



**BC FEDERATION OF LABOUR
60th CONVENTION**

November 21 to 25, 2022





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After our first-ever virtual convention in 2020, we're delighted to be together again in person for 2022! PHOTO: JOSH BERSON

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60th CONVENTION November 21 to 25, 2022

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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 WILL BE:

1. The President will chair all regular and special conventions. In their absence, or at their request, the Secretary-Treasurer or another Executive Officer may be designated as Chairperson.
2. There will be no smoking or vaping of any product in the convention hall.
6. A delegate wishing to speak in favour of a particular resolution or report must speak at a microphone labelled "pro." A delegate wishing to speak against the resolution or report must speak from a microphone labeled "con."
7. Speeches will be limited to three minutes.

RESOLUTIONS

3. Committees may amend resolutions, use one resolution to cover the intent of other resolutions, or combine resolutions (composite) to cover the intent of other resolutions.
4. Late resolutions that, in the opinion of the Chair, deal with a pressing issue (emergency) that arose after the deadline for submission of resolutions will be referred to the Resolutions Committee for consideration and be debatable at any time. Per the Constitution, all other late resolutions can only be referred to the Resolutions Committee following the completion of all convention business and upon receipt of two-thirds majority consent by the convention.
8. A delegate will not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
9. A delegate will not interrupt another except to call a point of order or for a question of privilege.
10. When a question is pending before the convention, no motion will be in order except to refer back for reconsideration, to postpone for a definite time (table the motion), or to put the question (call for a vote on the question). If any of the foregoing motions are defeated, they cannot be moved again until further debate has taken place.
11. A motion to refer back is not debatable and, when properly seconded, the question will be immediately put to the convention. A delegate cannot not move a motion to refer back after they have spoken on the question at issue.

MOTIONS AND DEBATE

5. When a delegate wishes to speak they will proceed to one of the microphones provided for this purpose. When recognized by the Chair, the delegate will give their name and the organization they represent and will confine their remarks to the question at issue.
12. 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.
13. When a motion is made to call the question, no discussion or amendment is permitted. The Chair, after announcing

the question, will ask: "Are you ready for the question?" If the majority vote that the question be now put, the original motion has to be voted on without debate. If the motion to put the question is defeated, discussion will continue on the original motion.

14. A motion may be reconsidered provided the mover voted with the majority, notice of motion is given for consideration at the next sitting, and the notice of motion is supported by two-thirds of the delegates.

VOTING

15. Questions may be decided by a show of hands or a standing vote. A roll call vote may be demanded by one-third of the delegates present. Standing votes and roll call votes will be conducted on the basis of one vote per delegate.
16. Two delegates may appeal the decision of the Chair. The Chair will then put the question like this: "Shall the decision of the Chair be sustained?" The question will not be debatable except that the Chair and the challenger may make an explanation for their decision.
17. The Chairperson will have the same rights as other delegates to vote on any question. In case of a tie vote, they will cast the deciding vote.

UNPARLIAMENTARY CONDUCT

18. If a delegate is called to order, the delegate will, at the request of the Chair, take their seat until the question of order has been decided.
19. Should a delegate persist in unparliamentary conduct, the Chairperson will be compelled to name the delegate and submit their conduct to the judgment of the convention. In such case, the delegate whose conduct is in question, will explain and then withdraw until the convention determines what course to pursue in the matter.
20. Bourinot's Rules of Order will govern in all matters not regulated by these rules of order.

ALTERNATE DELEGATE STATUS

21. An alternative delegate replaces a regular delegate and will have full voice and vote.
22. As the regular delegate and their replacement (alternate) delegate cannot be on the floor at the same time, an alternate delegate badge will not be issued until the regular delegate turns their badge in to the convention office. If different alternate delegates are attending each day, the same procedure is followed.

VISITOR STATUS

23. 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, 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.

The BCFED will not tolerate any sexist or racist jokes or behaviour that degrades women, 2SLGBTQIA+* people, IBPOC** people or any other groups.

Harassment can include comments, slurs and jokes based on any identity listed as prohibited ground in the BC Human Rights Code.

It can include displaying degrading or pornographic pictures or graffiti and, in the case of sexual harassment, includes unwanted 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 an Ombudsperson appointed for the duration of the event. At convention, you can contact them by approaching any Federation staff member or Officer, by leaving a message for them at the convention office, or by emailing ombudsperson@bcfed.ca.
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.

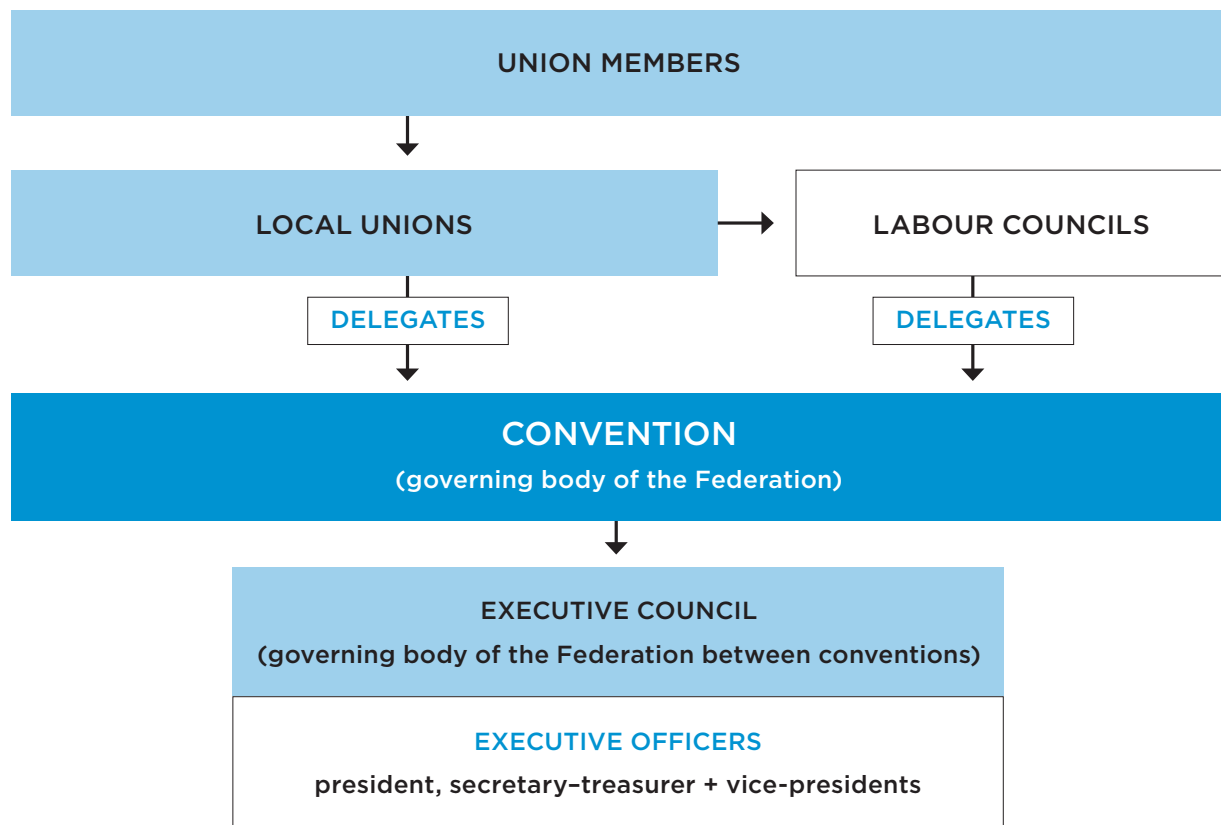
The purpose of this statement is to make it clear — there is no room for harassment at Federation events. We do not condone it, and we will not tolerate it.

