits after 15 weeks; and

BECAUSE while on EI, a worker is not permitted to earn any additional wages without being subject to full claw-back of benefits and they are also not offered any employment supports; now

THE FEDERATION WILL, through the CLC, lobby the federal government to expand EI sickness benefits from 15 to 26 weeks in duration, and introduce an earnings disregard and employment support services to the EI sickness benefits program.

BCGEU

RESOLUTION GE: 16

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the BC government announced they would make small increases to the minimum wage and will index the minimum wage to the Consumer Price Index (CPI) on every September 1st; now

THE FEDERATION WILL continue to lead the Fight for \$15 and support the Living Wage for Families campaigns because “work should lift workers out of poverty, not keep them there”; and

THE FEDERATION WILL further express the labour movement’s dismay and condemnation of Christy Clark’s government’s completely inadequate wage adjustments, noting that they will keep low-waged workers in poverty and reinforce a stagnant economy.

Vancouver DLC

**RESOLUTION
GE: 17**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE too many workers find themselves working multiple, precarious jobs with low pay, uncertain hours, meagre or non-existent benefits or pensions; and

BECAUSE workers join unions to improve working conditions and bargain fair collective agreements; and

BECAUSE negotiated gains in working conditions including seniority, wages, and benefits that workers make through unionizing and bargaining can be wiped out at the stroke of a pen due to “contract flipping”; and

BECAUSE the successorship and common employer provisions of the *BC Labour Relations Code* cannot and do not protect workers in these situations; now

THE FEDERATION WILL demand that the provincial government and opposition parties commit to ensuring that the *BC Labour Relations Code* is changed as soon as possible to allow workers to continue with their collective agreement and bargaining agent in any “contract flip” situation and that such changes protect both public and private sector workers in all industries equally.

UNIFOR 3000

**RESOLUTION
GE: 18**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE too many workers are working multiple, precarious jobs with low pay, uncertain hours, meagre or non-existent benefits and/or pensions; and

BECAUSE workers join unions to improve working conditions and bargain fair collective agreements; and

BECAUSE negotiated gains including seniority, wages, and benefits workers make through unionizing and bargaining can be wiped out due to “contract flipping”; and

BECAUSE the successorship and common employer provisions of the *BC Labour Relations Code* and the *Canada Labour Code* cannot and do not protect workers in these situations; now

THE FEDERATION WILL demand that the provincial and federal governments and opposition parties commit to ensuring that the *BC Labour Relations Code* and *Canada Labour Code* are changed as soon as possible to allow workers to continue with their collective agreement and bargaining agent in any “contract flip” situation, and that such changes protect both public and private sector workers in all industries equally.

UNIFOR 2002

RESOLUTION GE: 19

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE raiding is counterproductive to advancing workers' interests and prohibited by the Canadian Labour Congress and BC Federation of Labour; and

BECAUSE union solidarity in opposition to raiding is necessary; now

THE FEDERATION WILL request that the Canadian Labour Congress establish policies that provide for sanctions against affiliates who take direct or indirect action that supports or enables other unions' raiding activities.

PEA

RESOLUTION GE: 20

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the BC Nurses' Unions (BCNU) continues to raid other BC unions resulting in dissension in the workplace, costly, and unnecessary legal disputes, and ultimately less effective health care; now

THE FEDERATION WILL continue to coordinate efforts amongst affiliates to take every possible action to sanction, exclude, and pressure the BCNU to abandon its raiding activities.

PEA



**RESOLUTION
GE: 21**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE raiding is destructive to the solidarity and strength of the labour movement, as well as to the many coalitions promoting social justice where labour plays an important role; and

BECAUSE the BC Nurses' Union has been raiding the members of affiliates for almost a decade; and

BECAUSE the BC Nurses' Union has recently expanded its raid of members of the Health Sciences Association from registered psychiatric nurses to include HSA health science professionals; now

THE FEDERATION WILL condemn in the strongest ways possible the ongoing raiding activities of the BC Nurses' Union; and

THE FEDERATION WILL do whatever it can to pressure the BC Nurses' Union to stop raiding the members of affiliates; and

THE FEDERATION WILL continue to coordinate with all affiliates to assist those affiliates who are being raided by the BC Nurses' Union to protect their members.

HSA

**RESOLUTION
GE: 22**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE there are many union activists in recovery that need a safe place to gather while away at conventions and conferences; and

BECAUSE we want all members to feel welcome and remove barriers and stigmas as well as isolation; now

THE FEDERATION WILL provide a fellowship room at all future regional and provincial conferences.

BCGEU

RESOLUTION GE: 23

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the union movement as a whole is weakened by their 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 employer-dominated labour organizations such as CLAC.

BCGEU

RESOLUTION GE: 24

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 Canadian consumers need to have an opportunity to be educated on how their shopping habits negatively affect Canadian workers and unprotected workers around the world; now

THE FEDERATION WILL regularly distribute to affiliates, labour councils, and other interested parties any information available on manufacturers and retailers whose goods are produced by sweatshop labour, and information on those manufacturers and retailers whose products are “sweatshop labour free”; and

THE FEDERATION WILL continue public education on the real cost of sweatshop manufacturing.