* 2SLGBTQIA+: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual Plus

** IBPOC: Indigenous, Black and People of Colour

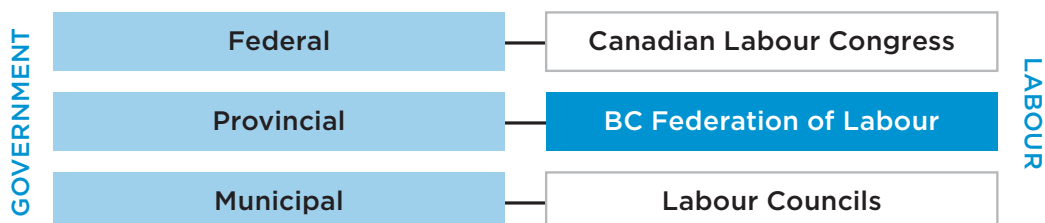
New Delegates Guide

FEDERATION STRUCTURE

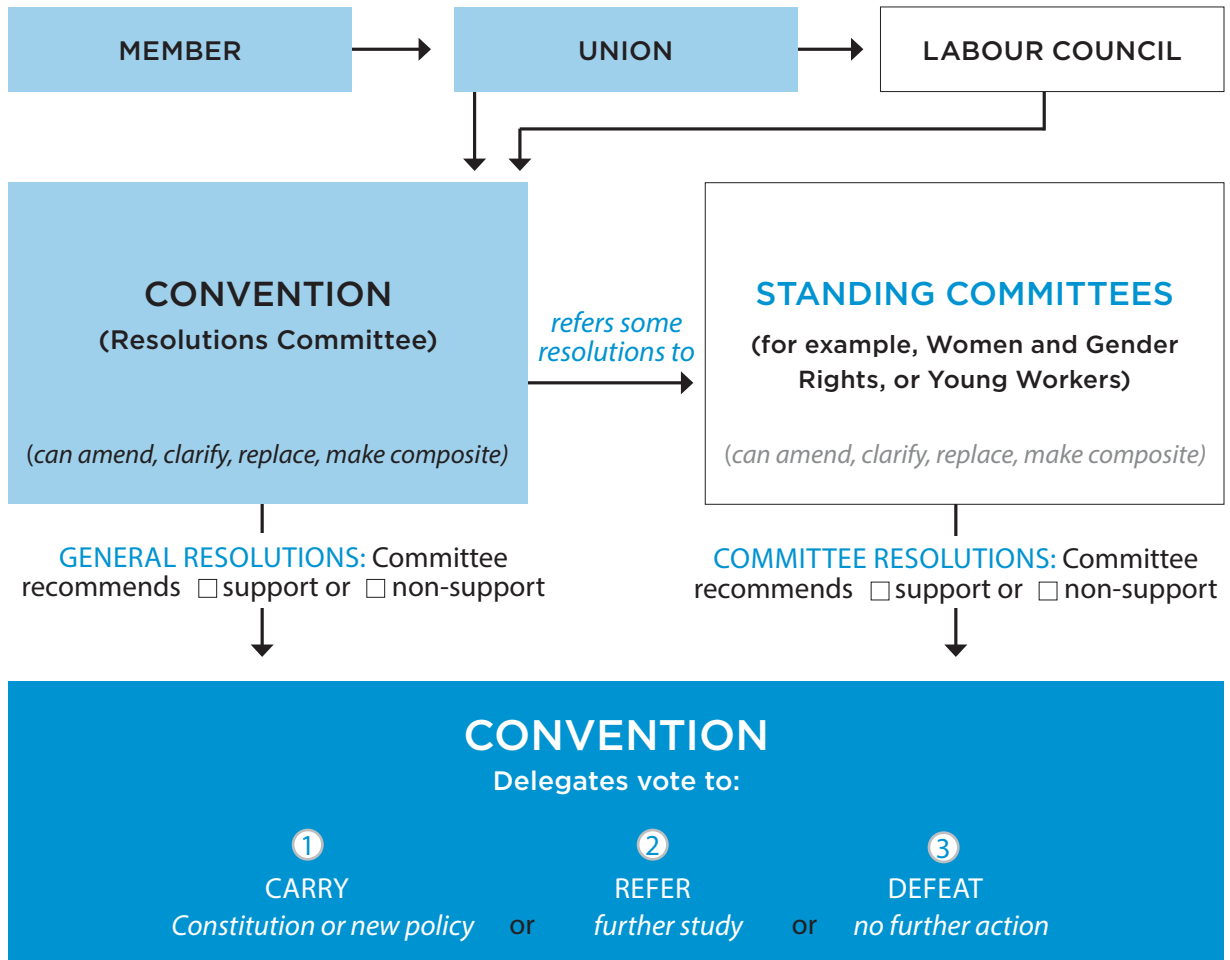


LABOUR MOVEMENT STRUCTURE

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



RESOLUTIONS FLOW



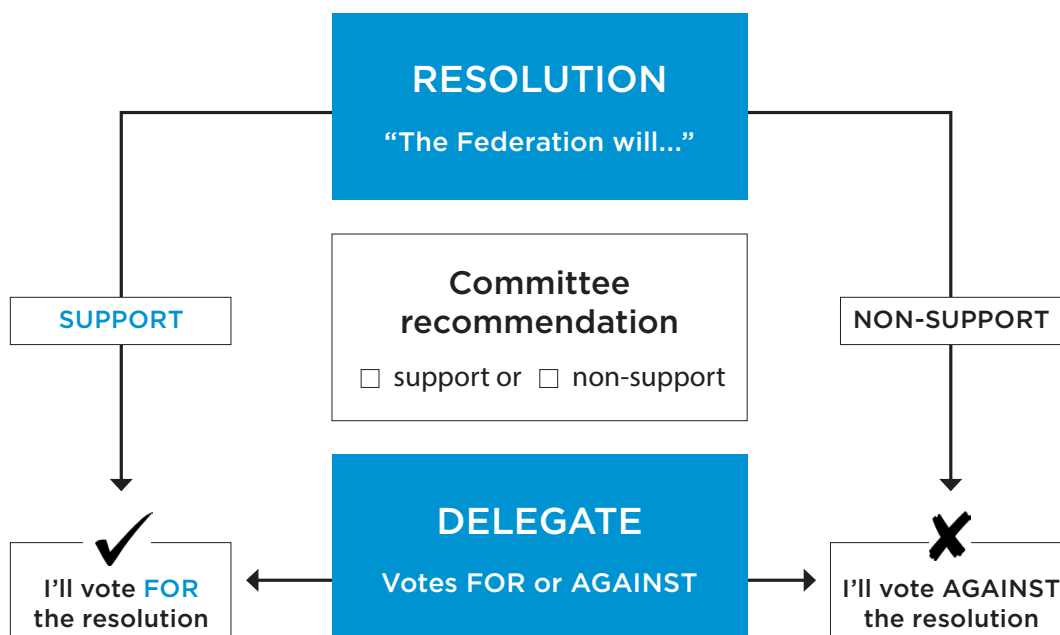
When resolutions are sent to the BC Federation of Labour, they become the property of the convention and are processed by the Resolutions Committee. The convention refers resolutions to committees upon recommendations of the Resolutions Committee.

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.

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*.)

RESOLUTION L-50

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

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

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

— Carpenters Local 452

RESOLUTION L-51

The Federation will:

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

— Prince Rupert & District Labour Council

RESOLUTION L-52

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

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

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

— Marine Workers' & Boilermakers' Union, Local 1

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

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

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

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

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

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

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

RESOLUTION L-72

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

— UFAWU Locals 1-99

RESOLUTION L-73

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

— Prince Rupert Amalgamated
Shoreworkers & Clerks Local 1674

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

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

RESOLUTION F-6

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

The Federation will:

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

— Carpenters Local 452

RESOLUTION F-8

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

RESOLUTION F-7

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

The Federation will demand the recovery of this money.

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

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

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

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

British Columbia Federation of Labour | Chartered by the Canadian Labour Congress

Amended by Convention: November 27, 2018 | Approved by CLC Canadian Council: May 27, 2019

ARTICLE 1 – NAME

Section 1. 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

Section 1.

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 to share in the full benefits of union membership, especially those who identify with the equity seeking groups established in Article 9 Section 1(a) (iii), and any other worker who is covered by protected grounds in the BC Human Rights Code.
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 from the undermining effects of any agencies, which are opposed to the basic principles of democracy and free and democratic unionism; and to strongly, support affiliates against raiding.
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.
 - (ii) 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 twenty-four (24) 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 Convention credentials based on entitlement, such delegate registration must be confirmed by the appropriate affiliate officer. A delegate must be a member or representative of the local union, branch or lodge they represent 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 Convention'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 in either electronic or paper format 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 two presiding officers of the body submitting it. The signatures can be either digital for electronic resolutions or written for paper resolutions. A resolution shall not deal with more than one (1) subject, and shall refer to the action which is proposed. It shall contain no more than one hundred and fifty (150) words inclusive of the 'Because' and the 'Federation Will' portions, and exclusive of any wording quoted from the Federation's Constitution.

- 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, and one (1) representative from the Maritime Council, provided the person comes from a union affiliated to the BC Federation of Labour, and one (1) representative from the building trades, provided the person comes from a union affiliated to the BC Federation of Labour.
- 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.

Section 3.

- a) The President and Secretary-Treasurer shall, upon election, 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 affiliates selected in accordance with Article 10, who shall each self-identify and represent one (1) of the following groups of Federation members:
 1. Workers of colour;
 2. Indigenous peoples;
 3. People with disabilities; and
 4. LGBTQ (lesbian, gay, bisexual, transgender and queer) persons.

Upon election, each of the four representatives shall be appointed to the Human Rights Standing Committee.

- (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 electronic communication 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.

- (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 second

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. The election of the Executive Council members from equity seeking groups shall take place in the appropriate caucus forums during Convention week.

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 a recommendation from the Young Workers' Committee and appoint 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
 - (iii) shall have and maintain:
 - (iv) the endorsement of the member's affiliated organization;
 - (v) a position as an Officer of a Labour Council; and
 - (vi) 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.

- d) In the event both Alternate Trustee positions become vacant, the Executive Council shall elect new Alternate Trustees prior to Convention provided the individuals elected are members in good standing of an Affiliate, but not members of the Executive Council.

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 elect the appointee from those nominated by the affiliates. Any such appointment shall be for a maximum of six (6) years from the date of appointment; however, such appointments may be extended.
- b) In between Executive Council meetings, the Executive Officers shall make the appointment and report the appointments to the Executive Council at the next available opportunity.

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) 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) 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 eighty-five (.85¢) cents 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

Section 1. 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

Section 1. This Provincial Federation may adopt such rules and regulations as do not conflict, nor are inconsistent with, the provisions of the Constitution or the policies of the Canadian Labour Congress.

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WORKERS FRONT AND CENTRE

The Executive Council report provides an overview of the work of the BC Federation of Labour since the last convention in 2020, with details provided only where not already covered in reports by standing committees.

THE PAST TWO YEARS have been remarkable ones for British Columbia's labour movement. These have been some of the most challenging times in living memory — yet this period has also seen remarkable advances for working people that would have seemed nearly inconceivable just a few years ago.

While that may sound contradictory, those two facts are closely related. In the face of tremendous adversity, working people in BC have chosen unity and solidarity. And by speaking with a clear, united voice and acting in unison, we have achieved historic victories that mean a better life for workers and all British Columbians.

But as tempting as it is to take a victory lap, we can't. As important as this progress is, it's only the beginning of building a province and an economy that truly work for everyone.

The same corporate employers that reaped record profits in the midst of a deadly pandemic have no interest in sharing them with the workers whose risk and sacrifices made them possible. New digital app-based companies and traditional employers alike are using misclassification to turn good jobs into poorly-paid precarious piecework. Inflation driven by supply chain issues, energy costs and profit-taking is eroding wages, while employers fight tooth and nail to keep them from catching up.

Defending the advances we've made will be just as important as winning new victories; powerful political forces are eager to push working people back into the margins.

We can't and won't allow that to happen. Our people and our province prosper when — and only when — workers are front and centre in every decision, whether it's in the workplace, in government or in our communities.

Despite constantly-shifting ground, labour has found its footing. Working people are once again a force to contend with in the workplace, on picket lines, in the community and in government. And we aren't going to let that change.

Our people and our province prosper when — and only when — workers are front and centre in every decision, whether it's in the workplace, in government or in our communities.



BCFED President Laird Cronk and Secretary-Treasurer Sussanne Skidmore.

PROGRESSIVE VICTORIES FOR WORKING PEOPLE

The partnership between BC's labour movement and the NDP has never been more important. The challenges of the pandemic, climate disruption, economic upheaval and the changing world of work — among many others — remind us just how much we need responsive, progressive governments willing to listen and act on working people's behalf.

When we last reported to convention in 2020, Premier John Horgan's government was in only the first few weeks of its majority mandate. Two years later, we have made historic advances together. Progress has not always been easy; even with a government that truly listens to working people, we have to fight hard for every gain. We're often up against highly-paid lobbyists

for wealthy and powerful interests who know their way around the corridors of power. And our partners in government have had to contend with enormous, unprecedented challenges ranging from climate disasters to the ongoing assault against civil society.

In the face of those obstacles, it's even more astonishing that we've come as far as we have. Those achievements have come because we've spoken together and stood together, and because we have been every bit as relentless as the business lobby and then some.

The past two years have seen us win crucial victories. In the first half of 2022 alone, we won paid sick leave, skilled trades certification,

union certification and more: In February 2022, the provincial government — after years of BC workers and the public being endangered by bad actors in the asbestos industry — brought in the strongest regulations in the country, including licensing, training requirements and safety rules. A month later, BC became the first province in Canada to tie the minimum wage — already the highest among the provinces — to inflation. Then in May, they introduced the *Anti-Racism Data Act*, which will see the government collect the race-based data needed to identify where government programs and services are failing to treat Indigenous and other racialized communities equitably.

Here's a more detailed look at some of our key victories.

LEADING THE COUNTRY ON PAID SICK LEAVE

Paid sick leave has been one of BC unions' longest-standing demands. We entered the pandemic at the back of the pack in Canada, with no legal guarantee of paid sick leave and no job protection for workers who took even unpaid leave. More than half — 53 per cent — of BC workers had no paid sick leave at all.

That situation left sick workers making the impossible choice between paying the bills and staying home to get better; paid sick leave is a question of justice for working people. And as workplace outbreaks of COVID-19 made all too clear, sick leave is also crucial for workplace safety and preventing the spread of infectious disease. It protects workers, safeguards our community, and helps businesses and other employers avoid putting customers at risk — or having to close altogether in the face of an outbreak.

At the outset of pandemic, we called for paid, protected sick leave along with other income supports. The province responded early on by guaranteeing three days of job-protected unpaid sick leave.

In June 2020, the BCFED released a comprehensive paid sick leave proposal covering all workers. Our plan set a legal minimum of up to 10 paid sick days per year, plus 10 paid days specifically earmarked for COVID-19. A poll we commissioned around that time found 75 per cent support for permanent paid sick leave for all BC workers. We launched a campaign, "Working sick isn't working," to press the provincial government for action.