BCGEU



**RESOLUTION
GE: 25**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE almost 60% of Canadians lack a registered pension plan; and

BECAUSE current Canada Pension Plan rates are insufficient to sustain a reasonable standard of living in retirement; and

BECAUSE different levels of government are also targeting defined benefit pension plans making changes through legislation that will adversely affect all plan members; now

THE FEDERATION WILL support proposed changes to the Canada Pension Plan (CPP) and support the proposed expansion of the CPP to enable Canadian seniors to retire with dignity; and

THE FEDERATION WILL vigorously defend defined benefit plans.

BCGEU

**RESOLUTION
GE: 26**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the federal government, along with the majority of the provinces, have signed on to the agreement to expand the Canada Pension Plan (CPP); and

BECAUSE the BC Liberal government, certain provinces, and self-interested stakeholder groups have pushed for a delay to the process, or abandonment altogether; and

BECAUSE the failure to reach an agreement on the CPP expansion might mean a fractured provincial-based approach; now

THE FEDERATION WILL urge the BC Liberal government to stop stalling and engage the federal government now to solve this crisis.

CUPE 1004

RESOLUTION GE: 27

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE people with precarious immigration status cannot access vital public services, including health care, education, community, and social services without fear of detention or deportation; and

BECAUSE their Canadian-born children are denied public health care coverage because of their parents' inability to acquire Medical Services Plan and Pharmacare coverage; now

THE FEDERATION WILL endorse the principle of "access without fear" of detention or deportation for all vital public services including health care, education, community, and social services; and

THE FEDERATION WILL call upon all levels of government to honour this principle in the provision of these services and respect the duty of health care and social service agencies and school boards to provide access to service without fear; and

THE FEDERATION WILL call on the minister of health to eliminate any bureaucratic obstacles to enrolling all children, regardless of parental immigration status in the Medical Services Plan and Pharmacare.

BCGEU

RESOLUTION GE: 28

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE BC is the last province that charges a regressive Medical Services Plan (MSP) premium to its citizens; and

BECAUSE BC spends almost \$65 million annually to administer the collection of those premiums; and

BECAUSE the government has had to write-off over \$340 million of bad debt from premiums that they have not been able to collect; now

THE FEDERATION WILL undertake a campaign in favour of eliminating Medical Services Plan premiums and replacing them with a progressive taxation system that funds the British Columbia Medical Services Plan.

IUOE 115

**RESOLUTION
GE: 29**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE all Canadians deserve fair and equal availability of medical services; and

BECAUSE BC is the only province that charges premiums, while other provinces/territories have the Medical Services Plan as a basic human right; and

BECAUSE given what other provinces/territories are currently doing, this creates an unfair taxation and disadvantage for the Province of BC; and

BECAUSE BC premiums have increased dramatically since the Liberals have taken office; now

THE FEDERATION WILL lobby the provincial government to eliminate the Medical Services Plans' premiums.

CUPE 389

**RESOLUTION
GE: 30**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the federal government provides funding to the provinces to deliver health care;

BECAUSE of changes by Harper's Conservatives, provinces' relative prosperity is no longer considered in distributing this funding, and the guaranteed annual minimum funding increase will be reduced from 6% to 3% beginning April 1, 2017;

BECAUSE this means the provinces will lose out on \$36 billion of health care funding between April 1, 2017 and March 31, 2025;

BECAUSE this funding is the federal government's main tool for enforcing national health care standards;

THE FEDERATION WILL work, with the CLC, to pressure the federal and provincial governments to negotiate a new Health Accord that will:

- provide adequate federal funding to the provinces for public health care delivery;
- resume using an equalization formula to divide these funds among the provinces;
- establish needed national health care programs, such as national pharmacare, and a national seniors' care program.

HSA

RESOLUTION GE: 31

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE service levels are dangerously low in these 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: 32

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Canada's tainted-blood disaster infected tens of thousands of Canadians with HIV and Hepatitis C, and killed thousands; and

BECAUSE the principles underlying the recommendations of the Krever Commission inquiry into the tainted-blood scandal are explicit:

- blood is a public resource;
- donors should not be paid;
- sufficient blood should be collected so that importation from other countries is unnecessary;
- access to blood and blood products should be free and universal; and
- safety of the blood supply system is paramount.

THE FEDERATION WILL lobby the BC government to enact legislation banning all paid-blood product donations in BC.

HSA

**RESOLUTION
GE: 33**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Canada has the lowest level of medicine access of all countries with a system of universal health care; and

BECAUSE most Canadians receive no public assistance with the cost of prescriptions they fill at pharmacies and direct costs can add up to considerable sums over time; and

BECAUSE all needs-based means of paying for drugs are borne disproportionately by those with significant and/or ongoing health needs; and

BECAUSE a universal prescription drug coverage plan would provide comprehensive coverage of medicines to all Canadians; and

BECAUSE a universal prescription drug plan would provide all Canadians with protections against the financial burden associated with prescription drug needs; now

THE FEDERATION WILL, through the CLC, lobby the federal government to develop and implement a universal prescription drug purchasing plan; and

THE FEDERATION WILL lobby the provincial government to pass a universal prescription drug plan for British Columbians.

BCGEU

**RESOLUTION
GE: 34**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE everyone should receive health care based on their medical need and not their ability to pay;

BECAUSE Brian Day's for-profit surgical and specialist referral clinics are currently challenging this foundational principle of BC's Medicare legislation in the BC Supreme Court;

BECAUSE his challenge is supported by the right-wing Canadian Constitution Foundation and their financial backers, which include the Koch brothers;

BECAUSE if our Medicare laws are declared invalid, then BC and the rest of Canada will be opened to US-style health care; now

THE FEDERATION WILL continue to support the BC Health Coalition (BCHC)-led group that is intervening to protect public health care in Brian Day's constitutional court challenge to Medicare;

THE FEDERATION WILL encourage affiliates to help the BCHC raise the money needed to effectively defend Medicare in the court case, and to support the public campaign that will be an essential part of protecting public health care.

HSA

RESOLUTION GE: 35

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE for-profit surgical clinics threaten public health care and BC has one of the highest concentrations of private clinics in Canada; and

BECAUSE the provincial government is encouraging health authorities to contract out thousands of surgeries to private clinics, and may increase the length of stay allowed in private clinics from overnight to three days; and

BECAUSE the provincial government refuses to implement or expand many proven methods that could be used in the public system to improve surgical services and reduce wait times; now

THE FEDERATION WILL work with affiliates and other public health care supporters to pressure government to:

- prohibit expansion of private, for-profit surgical clinics;
- prohibit any public funding of for-profit clinics, including through health authority contracts;
- ensure for-profit clinics submit to all oversight mechanisms applied to public facilities and to regular audits of clinic billing practices; and
- expand publicly-funded-and-delivered surgical programs.

HSA

RESOLUTION GE: 36

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE substantial research into autism is required, and

BECAUSE autism is prevalent; now

THE FEDERATION WILL, through the CLC, advocate for a national research program on autism spectrum disorder.

BCGEU

**RESOLUTION
GE: 37**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE we remember the tragedies of the Tazreen factory fire (2012) and the Rana Plaza collapse (2013) that killed over 1,000 workers in Bangladesh; and

BECAUSE we stand in solidarity with workers who suffer human rights violations at the hands of Canadian-based companies; and

BECAUSE we demand higher global standards for all workers;

THE FEDERATION WILL, through the CLC, educate, advocate, and campaign to pressure Canadian extractive companies and Canadian retail brands to respect and uphold human rights throughout their entire supply chains and at all stages of their operations;

THE FEDERATION WILL, through the CLC, urge the government of Canada to create an ombudsperson and facilitate access to Canadian courts for cases of human rights violations;

THE FEDERATION WILL, through the CLC, develop and advocate recommendations for stronger action by Canada to promote union rights, living wages, compensation for accidents, and safety in Bangladesh, and countries with similar conditions.

USW District 3

**RESOLUTION
GE: 38**

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, and 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, e.g., Gildan, Hanes, 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: 39

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the peace accord reached by the Colombian government and the Revolutionary Armed Forces of Colombia People's Army (FARC) is a positive sign; and

BECAUSE the end of the armed conflict does not necessarily mean an end to violence, displacement, inequality, impunity, and militarization, which are at the root of the problem in Colombia; now

THE FEDERATION WILL, through the CLC, pressure the Colombian government to continue to recognize and engage with Colombian civil society wishing to participate in the implementation of peace accords by creating critical spaces for democratic participation; and

THE FEDERATION WILL, through the CLC, pressure the Colombian government to address the continued presence and violent activities of right-wing paramilitaries and other illegal armed actors, and dismantle these structures and their connections to powerful political and economic actors in the country.

BCGEU

RESOLUTION GE: 40

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Roman Labinino, Rene Gonzalez, Fernando Gonzalez, Antonio Guerrero, and Gerardo Hernandez, known as the Cuban Five, have been freed by US President Barack Obama and returned to their homes in Cuba; and

BECAUSE the growing international recognition and acknowledgement of Cuba's place in the world can open a new chapter to shared peace and prosperity; now

THE FEDERATION WILL celebrate the release of the Cuban Five and thank our local allies and trade unions around the world for their global solidarity.

USW District 3

**RESOLUTION
GE: 41**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE

- recent international trade agreements have been negotiated without consultation with regional, local, and provincial governments, and communities;
- these trade agreements will allow transnational corporations to legally attack national, provincial, regional, and local regulations and policies which protect local industry, workers, and the environment; and
- these trade agreements promote the privatization of public services, undercutting of workers' rights, undermining public health and safety, and limiting the ability of governments to plan and direct our industrial and infrastructural development; now

THE FEDERATION WILL, in conjunction with the CLC, oppose the secret international trade agreements (Trans-Pacific Partnership, Trade in Services Agreement, and Transatlantic Trade and Investment Partnership), and seek the support of the CLC to provide resources for research and analysis of the negative effect on public services and working people, and prepare educational materials to activate members, locals, and leaders to fight back against corporate control of our public services.

CUPE BC Division, CUPE 1004

**RESOLUTION
GE: 42**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the Trans-Pacific Partnership Agreement (TPP) has been reached by twelve nations with a combined gross domestic product (GDP) of US \$28.5 trillion; and

BECAUSE the TPP is expected to have detrimental impacts on Canadian manufacturing and agricultural sectors, and increase the cost of pharmaceuticals amongst other detrimental effects to workers; and

BECAUSE the percentage of Canadian content in auto manufacturing to avoid tariffs will be reduced from 62.5% to 45%, which Unifor predicts will eliminate 20,000 jobs when combined with the loss of auto assembly and parts manufacturing investments; and

BECAUSE the TPP extends the NAFTA-style investor-state provisions that give corporations the "right" to sue governments for policies or regulations that might reduce profits; now

THE FEDERATION WILL call upon the government of Canada to decline to ratify the Trans-Pacific Partnership Agreement until concessions have been reversed and the investor rights provisions removed.