That summer, the federal government released what was billed as their long-awaited paid sick



Day of action for 10 days of paid sick leave: October 25, 2021.

“This has been a difficult year for businesses, communities, families and workers alike. We’ve all paid a heavy price in this pandemic. But by bringing in paid sick leave coverage for every worker, BC has an opportunity to ensure a legacy that lasts long after the last dose of vaccine is administered.” — Laird Cronk and Sussanne Skidmore, *Vancouver Sun*, March 17, 2021

leave plan — but it wasn’t close to being the real thing. It failed to replace most workers’ full income, required workers to apply for compensation and was only effective for one year.

We kept up the pressure on the BC government to deliver a genuine paid sick leave plan. That winter, every provincial and territorial federation of labour signed a joint statement calling for coverage for every worker. And we ramped up our campaign with a website and open letter to the BC government. Our mobilizing drive shifted into high gear, uniting allies from across diverse communities — including health providers and more than 50 BC employers — behind paid sick leave.

On May 11, 2021, the BC government announced it would bring in permanent paid sick leave and launched consultations as to what it would cover and how it would work. We commissioned another poll, this one showing support for at least 10 days of paid sick leave per year, and coverage for part-time and casual workers as well as full-time employees. Remarkably, support came from across the political spectrum.

We also released a new report, *An Equitable Recovery: The Case for Paid Sick Leave as a Right of Employment in BC*. It drew from a breathtaking range of research to demonstrate that paid sick leave protects public health, boosts economic resilience and increases productivity.

We raised the stakes that October with a multi-lingual digital campaign reaching British Columbians in English, Punjabi, Traditional

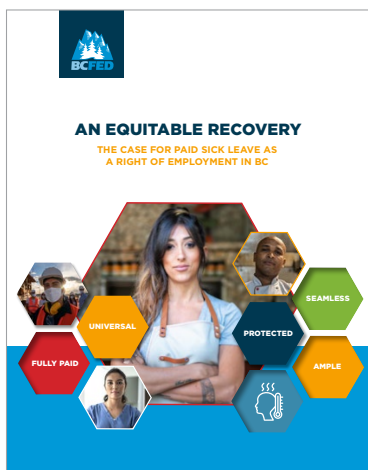
Chinese, Simplified Chinese and Tagalog. Our campaign culminated on October 25 with a Day of Action that included petition-signings in three cities and generated a days-long wave of widespread media coverage.

We didn’t let up the pressure until the day the government finally announced its plan on November 24, 2021. It was an historic announcement: After trailing the rest of Canada just a few years ago, BC would offer the strongest paid sick leave protection of any province or territory.

On one hand, it fell well short of what we know workers need: five days of leave instead of 10, a 90-day waiting period that excludes many seasonal and other precarious workers from coverage, and a requirement for doctors’ notes that physicians have rejected as needlessly straining the health care system.

But it represents a dramatic improvement over where we started, and we’ll continue to fight to close the gaps and extend paid sick leave to the full 10 days that science supports, and that British Columbians overwhelmingly prefer.

One promising sign: how quickly the government moved to close a loophole some employers were using to deny paid sick leave because of existing collective agreements. The kind of change required customarily takes several months to arrive. Yet we raised the issue with the government in mid-January 2022, and the government not only delivered a fix but enacted it before the end of March.





BETTER CAREERS IN THE TRADES WITH SKILLED TRADES CERTIFICATION

Nearly two decades ago, the provincial Liberal government scrapped BC's successful skilled trades certification system — and threw a generation of trades workers' careers into uncertainty. From that moment, BC's labour movement pushed relentlessly to reverse that reckless decision ... and now we've succeeded.

In June 2021, the Horgan government announced it would restore trades certification. And in February 2022, after an extensive consultation process, they introduced legislation requiring people to register as an apprentice or certified journeyman to work in any of 10 initial trades, with more to come.

As Laird Cronk said at the time, "Skilled trades certification means BC can count on a workforce with the latest technical training and practical, on-the-job mentorship. It means our province's businesses can adapt and thrive in the new economy for decades to come, because they know they'll be able to find the workers with the skills they need. And for certified workers, it means a lot more than just any job — it means family-supporting, community-building careers."

On the last day of the Spring 2022 sitting of the BC Legislature, labour leaders gathered with Minister of Labour Harry Bains to mark its historic achievements.

REMOVING BARRIERS TO ORGANIZING WITH SINGLE-STEP CERTIFICATION

One of the first things right-wing governments like to do when they're elected is to make it harder for workers to form unions — and easier for employers to interfere with them. The BC Liberals were no different, and for years workers who wanted to organize found the playing field tilted heavily against them.

That changed dramatically this spring. In April 2022, BC Minister of Labour Harry Bains announced legislation to eliminate the delays that allowed employers to interfere with workers' choice to unionize, such as retaliating against union organizers or threatening to withhold wage increases. In May, we released a poll showing overwhelming cross-partisan agreement with allowing workers to form a union if 55% or more of them sign cards saying they want to.

The new legislation came into effect in June and was followed quickly by a surge in unionizing — especially among low-wage, precarious workers.



PROTECTING WORKERS DURING COVID-19

As soon as the pandemic began, we worked with the government on a series of measures to protect workers' health and safety, and to make sure working people had the supports they needed to see them and their families through the worst of its disruptions. Here are some of the key measures we won:

Job-protected leave: In March 2020, as the scope of the pandemic became clearer — along with the public health measures it would entail — the BC government amended the *Employment Standards Act* (ESA) to provide unpaid job-protected leave for workers who contract COVID-19, need to self-isolate or need to care for others.

Rent freeze and eviction ban: The province froze rent increases for more than a year, and banned evictions for non-payment of rent from March to mid-August 2020.

Time off for vaccines: In April 2021, the provincial government enacted changes giving workers up to three hours of paid job-protected leave to get vaccinated.

Presumptive coverage: In the summer of 2020, after intense lobbying from unions and the BCFED, the Workers' Compensation Board (WCB) announced it would implement "presumption" around COVID-19 claims. That means the WCB now presumes a worker contracted the disease because of their work unless evidence shows otherwise, provided the risk of infection in their workplace is "significantly greater" than the risk faced by the public at large. And as part of *Bill 23* passed a month later, the province fast-tracked WCB changes implementing presumption around occupational disease caused by viruses.

Emergency worker benefit: The province made a tax-free \$1,000 payment available to BC workers whose ability to work was affected by the pandemic.

THE FIGHT CONTINUES

While there have been encouraging victories over the past two years, there is still a lot of work left — not only to make advances for working people, but often just to reverse the damage that still remains from 16 years of Liberal right-wing government. Here are a few of our most urgent priorities.

WORKERS' COMPENSATION BOARD REFORM

Severe, cruel Liberal cuts to workers' compensation have been devastating to workers injured or made sick by their work. While *Bill 23* in 2020 made real improvements, a genuinely worker-centered WCB requires the deeper changes outlined in Janet Patterson's 2019 report. (See *Agenda for WCB change sidebar*.)

A LIVING WAGE


BC had one of Canada's lowest minimum wages for years under the Liberals; today we lead the provinces, and the minimum wage is tied to

inflation. But it's still far below a living wage, the amount a family needs to cover its basic expenses.

We're fighting to close the gap between the minimum wage and a living wage, and to fully tie it to inflation so BC's lowest-paid workers don't fall behind. And we want to extend its coverage, so farmworkers and misclassified gig and precarious workers have its full protection.

PRECARIOUS WORK AND MISCLASSIFICATION

One of the most insidious ways employers try to duck their responsibilities to their employees is by misclassifying them as "independent contractors." That deprives those workers of crucial legal protections around such issues as minimum wage, overtime, severance and many others — not to mention the right to form a union. It also means governments lose revenue for WCB, employment insurance and vital social programs. Some of the worst offenders are the



With pandemic safety in mind, BC unions took our calls for WCB reform online for our 2021 lobby day.



Rain couldn't dampen spirits at the annual overnight Grant's Law sit-in, organized by the Young Workers Committee.

new platform-based, gig-work employers in sectors like ride-hailing and food delivery.

The BCFED has convened a working group drawn from labour, community organizations and academia to share information and coordinate strategy to better support precarious workers. The Precarious Employment Working Group has several subcommittees discussing employment strategies, labour code improvements and pensions and benefits.

The provincial government has committed to developing a precarious work strategy, and the working group is instrumental in ensuring workers' voices are heard. In spring 2022, the group presented to Parliamentary Secretary for the New Economy, Adam Walker, on the impact when workers are excluded from the *Employment Standards Act* (ESA), and recommended legislative changes to address the issue.

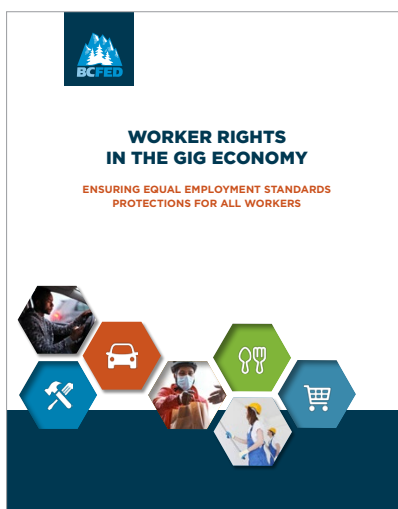
This fall, we released a major report on misclassification, *Worker Rights in the Gig Economy: Ensuring Equal Employment Standards*

Protections for All Workers. It makes a compelling case for strengthening the ESA with a clear test for whether a worker is an employee or a contractor, and several other changes that will help ensure all workers have the legal protections they need and deserve in the workplace. You can download it at bcfed.ca/precariouswork.

GRANT'S LAW

When 24-year-old gas station attendant Grant De Patie was killed in a \$12 gas-and-dash incident, his family worked with the BCFED to press the provincial government for new rules to protect overnight workers.

Together, we succeeded: In early 2008, the province introduced new safety rules, called Grant's Law, in his memory. But buckling to pressure from large corporate employers like Mac's, the BC Liberal government stripped out two key protections in 2012: eliminating the need for safety barriers and loosening the requirement to have two staff working at night.



Since then, the BCFED Young Workers' Committee has held annual overnight sit-ins outside convenience stores to campaign to restore Grant's Law. The BCFED is calling on the province to restore the stripped-out provisions and extend the period covered by the law by one hour, so it runs from 10 pm to 6 am.

EMPLOYMENT STANDARDS BRANCH FUNDING

The Employment Standards Branch (ESB), which is responsible for enforcing the ESA, has never recovered from deep cuts made by the BC Liberals — or from the way the Liberals replaced

assistance from an ESB staff member with a so-called "self-help kit" that left workers on their own.

The Horgan government's elimination of the self-help kit in 2019 was a welcome step. But it spurred an influx of new complaints, without the budget the ESB needed to meet even existing demand. The result has been a spiraling waitlist, with some workers waiting more than a year just to hear from a case worker, let alone have their issue resolved.

The best employment standards in the world don't mean anything if they aren't enforced. We're fighting for more funding and staff along with a stronger mandate for the ESB.

AGENDA FOR WCB CHANGE

Big changes at the WCB are long overdue. WCB staff want to help sick and injured workers, but without those reforms they can't deliver the support so many workers need.

With the Patterson Report now three years old, it's long past the time to create a genuinely worker-centered WCB by:

- Amending the *Workers Compensation Act* to:
 - create a Fair Practices Commission independent of the WCB to deal with individual and systemic complaints and to implement solutions;
 - remove binding policy provisions and allow decisions to be made on the merits and justice of the case. Ensure workers are treated as individuals, with dignity and respect;
 - ensure an equal balance of worker and employer representatives on the WCB Board of Directors;
 - mandate vocational rehabilitation to get workers back to real and sustainable jobs; and
 - end discriminatory barriers to compensation for psychological injury and chronic pain;
- Paying interest to workers when the WCB wrongly denies a worker benefits and they must endure a lengthy delay; and
- Ensuring the WCB implements the changes laid out in the Patterson Report to create a worker-centered approach that puts the recovery and safety of injured workers at the forefront of the compensation system.

POLITICAL ACTION AT THE NATIONAL LEVEL

While the BCFED's primary focus is provincial, we work as well on federal issues that affect working people in BC. Over the past two years, Laird Cronk and Sussanne Skidmore have met with the federal minister of labour on several occasions, raising such concerns as precarious work, employment insurance reform, paid sick leave and the need for federal anti-scab legislation — the lack of which is at the heart of the four-year IBEW/LEDCOR dispute.

We also participated in a wide range of federal consultations on employment insurance reform, paid sick leave, pay equity and just transition, in close collaboration with the Canadian Labour Congress (CLC). We've been especially heartened by the growing extent of our work with the CLC and look forward to seeing that continue in coming months.

The BCFED works closely as well with other provincial and territorial federations of labour, most notably on paid sick leave but also on other key issues such as precarious and gig work. We've found they often draw hope and inspiration from the success we've had electing and working with an NDP government; our victories here help raise the bar, bolstering their arguments for progressive change in their home jurisdictions.

We were excited and gratified to see the historic confidence-and-supply agreement that Jagmeet Singh and the federal NDP reached in March 2022. It will see major new advances for working families, including dental care for low-income Canadians, the foundations of a universal national pharmacare program, action on affordable housing, long-term childcare funding, a bolder approach to addressing climate change and ensuring a just transition, paid sick leave, anti-scab legislation, concrete measures on reconciliation, tax fairness changes and democratic reforms. We support the NDP whole-heartedly in holding the Liberals accountable for holding up their commitments under this agreement.



BCFED leadership lobbied federal Labour Minister Seamus O'Regan on priorities including anti-scab legislation, precarious work, paid sick leave and more.

While the BCFED's primary focus is provincial, we work as well on federal issues that affect working people in BC.

RECONCILIATION WITH INDIGENOUS PEOPLES

The work of reconciliation is a long-standing priority for the BCFED. In 2008, the Federation signed an agreement with the First Nations Leadership Council called the *Protocol on Cooperation and Communication*, to establish channels of communication and collaboration on issues of concern and shared priority. Since 2013, we have been working on Indigenous reconciliation in consultation with BCFED Indigenous Workers Representatives and the Indigenous Workers Caucus. We're partners in the Coalition on Missing and Murdered Indigenous Women and Girls, and at our 2018 Convention we re-signed and updated the *Protocol* to include the United Nations Declaration on the Rights of Indigenous Peoples along with the Truth and Reconciliation Commission's 94 Calls to Action.

All of this represents real progress. But for several years, we've recognized we need to be doing more and deeper work to live up to our commitments.

The BCFED Indigenous Workers Representatives have convened a years-long process to develop a framework for that work. Drawing on the recommendations and work of the BCFED Indigenous Workers Caucus, the result is the BCFED Reconciliation Plan Framework (see excerpt page 40). This framework is the product of a tremendous amount of labour, insight and wisdom, and the Executive Council is deeply grateful for the work that went into it, and for the path it sets out. One of the key first steps, the creation of a new BCFED Indigenous Rights and Reconciliation Working Group, has already been taken, and we look forward to taking more together. (For a more detailed discussion, see

Indigenous Workers Representatives Report to Convention on page 50.)