Vancouver DLC

RESOLUTION GE: 43

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the people who pick berries for Driscoll's suppliers in Washington State and Baja California report poverty-level wages, inadequate housing, sexual harassment, and retaliation against workers who organize; and

BECAUSE these farmworkers in Baja California have organized a boycott of Driscoll's products, similar to the boycott that recently pressured Driscoll's suppliers in Washington State into recognizing and bargaining with the farmworkers' union; and

BECAUSE Driscoll's is a leading global supplier of berries, whose products are sold at several major BC retailers; now

THE FEDERATION WILL request the CLC boycott Driscoll's berries called for by farmworkers who pick berries for Driscoll's suppliers in Baja California who pay poverty-level wages, provide inadequate housing, and retaliate against these workers when they try to organize.

HSA

RESOLUTION GE: 44

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE in 2011, Canada signed a free trade agreement with Colombia despite opposition from Canadian and Colombian trade unions and civil society organizations; and

BECAUSE a promised human rights impact assessment of Colombia prepared by the Canadian government was not concluded in the first year, and subsequent human rights impact assessments have done little to change the situation; now

THE FEDERATION WILL, through the CLC, oppose the Canada-Colombia Free Trade Agreement and demand a comprehensive and independent human rights impacts assessment; and

THE FEDERATION WILL, through the CLC, lobby Canadian policy makers and inform the public of factors that are the root cause of the social and armed conflict in Colombia and draw links between these factors and Canada's trade and investment policies; and

THE FEDERATION WILL take practical steps to build solidarity with Colombian unions and human rights organizations and participate in coalition work in Canada that builds solidarity with Colombians.

BCGEU



**RESOLUTION
GE: 45**

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: 46**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Canadian cabotage regulations require that all transportation of goods between two Canadian ports be done by a Canadian company with Canadian ships and crew;

BECAUSE many countries have given up their cabotage regulations which has resulted in the complete loss of jobs for those countries’ citizens in their marine industry;

BECAUSE most Canadian sailors have the ability to report or stop dangerous practices that will harm them or our environment;

BECAUSE the *Coasting Trade Act* requires that any vessels built outside Canada must pay duties to enable them to work;

BECAUSE the Emerson Report calls for phasing out of cabotage requirements;

THE FEDERATION WILL, through the CLC, call on the federal government to reject the Emerson Report to the Canadian Transportation Agency and maintain and strengthen our cabotage regulations under the *Coasting Trade Act* and do what is necessary to grow our marine and shipbuilding industries.

Vancouver DLC

RESOLUTION GE: 47

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the provincial government has legislated responsibility to private industry to regulate much of the development of British Columbia's publicly owned, natural resources; and

BECAUSE the BC Auditor General, BC's Ombudsperson, and the BC Forest Practices Board have all sounded the alarm about BC's insufficient regulatory framework; and

BECAUSE shifting the responsibility to industry to self-regulate has failed and led to disasters such as Mount Polley, inadequate management of forests, and a real estate market that is completely out of touch with working British Columbians; and

BECAUSE BC's publicly-owned natural resources generate significant revenues to provide public services; now

THE FEDERATION WILL lobby the provincial government to review and revise the various laws that allow private industry to self-regulate the development of BC's natural resources and move those oversight responsibilities back into the public service so that public interest is reflected in BC's regulatory framework.

PEA

RESOLUTION GE: 48

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE mill closures are decimating workers, families, logging communities, and 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: 49**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the US accounted for 69% of Canada’s softwood lumber exports in 2015; and

BECAUSE in the same year, China accounted for 21% of Canada’s softwood lumber exports, and

BECAUSE in BC, the Softwood Lumber Agreement is responsible for the loss of at least 25,000 jobs in the forest industry; now

THE FEDERATION WILL continue to demand the provincial government commit to a healthy and vibrant forest industry; and

THE FEDERATION WILL support and advance a campaign to:

- reduce the level of raw log exports;
- amend the stumpage formula to increase the economic incentive to purchase timber domestically for the highest value of manufactured wood products;
- expand reforestation to create jobs today and healthy, sustainable forests for tomorrow; and
- ensure a sufficient future timber supply by reinvesting in forest stewardship, including providing adequate funding for forest inventories, silviculture, wildfire prevention, and enforcement.

USW 2009

**RESOLUTION
GE: 50**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the forest industry directly employs more than 65,000 workers in British Columbia in well-paying jobs; and

BECAUSE revenue generated by the BC’s forest industry is used to fund important public services like health care, education, and other social programs; and

BECAUSE forestry unions have worked in good faith to create protected areas and a working forest; and

BECAUSE forestry workers are under attack by a government that has allowed a record number of raw log exports, and organizations that are opposed to natural resource development; now

THE FEDERATION WILL work with the United Steelworkers and other unions to support forestry workers by promoting the value of BC’s working forest.

USW District 3

RESOLUTION GE: 51

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the Canadian energy industry is widely regarded as the most environmentally responsible in the world with comprehensive review processes, respected institutions, effective monitoring, and respect for human rights, and;

BECAUSE having one exclusive trade partner in the United States had led Canada to sell crude oil and natural gas at a discount compared to that of other countries, and;

BECAUSE the Canadian energy industry employs upwards of 300,000 direct jobs in Canada, contributes \$125 billion in average annual contributions to government revenue in support of social programs, government services, education, and public health programs; now

THE FEDERATION WILL advocate for industry leading standards when pipelines are constructed in BC; and

THE FEDERATION WILL further advocate for increased refinery capacity in order to satisfy our domestic needs and reduce the need to import foreign oil.

IUOE 115

RESOLUTION GE: 52

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the Canadian energy industry is widely regarded as the most environmentally responsible in the world with comprehensive review processes, respected institutions, effective monitoring, and respect for human rights; and

BECAUSE having one exclusive trade partner in the United States had led Canada to sell crude oil and natural gas at a discount compared to that of other countries; and;

BECAUSE the Canadian energy industry employs upwards of 300,000 direct jobs in Canada, contributes \$125 billion in average annual contributions to government revenue in support of social programs, government services, education, and public health programs; now

THE FEDERATION WILL advocate for industry leading standards when pipelines are constructed in BC; and

THE FEDERATION WILL further advocate for increased refinery capacity in order to satisfy our domestic needs and reduce the need to import foreign oil.

UA 170

**RESOLUTION
GE: 53**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Canadian-made buses are of the highest quality made buses anywhere; and

BECAUSE producing buses in Canada promotes good-paying, Canadian jobs that provide pensions, benefits, and job security for Canadians; and

BECAUSE producing Canadian buses promotes the training, education, and advancement of the skilled trades; and

BECAUSE local procurement of Canadian-made buses promotes the ongoing stimulation of the Canadian economy; and

BECAUSE producing buses in Canada promotes Canadian research and development of Canadian-made transit technologies right here in Canada; now

THE FEDERATION WILL establish a Canadian-made procurement policy for the procurement of transit vehicles; and

THE FEDERATION WILL lobby the government of British Columbia to mandate BC Transit and TransLink/Coast Mountain Bus Company to establish a procurement policy that promotes and supports the procurement of transit vehicles that are made in Canada.

UNIFOR 333

**RESOLUTION
GE: 54**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE BC has one of the highest child poverty rates in Canada; and

BECAUSE current income assistance rates are inadequate and contribute to the high child poverty rate; now

THE FEDERATION WILL advocate for the government of British Columbia to immediately and dramatically increase income assistance rates and implement an annual cost of living adjustment (COLA) so no BC families are below the poverty line; and

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

BCGEU

RESOLUTION GE: 55

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE BC is the only province without a poverty reduction plan despite experiencing some of the highest rates of poverty in Canada; and

BECAUSE most families living in poverty have at least one adult working full-time hours or more; and

BECAUSE the Poverty Reduction Coalition, to which the BCFED is a member organization, has asked municipal councils across the province to support a poverty reduction strategy for BC; now

THE FEDERATION WILL urge the provincial government to implement a poverty reduction strategy with clear objectives and targets for each goal.

Vancouver DLC

RESOLUTION GE: 56

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE BC has an abundance of hydroelectric power; and

BECAUSE the government has endorsed the use of electric vehicles which are significantly cleaner than gasoline vehicles; and

BECAUSE we need to stop the rise of CO₂, and one of the major contributors to CO₂ in the atmosphere is gasoline and diesel engine vehicles; now

THE FEDERATION WILL lobby the provincial government on the following issues:

- creating a public charging network for electric vehicles throughout the province;
- creating a public maintenance workforce to maintain these chargers;
- increase the electrical vehicle rebate;
- remove the step two hydro surcharge for individuals who have electric vehicles as it is practically impossible for an individual to conform to the step one rate with electric vehicles; and
- with the assistance of the CLC, call on the provincial and federal governments to install public charging stations at all government office locations.

CUPW VANCOUVER

**RESOLUTION
GE: 57**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE there is a lack of affordable housing and this increases inequality and contributes to homelessness; and

BECAUSE waitlists for families needing subsidized housing are growing; now

THE FEDERATION WILL demand that the federal, provincial, and municipal governments work together to address the lack of affordable housing; and

THE FEDERATION WILL demand the province of BC increase funding for assisted living units as well as subsidized housing; and

THE FEDERATION WILL demand that the province of BC work with the federal and municipal governments to develop a comprehensive housing strategy including investments in social housing in consultation with communities.

BCGEU

**RESOLUTION
GE: 58**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the 10th annual homeless count in Vancouver, held on the night of March 9 and the day of March 10, 2016, found 1,847 individuals facing homelessness — an increase of almost 6% over 2015; and

BECAUSE there are approximately 6,000 people waitlisted for subsidized housing in the greater Victoria region alone; and

BECAUSE communities across the province report they are experiencing increased homelessness and lack of affordable housing; and

BECAUSE access to affordable, quality housing is a first step in reducing poverty, hunger, and homelessness; now

THE FEDERATION WILL work with other national, provincial, regional, and community organizations to lobby the federal and provincial governments to increase funding for and access to safe and affordable housing.