On April 8, 2022, Elaine Alec of Alderhill, an Indigenous-owned planning firm, guided the Executive Council through an intensive, highly interactive three-hour reconciliation training on creating safe spaces. It was an extraordinary morning, challenging us to examine, acknowledge and uproot the colonialization at the heart of many union practices, structures and relations. From rethinking the intimidation inherent in, for example, requiring convention delegates to line up at microphones, to the dilemma of trying to decolonize internally while working within a political and economic system that remains colonialized, the ensuing discussion had us rethinking many fundamental assumptions about labour leadership.



In November 2021, the Indigenous Workers Caucus held a powerful session with Len Pierre on creating Indigenous cultural safety within institutions.

BCFED RECONCILIATION PLAN FRAMEWORK

This document sets out an intention to work on reconciliation and Indigenous relations that includes (but isn't limited to) these steps:

1. Bring the Federation into alignment with the recommendations of the Truth and Reconciliation Commission of Canada's 94 Calls to Action, the National Inquiry into Missing and Murdered Indigenous Women and Girls Final Report and Calls for Justice, the UN Declaration on the Rights of Indigenous Peoples, and the Red Women Rising Report;
2. Develop a program of Indigenous cultural competency inside the Federation and across our affiliates;
3. Build on the work affiliates have done on reconciliation and compile best practices to share;
4. Deepen the relationship with Indigenous partner organizations including a program for regular meetings and consultation; and
5. Identify meaningful measures the labour movement can take to be more inclusive of Indigenous workers.

The full document is online at bcfed.ca/reconciliation-plan.



DECLARATION ACT ACTION PLAN

On March 30, 2022, the provincial government released the Declaration Act Action Plan. The plan, developed in collaboration with Indigenous peoples, includes 89 specific measures that every provincial government ministry will undertake. It's a major step in acting on the principles of the *Declaration Act* — a landmark law passed in 2020, establishing the UN Declaration on the Rights of Indigenous Peoples as the province's framework for reconciliation.

Laird Cronk and Sussanne Skidmore made the following comment on behalf of the BCFED:

"This action plan is a crucial step in making the aspirations and promise of the Declaration Act a reality. It's part of our ongoing journey of righting the historic wrongs and enduring legacy of colonialism and ensuring the full inclusion of Indigenous peoples in participating in and shaping the economic life of the province. We look forward to the certainty and clarity that mean more opportunities and a stronger, more prosperous future for communities and working families — Indigenous and non-Indigenous alike."

BUILDING OUR MOVEMENT

At the outset of the pandemic, it was far from unclear that organized labour would be able to adapt to the sudden arrival of our new reality. Economic disruption threw many of our members out of work or sharply curtailed their hours, at least temporarily; coupled with COVID-19 safety measures, that put many of our traditional union organizing activities into question.

Yet despite a constantly changing environment, unions not only adapted but thrived — finding new ways to connect and show solidarity, and making the most of opportunities as in-person gatherings became possible again.

The result over the past two years has been a remarkable resurgence of union activity across BC — both in high-profile certifications and in the behind-the-scenes work of building solidarity and making change. We're proud of the role the BCFED has played in keeping that surge rolling through a range of programs and actions.

ORGANIZING INSTITUTE

For years, the BCFED Organizing Institute has trained new organizers in the basics and helped more experienced organizers sharpen and broaden their skills. Since our last convention, the institute has ramped up its work.

At the beginning of 2021, 60 participants from the BCFED and our affiliates joined the eight-week Skills to Win course through UC Berkeley's Labour Centre with Jane McAlevey. As safety conditions allowed, the institute returned to in-person trainings at the Maritime Labour Centre as well as virtual workshops; partnered with the Union Cooperative Institute to offer an array of online courses from organizing and campaign basics to organizing and the law; and, most recently, delivered a great two-day session on organizing with equity.

A special thanks to all of the presenters and facilitators who have helped make these programs such a success.

LEVEL UP YOUR SKILLS!

If you're a member of a BCFED affiliate and want to sharpen your organizing and campaigning chops, talk to your union about attending an upcoming Organizing Institute workshop!

The topics in Organizing Institute workshops vary, but you can always count on lively discussions and great, practical content.



REGIONAL CONFERENCE

After two straight years without a regional conference, we didn't want to cancel yet another one in 2022. This event helps the Federation engage with members and allies throughout the province, and it was sorely missed in 2020 and 2021.

With the Omicron variant posing a continued threat though, we decided in to make this year's event virtual — and, since it would be available to attendees throughout BC, we dubbed it the All Regions Conference.

The online event brought together over 100 participants, panelists and workshop facilitators under the theme Workers: Front & Centre on the evening of May 26 and all day May 27. It included:

- an informative evening panel on injured workers and WCB reform;
- an opening session on making land acknowledgements much more meaningful;
- stories from a diverse range of workers, relating their first-hand experiences with the challenges, difficulties and heartbreak of work on the front lines of the pandemic;
- a discussion on centring worker voices and issues in upcoming municipal election campaigns;
- breakout workshop sessions on:
 - local issue engagement;
 - women's health and safety;
 - building equitable relationships with the broader community; and
 - deepening justice, equity, diversity and inclusion work in unions; and
- a final panel discussion on precarious work, the gig economy, misclassification and how to reclaim workers' rights.

It's rare that spending the day on Zoom leaves people feeling as inspired and energized as this

conference did, and we owe a deep debt of thanks to the guest speakers and facilitators for making this event such a success.

OBSERVATIONS AND CEREMONIES

Over the course of every year, unions observe anniversaries and commemorative days that remind us of those we've lost and inspire us to keep fighting in their memory for a safer, healthier workplace. We're proud and honoured to participate in these events.

DAY OF MOURNING

We pause every April 28th to remember workers who have been killed, injured or made sick because of their work. The pandemic kept our Day of Mourning commemorations virtual for the past two years. But in 2022, workers marked the day with in-person ceremonies at locations throughout BC, including Jack Poole Plaza on the downtown Vancouver waterfront and the BC Legislature in Victoria. The day was a deeply moving reminder of the power of grieving together and recommitting to action in solidarity.

BENTALL TOWER IV MEMORIAL

On January 7, 1981, four construction workers — Gunther Couvreur, Brian Stevenson, Donald Davis and Yrjo Mitrunen — fell 36 floors to their deaths while working on Tower IV of the Bentall complex in downtown Vancouver. Investigations in the aftermath of that horrific incident resulted in improvements to construction safety laws, but more needs to be done. Every year on that date, the BC Building Trades holds a commemorative service at the site. Despite a severe windstorm, the ceremony this year proceeded as planned, and Laird Cronk was honoured to be among the speakers.

FARMWORKERS' MEMORIAL VIGIL

On March 7, 2007, three women farmworkers — Sukhvinder Kaur Punia, Amarjit Kaur Bal and Sarabjit Kaur Sidhu — were killed in the rollover of the overloaded van taking them to work. Since then, the BCFED has worked with the families of the three women to highlight health and safety issues for farmworkers, including the installation of the Golden Tree Monument in Abbotsford. And we gather on that date every year in honour of these women and all farmworkers killed and injured on the job. This year, we returned to an in-person ceremony, livestreamed online, followed by a walk and vigil at the monument.

MINERS MEMORIAL WEEKEND

Every June since 1986, the labour community, families and supporters have come to Cumberland — a community that was once home to some of the most dangerous coal mines in Canada, where more than 300 miners were killed in accidents and countless others died from work-related illnesses. The weekend event honours workers and their families, and calls for safety, equity and justice. This year, Sussanne Skidmore had the honour of speaking at the graveside vigil on Saturday, June 18.