HSA

RESOLUTION GE: 59

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE autonomous car technology will have immeasurable impacts on the lives of our members' work, transportation, safety, and communities;

BECAUSE advances in the technology are accelerating, with many manufacturers looking to have fully autonomous vehicles on the road in the next five years;

BECAUSE British Columbia could be well-positioned to gain financial benefit from the growth of the autonomous vehicle industry; and

BECAUSE other jurisdictions in North America, including Ontario, have pilot projects to find the best way to regulate the technology to the advantage of their citizens; now

THE FEDERATION WILL form a working group of interested affiliate representatives to create a report that assesses the job impacts, job growth possibilities, worker impacts, and other implications of the autonomous vehicle technology; and

THE FEDERATION WILL create a series of recommendations, based on the aforementioned report, for each level of government and advance those positions through lobbying and public outreach.

MOVEUP

BECAUSE Canada has yet to sign on to the ILO Convention 189, which declares domestic workers are entitled to the same rights and protections as other workers; and

BECAUSE there are 11.5 million migrant domestic workers in the world, mostly women, many in Canada under the exploitive Live-In Caregiver program; and

BECAUSE the Canadian government continues "Project Guardian", initiated by the Harper Conservatives, targeting domestic workers in Canada for minor infractions of their work permits; and

BECAUSE in the application of Project Guardian, detainees are often handcuffed and detained in holding cells before deportation; now

THE FEDERATION WILL, working with the CLC:

- call upon the Canadian government to sign the International Labour Organization (ILO) Convention 189 regarding the rights of domestic workers and immediately close down Project Guardian; and
- encourage affiliates to demand justice for caregivers in Canada under the Live-in Caregiver and Temporary Foreign Worker programs.

Vancouver DLC

RESOLUTION GE: 60

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

**RESOLUTION
GE: 61**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Old Age Security (OAS) applications are at an all-time record high with over 900,000 backlogged files; and

BECAUSE many applicants to OAS are waiting three years to receive their OAS benefits; and

BECAUSE employees at the OAS administration office in Victoria, BC, are working in a toxic environment; now

THE FEDERATION WILL, through the Canadian Labour Congress, exert public pressure on the federal government to address the unnecessary Old Age Security application backlog caused by chronic understaffing, inadequate training, and a toxic work environment.

PSAC 20974 CEIU

**RESOLUTION
GE: 62**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE inadequate funding is leaving thousands of British Columbians without any representation in legal matters; and

BECAUSE this has continued the marginalization of the working poor and low-income British Columbians; now

THE FEDERATION WILL advocate for the return to full funding and restoration of services provided by the Legal Services Society.

BCGEU

RESOLUTION GE: 63

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE

- between 2002 and 2005, the BC Liberals cut funding to legal aid by 40%, closed 85% of the legal aid offices throughout BC, creating an inaccessible legal aid system, they reduced BC staff by 75%, and in 2010, eliminated a further 58 legal aid staff positions throughout BC; and
- those living in poverty do not have access to justice, often attempting to represent themselves with dire, and often permanent consequences; now

THE FEDERATION WILL

- pressure the provincial government to inject at least \$18 million into provincial legal aid services and restore legal aid application centres throughout BC, with funding allocated to family, child protection issues, human rights complaints, and poverty legal issues; and
- make restoration of legal aid funding a key election issue in 2017.

CUPE 1936

BECAUSE the Canada Post Corporation Review Task Force released their report; and

BECAUSE this report included options such as requiring Canadians to pay for door-to-door delivery, reducing door-to-door delivery, and weakening the moratorium on the closure of rural post offices; and

BECAUSE this report contained weak recommendations on postal banking; and

BECAUSE a Parliamentary task force will be holding hearings; now

THE FEDERATION WILL

- continue to advocate for five-days-a-week door-to-door delivery;
- continue to support the moratorium on the closure of rural post offices;
- continue to oppose any privatization of Canada Post;
- continue to support postal banking;
- continue to support efforts to make Canada Post environmentally sustainable; and
- assist CUPW and allies in making submissions to the parliamentary committee on the future of Canada Post.

CUPW VANCOUVER

RESOLUTION GE: 64

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

**RESOLUTION
GE: 65**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE a “public” review of Canada Post is needed to discuss the future and options to build a post office able to meet the needs of Canadians and create new revenue streams, such as postal banking; and

BECAUSE there is an urgent need for this service because thousands of rural towns and villages have no bank and nearly two million people need alternatives to payday lenders; and

BECAUSE postal banking helps keep post offices viable and financial services accessible in many parts of the world; now

THE FEDERATION WILL, through the CLC, ask the federal government to hold a public review on the mandate and future of Canada Post, including consideration of postal banking; and

THE FEDERATION WILL further call upon Canada Post to restore door-to-door mail delivery to all those who lost it since the cuts in 2013, and instruct Canada Post to permanently stop the postal cuts.

Vancouver DLC

**RESOLUTION
GE: 66**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE BC Public Account’s aggregated statistics state that as a whole, government spends \$700 million per year on information management/information technology contracting; and

BECAUSE government information management/information technology contracts with these companies are consistently increasing the cost to taxpayers from the original stated cost; now

THE FEDERATION WILL lobby the BC government and the BC Auditor General to discover and disclose the true cost of outsourcing government information management/information technology jobs.