GRANT'S LAW

In March 2005, a young gas station attendant named Grant De Patie was killed in a late-night gas-and-dash incident while working alone. Better safety protections, called Grant's Law, were established, but severely weakened by the Liberal government in 2012 (see page 36). Since then, the BCFED Young Workers' Committee has held annual overnight sit-ins outside convenience stores to push to have the protections reinstated and strengthened. This year's sit-in outside an East Vancouver Circle K store was livestreamed for the first time on Twitch.

ASBESTOS MEMORIAL DEDICATION CEREMONY

This September, the BC Labour Heritage Centre held a ceremony to officially dedicate its new Asbestos Memorial, located on the seawall next to the Vancouver Convention Centre. It comprises a beautiful mobile sculpture by Douglas R. Taylor titled Wind Wheel Mobile and a plaque with a poem titled "Magic and Lethal" by playwright John MacLauchlan Gray. The memorial is the only one of its kind in North America and commemorates the many thousands of workers who have lost their lives to this lethal substance. Laird was honoured to speak at the dedication ceremony.



Laird was honoured to speak at the Asbestos Memorial dedication ceremony in 2022.



SOLIDARITY ACTIONS

Over the past two years, a number of strikes and lockouts have arisen, and the BCFED has played an important role in coordinating solidarity around such disputes as:

- UNITE HERE Local 40 vs. Hilton Metrotown
- UNITE HERE Local 40 vs. Pacific Gateway Hotel
- ILWU 400 vs. OpenRoad Auto Group Limited, DBA Mercedes-Benz, Surrey
- IBEW 213 vs. LEDCOR
- BCGEU vs. Government of British Columbia

Our boycotts of Hilton Metrotown and OpenRoad Auto Group's Surrey Mercedes-Benz dealership ended with victories when both those employers settled with their workers. At the time of writing, the BCFED boycott of Pacific Gateway Hotel continues.

We want to draw particular attention to LEDCOR's shameful lockout of IBEW 213 members, now in its fourth year. It comes after mass terminations and the company's failure to reach a first contract with the union despite two years of talks. We stand with IBEW 213 LEDCOR workers in their fight for justice.



BC's labour movement turned out in solidarity with a wide range of unions, including among others (clockwise from top), ILWU Local 400, UNITE HERE! Local 40, UBCP-ACTRA, BCGEU, IBEW 213 and IUOE 115.

VISIT FROM ACIYA AND GAIA AMAZONAS

This June, we had the great privilege of joining Indigenous and labour leaders and activists at the Maritime Labour Centre to hear a delegation from Gaia Amazonas and ACIYA, la Asociación de Capitanes Indígenas del Yaigojé Apaporis (Association of Indigenous Leaders of the Yaigojé Apaporis, an Indigenous territory in Colombia). They spoke about their ongoing fight to protect their land and culture, and we explored ways to collaborate and share their stories. We're looking forward to continuing the conversation.



Indigenous and labour leaders and activists gathered at the Maritime Labour Centre to hear a delegation from Gaia Amazonas and ACIYA.

BC CENTRE FOR WOMEN IN THE TRADES

The BC Centre for Women in the Trades works to create a diverse, equitable and inclusive skilled trades industry, where all feel welcome, healthy, respected and safe. Over the past two years, BCCWITT has considerably increased its activities, programs, outreach and network. Karen Dearlove became executive director in April 2021, and the staff has increased from five to seven full-time positions, working throughout British Columbia.

BCCWITT currently operates three programs through contracts with the Industry Training Authority (ITA): Trades Training and Employment program which recruits women (including transwomen) and nonbinary people to construction, maintenance and industrial trades occupations in which they are currently under-represented; Regional Representative Program with the goal to increase the number of tradespeople from

under-represented groups (Indigenous, people of colour, 2SLGBTQIA+, immigrants, people with disabilities, women) in leadership positions as both volunteers and staff within the skilled trades sector in British Columbia; Be More Than a Bystander program, a training and educational program to support organizational and cultural shifts towards more inclusive, safer and respectful workplaces.



BCCWITT provides connection, funding, resources and supports for equity-seeking tradespeople across the province. BCCWITT also offers programs, tools and resources

to individuals and organizations that support the attraction, retention and advancement of equity-seeking people in skilled trades careers. In addition, BCCWITT is part of broader equity and inclusion initiatives supporting other under-represented groups in construction, maintenance and industrial trades.

BCFED HEALTH & SAFETY CENTRE

Since 2001, the BCFED Health & Safety Centre has put the experiences of injured workers and workers affected by unsafe and unhealthy workplaces at the center of their work. They offer training, resources and solutions for employers and workers to use to identify and address physical and psychological hazards.

The Centre uses a worker-centric popular education approach built on the traditions of labour education.

They are the only school that serves all workers, union and non-union, in all sectors from health care and construction to retail and non-profits. Their programming brings workers — across all sectors, regions and types of work — together to build hands-on skills and tools for making their workplaces safer.

In December 2020, to better respond to the reality that psychological injuries and psychological health are just as serious as physical injuries, the Centre re-organized its internal structure to establish mental health as its own programming stream, anchored by our Mental Health First Aid training. This course, offered virtually and in-person, is delivered by skilled facilitators certified by the Mental Health Commission of Canada.

A second stream, Community Education, focuses on programming aimed at the most vulnerable workers: young workers, migrant workers and workers who speak English as an additional language. Young workers face disproportionate levels of injury, and the Centre's Alive After Five program has delivered over many hours of training in BC's K–12 schools.



**Health & Safety
Centre**

And the Centre's Occupational Health & Safety stream continues to deliver high-quality programming to strengthen joint committee effectiveness with trainings in committee effectiveness, incident investigations, violence prevention, women's health and safety and much more.

With the hiring of Ishani Weera as its executive director at the beginning of 2021 and a full return to in-person classes, the BCFED Health &

Safety Centre has successfully relaunched its programming to support workers of all kinds throughout BC who want to help ensure safer workplaces and healthier worker.



Young workers face disproportionate levels of injury, and the Centre's Alive After Five program has delivered over many hours of training in BC's K–12 schools.

HOLIDAY DINNER RESUMES

The 2021 holiday season saw the return of a much-loved labour tradition, the BCFED Christmas Dinner. For pandemic safety reasons, rather than hosting a sit-down meal, BCFED staff and volunteers compiled food, toys and gift cards from generous donors into food hampers. We distributed them to hundreds of needy families from throughout the Lower Mainland at the Maritime Labour Centre on the afternoon and evening of December 23.

A NEW HOME FOR THE BCFED

Following convention's approval in 2020 of our proposal to sell our building at 5118 Joyce Street, we concluded the sale successfully and launched a search for new headquarters. That effort culminated in leasing new offices at 110 – 4259 Canada Way in Burnaby. Renovations are currently underway, and we expect to move in by March 2023.

It was great to see so many union members, family and friends pitch in for the holiday dinner!



BC FORUM

Workers don't lose their sense of solidarity just because they retire. If anything, our movement needs their perspective, experience and expertise more than ever. The BC Federation of Retired Union Members (BC FORUM) serves the needs of both retired and active union members over the age of 50 throughout British Columbia, allowing them to connect, take part in labour campaigns and political action, and gain access to savings in a range of programs, services and products. BC FORUM publishes a quarterly magazine, *The Advocate*, and is represented on the BCFED Executive Council as a formal part of the labour movement.

In September 2021, we were devastated to hear of the unexpected loss of long-time *Advocate* editor Soren Bech. One of the most dedicated and effective champions the BC labour movement has ever had, Soren was a tireless communicator who never stopped working to make the world a better place.

On January 1, 2022, Diane Wood stepped down as BC FORUM president. We're grateful to Diane for her many years of service on behalf of BC FORUM, and wish her all the best. And we thank Sam Wiese of PSAC for stepping into the role.