BCGEU

RESOLUTION GE: 67

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE a healthy society and economy requires government to provide public services and regulate corporations to ensure the public interest; and

BECAUSE public education is a social investment in current and future generations; and

BECAUSE the BC government is actively promoting and enabling privatization of public education; and

BECAUSE adequate public services require more government revenues through progressive taxation; now

THE FEDERATION WILL call on government to provide additional funding for public education and public services, eliminate public funding of independent schools, stop the privatization of services that should be offered by government, and produce a fair taxation system that brings in additional revenue to support the public services the public needs and wants.

BCTF

RESOLUTION GE: 68

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 in order to increase public safety.

BCGEU



**RESOLUTION
GE: 69**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE modernization efforts by the federal government of the Canada Pension Plan (CPP) processing system created a four-year oversight in claims; and

BECAUSE the federal government has chosen to claw back over-payments as a result of this oversight; and

BECAUSE the federal government has chosen to not advise Canadians of underpayments or denials of CPP applications as a result of this oversight; and

BECAUSE many Canadians are being denied or underpaid on their CPP benefits as a result of this oversight; now

THE FEDERATION WILL, through the Canada Labour Congress, put public pressure on Service Canada and the federal government to reverse its decision to not reach out to Canadians who were either denied or underpaid as a result of the four-year oversight in Canada Pension Plan claims.

PSAC 20974 CEIU

**RESOLUTION
GE: 70**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE strong, comprehensive public services are essential in building a fair society and reducing the impact of income inequality; and

BECAUSE public services are being privatized across BC and Canada at an increasing rate; and

BECAUSE privatized services cost more and provide less; and

BECAUSE working people and their families rely on public services; and

BECAUSE the members of many affiliates work in the public sector, and privatization threatens their jobs and the strength of their unions; now

THE FEDERATION WILL encourage and support public sector affiliates to bargain for strong anti-privatization language in their collective agreements; and

THE FEDERATION WILL work with affiliates and allied organizations to push for legislation, at all levels of government, that protects public services and discourages privatization.

HSA

RESOLUTION GE: 71

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE Prime Minister Trudeau has said his government will legalize marijuana in the spring of 2017; and

BECAUSE BCGEU Component 5 (Retail Stores and Warehouses) would like to have the distribution and sale of marijuana go through the Liquor Distribution Branch; now

THE FEDERATION WILL help inform the public and lobby government to utilize the retail and distribution infrastructure that is already there for alcohol and extend it to non-medical marijuana.

BCGEU

RESOLUTION GE: 72

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE electricity is a necessary household expense, with only a limited degree of flexibility;

BECAUSE BC Hydro rates have risen almost 50% in the last decade and will continue to rise over the life of the new ten-year forecast;

BECAUSE electricity rate increases are not tied to ability to pay, and therefore have a more significant impact on low-income British Columbians;

BECAUSE other provinces and jurisdictions across North America have adopted or are considering adopting measures to limit the impact of electricity rate increases on low-income residents; now

THE FEDERATION WILL lobby the provincial government to instruct BC Hydro and other electrical utility providers to adopt a form of rate relief for low-income citizens and families. This could come in the form of elimination of service charges, lower usage rates, payment plans, elimination of reconnection fees, debt forgiveness, or a combination of any or all of these terms.

MOVEUP

**RESOLUTION
GE: 73**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE strong public transit that grows with communities is a necessity for the movement of people and goods in municipalities across the province; and

BECAUSE many communities, particularly the Lower Mainland, have struggled in the past to gain consistent commitments from all levels of government to fund public transit in line with the growth of communities; and

BECAUSE long-term funding commitments improve the effectiveness and cost-efficiency of transit planning; now

THE FEDERATION WILL support the Lower Mainland mayors' plan on transit and the principle that 50% of the funding should come from the federal government, 40% from the provincial government, and 10% from the municipal governments; and

THE FEDERATION WILL lobby all governments to move to a more transparent, predictable, and long-term funding arrangement for transit across British Columbia that will allow for more effective and cost-efficient transit planning.

MOVEUP

**RESOLUTION
GE: 74**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE systemic underfunding and lack of oversight has placed children at risk who are under the care of Ministry of Children and Family Development and contracted social services agencies;

BECAUSE current staff levels and caseloads in the ministry are contributing to BC's children being at risk;

BECAUSE the erosion of ministry programs through contracting out to non-union employers destabilizes the social services sector and leaves at-risk children, youth, the elderly, and those with developmental difficulties vulnerable; now

THE FEDERATION WILL work with affiliates to lobby the provincial government to increase resources for the Ministry of Children and Family Development to address the staffing crisis and ensure caseloads are reduced to levels of the recommended best practices, provide adequate funds for community-based social service agencies, prevent contracting out of ministry services to non-unionized employers, and ensure all people working with children receive the training needed to protect and care for children.

BCGEU

RESOLUTION GE: 75

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE the government's Integrated Case Management database for providing services for citizens has been a failure with frequent problems; and

BECAUSE these failures place clients at risk, including children and people in need of social assistance; and

BECAUSE the government is moving towards a centralized service delivery model where the database is relied upon; and

BECAUSE in 2015, BC's Auditor General ripped the government's database for being incomplete and a failure despite the province spending \$182 million and seven years on the database; now

THE FEDERATION WILL demand that the government abandon the Integrated Case Management database for providing services for citizens from the Ministries of Social Development and Social Innovation, Children and Family Development, and Technology, Innovation and Citizens' Services, and find a database that better meets the needs of the clients.

BCGEU

RESOLUTION GE: 76

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE every year in British Columbia, workers continue to be killed or seriously injured by their workplaces; and

BECAUSE the BCFED Health & Safety Centre has evolved into a centre of excellence for occupational health and safety training in British Columbia, and is the largest provider of health and safety training and the only unionized centre in the province; and

BECAUSE properly-trained worker members of Joint Health and Safety Committees are crucial to effective prevention strategies; now

THE FEDERATION WILL encourage all affiliates to utilize the services of the BCFED Health & Safety Centre; and

THE FEDERATION WILL encourage affiliates that are considering the use of an external health and safety provider in their workplaces to recognize the BCFED Health & Safety Centre as a preferred provider.

USW 2009



**RESOLUTION
GE: 77**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE employers around the world support each other in eroding workers' rights; and

BECAUSE corporate exploitation of workers in developing countries deprives people of services, human rights, and quality of life; and

BECAUSE it is crucial for unions to support workers around the world; now

THE FEDERATION WILL explore creation of a BCFED International Solidarity Committee and a fund, funded at 0.7% of its affiliation fees; and

THE FEDERATION WILL use that fund to support workers in developing countries and organizations that assist them in achieving universal human rights, access to services, and improving quality of life with the similar goals to the Millennium Development Goals.

BCGEU

**RESOLUTION
GE: 78**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE raiding is counterproductive to advancing workers' interests and has significant negative impacts on unions and their members; and

BECAUSE union solidarity in opposition to raiding is necessary; now

THE FEDERATION WILL establish a policy clarifying that affiliates are not required to respect picket lines of unions that are engaging in raiding activities against other affiliates.

PEA

**RESOLUTION
GE: 79**

COMMITTEE

- Support
- Non-Support

CONVENTION

- Carried
- Defeated

BECAUSE union solidarity is critical for defending workers interests; and

BECAUSE respecting other unions' picket lines is a necessary component of solidarity; and

BECAUSE the nature of work has changed today where workers carry out their jobs by teleworking and working remotely; now

THE FEDERATION WILL re-examine its policy statement on picketing and incorporate changes that address work that is carried out from remote locations and home offices, rather than in a physical location behind a picket line.

PEA

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
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)
MoveUP	Movement of United Professionals
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-USW	Telecommunication Workers' Union – United Steelworkers
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)



RESOLUTIONS QUICK GUIDE

ID	Committee	Resolution no.	Page
CA	Community and Social Action	CA: 1	112
CS	Constitution and Structure	CS: 1 to 5	114-116
ED	Education	ED: 1 to 9	125-128
HR	Human Rights	HR: 1 to 17	134-142
OH	Occupational Health and Safety	OH: 1 to 15	155-162
PA	Political Action	PA: 1 to 5	169-170
WR	Women's Rights	WR: 1 to 8	177-180
YW	Young Workers	-	-
GE	Resolutions	GE: 1 to 79	188-227
LA	Late Resolutions	-	-



57TH CONVENTION NOVEMBER 28 TO DECEMBER 2, 2016

TRAVEL POOL CLAIM FORM

OUT-OF-TOWN DELEGATES ONLY

Out-of-town delegates, please complete this form and turn it in to the BC Federation of Labour Convention Office (at the Vancouver Convention Centre West, November 28–December 2).

Travel Pool claim forms will not be considered unless handed in **before the end of the convention.**

UNION NAME

LOCAL NUMBER

DELEGATE'S NAME (LAST, FIRST)

ADDRESS (STREET, CITY, PROVINCE, POSTAL CODE)

TRAVELLED FROM AND RETURNING TO

VIA AIR FARE (RETURN) \$.

VIA BUS FARE (RETURN) \$.

VIA CAR* DISTANCE (RETURN) KM

VIA FERRY CAR & DRIVER FARE (RETURN) \$.

ADDITIONAL FERRY PASSENGER(S)* \$.

CAR TRAVELLERS ONLY

ONLY CAR DRIVERS SHOULD FILL OUT THE TRAVEL POOL CLAIM FORM.

*LIST NAME(S) OF PASSENGER(S) BELOW:

1.

2.

3.

4.

For the purposes of this travel pool, out-of-town delegates will be those travelling from points except: Vancouver • North Vancouver • West Vancouver • Richmond • New Westminster • Burnaby & surrounding districts • Coquitlam • Port Coquitlam • Port Moody & surrounding districts • Maple Ridge • Port Hammond • Haney & surrounding districts • Mission • Abbotsford • Clearbrook & surrounding districts • Langley • Cloverdale • Aldergrove • White Rock and surrounding districts • Surrey • Delta and surrounding districts • Chilliwack & surrounding districts • Squamish & surrounding districts.



EXPLANATION OF THE TRAVEL POOL

The Travel Pool is required by the BCFED 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.



57TH CONVENTION November 28 to December 2, 2016

Convention website: convention.bcfed.ca

 facebook.com/bcfed

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