For more information about BC FORUM, visit bcforum.ca.



From celebrations to conventions and conferences, these past two years have reminded us just how powerful solidarity can be — and how much it means to be able to gather together.

CONCLUSION

Union members can look back over the past two years with a deep sense of pride and satisfaction. Our belief in the power of solidarity has been vindicated many times over; standing together, we have faced challenge after challenge and emerged stronger and more united.

Those challenges have not stopped coming, though. COVID-19 still casts a long shadow over our communities and workplaces. The economic slowdown, coupled with steep increases in the cost of living, is putting growing pressure on working families. The disruptions caused by climate change and the urgency of addressing it; the raging drug poisoning crisis; the insidious, ongoing assault on democratic values and civil society — these are all challenges we have to contend with. And on

top of all that, there will be a provincial election in two years, and a federal election the year after that ... at the latest.

But the labour movement has shown in the past two years that we are, indeed, up to these challenges. We are ready as well for the opportunities of a workforce that is eager to explore the benefits of organizing, and a *Labour Relations Code* that — at last — will support their constitutional right to do so. We are ready to build new alliances, to proceed along the path of reconciliation and to expand our vision of what working people can achieve.

Our strength in facing both challenge and opportunity lies, as it always has, in unity. We are proud of how united our movement is today, and confident that unity will serve us well in the years to come.

BCFED OFFICERS AND EXECUTIVE COUNCIL MEMBERS

OFFICERS

A.D. Al Phillips, **BCBT**

Laird Cronk, **BCFED**

Sussanne Skidmore, **BCFED**

Stephanie Smith, **BCGEU**

Laura Snow, **BCGEU-CEU**

Clint Johnston, **BCTF**

Orion Irvine, **CLC**

Karen Ranalletta, **CUPE**

Coleen Jones, **CUPW**

Brent Calvert, **FPSE**

Barb Nederpel, **HEU**

Kane Tse, **HSA**

Phil Klapwyk, **IATSE**

Phil Venoit, **IBEW**

Brian Cochrane, **IUOE**

Robert Ashton,
Maritime Council

Lori Mayhew, **MoveUP**

Jamey Mills, **PSAC**

Kim Novak, **UFCW**

Scott Lunny, **USW**

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Sam Wiese, **BC FORUM**

Desiree Cabecinha, **BCGEU**

Paul Finch, **BCGEU**

Doug Kinna, **BCGEU**

Kari Michaels, **BCGEU**

Shannon Murray, **BCGEU**

Eric McNeely, **BCGEU-BCFMWU**

Colin Jones, **BCIT FSA**

Gordon Ditchburn, **BCPFFA**

Carole Gordon, **BCTF**

Rick Joe, **BCTF**

Rick Kumar, **BCTF**

Preet Lidder, **BCTF**

Shanee Prasad, **BCTF**

Nav Malhotra, **CSWU/LiUNA**

Martina Boyd, **CUPE**

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Michelle Waite, **CUPE**

Trevor Davies, **CUPE BC**

Jennifer Savage, **CUPW**

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Heather Mandziuk, **HEU**

Betty Valenzuela, **HEU**

Miriam Sobrino, **HSA**

Neil Munro, **IAHFIW**

Walter Gerlach, **IAMAW**

Amanda Bronswyk, **IATSE**

Chris Sherman, **IBEW**

Cara Kerins, **ILWU**

Marcus Hissen, **IMA**

Susan Sim, **IUOE**

Dan Jajic, **IUPAT**

Lois Rugg, **KDLC**

Samantha Raven, **KTDLC**

Rysa Kronebusch, **MoveUP**

Shawna Larade, **PEA**

Kirsty Havard, **PSAC**

Miyuki Shinkai, **SCLC**

Raj Dhaliwal, **SEIU**

George MacPherson, **SGWF**

Jeff Chapman, **UA**

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Patrick Johnson, **UFCW**

Brian Menounos, **UNBCFA**

Robert Demand, **UNITE HERE!**

Jessie Uppal, **USW**

Stephen Von Sychowski, **VDLC**

Dusty Kelly, **VMA**

Catalin Fota, **WVMEA**

Equity Representatives' Reports

INDIGENOUS WORKERS REPRESENTATIVES

HEATHER MANDZIUK AND RICK JOE

Over the last term, the BCFED Indigenous Workers Caucus has been very active, and has been at the forefront of movement on reconciliation at the BCFED.

At the 2020 Convention, Heather Mandziuk and Debra Merrier were named the Indigenous Workers Representatives to the BCFED's Executive Council by the Indigenous Workers Caucus. Together, the two of them led the caucus until this past March, when Debra stepped away. The caucus would like to thank Debra for her work in co-leading the group up to March 3, 2022.

On April 7, 2022, the Officers of the BCFED appointed Rick Joe to carry on the work of co-leading the caucus until November. The caucus would like to thank Rick Joe for stepping up to do this work, and to thank Heather Mandziuk for her continuous leadership over the term. The work of the Indigenous Workers Caucus is the heavy, uphill work of simultaneously coping with the effects of colonial violence while actively working both to dismantle it and to organize around its dismantling, and this term has been especially difficult.

In November of 2020, an Indigenous student and other Grade 6 students at William A. Fraser Middle School in the Abbotsford School District were given homework asking them to highlight "positive" stories and facts about Canada's

Residential School System. This disturbing assignment directed students to "Write at least 5+ positive stories/facts from the Residential Schools from three different websites."

A TikTok video posted on November 28 quickly caught the attention of convention delegates in the Indigenous Workers Caucus. This led to the caucus organizing around an emergency resolution at the BCFED convention, which passed unanimously after a number of Indigenous delegates spoke to the importance of it on the virtual convention floor. We thank the leadership of the BCFED for making the space for Indigenous voices on that day over their own.

At the beginning of 2021, the caucus organized itself around drafting a letter to the BC Ministry of Education, urging it to take decisive action to:

- provide extensive, regular Indigenous cultural awareness training to current and new teachers and all school administrators;
- review the curriculum being taught about Indigenous history and perspectives, specifically residential schools in British Columbia's educational institutions, and how it is taught, supporting teachers to present the curriculum in culturally appropriate and sensitive ways;
- conduct public education and awareness-raising campaigns on cultural awareness of Indigenous peoples;
- institute a mandatory holiday on June 21st for Indigenous Peoples' Day; and
- publish teacher guidelines on teaching residential school history, and support teachers to incorporate Indigenous ways of knowing and being into curriculum.

On May 27, 2021, the world came to a standstill as the Tk'emlúps te Secwépemc First Nation announced the confirmation through ground-penetrating radar of a reality many of its community members had been advising it of for decades: that the remains of at least 215 children were found to have been buried at the site. As the caucus grappled with this news, and media outlets scrambled to achieve a standard of care and responsible reporting on the announcement, collective and vicarious trauma became a disproportionate burden for Indigenous workers in our movement who are direct survivors, intergenerational survivors and family members.

In an effort to support the caucus, the caucus reps facilitated a request to the BCFED to have a session on grief put on by the Indian Residential School Survivor Society (IRSSS). The society sent two grief and loss counsellors to spend three hours in community with the caucus to facilitate healing. The BCFED followed up with a donation to the IRSSS to help support their work moving forward and encouraged union members and organizations to do the same.

The caucus requested that BCFED leadership pen a letter to Prime Minister Trudeau and Premier Horgan in July 2021, calling upon them to work together to fully implement the Calls to Action of the Truth and Reconciliation Commission of Canada, paying special attention to the call dealing with missing children, justice and health. The letter further called upon the Canadian government to fully fund and resource in culturally-appropriate ways the investigations of all residential school sites across the country. It called upon the prime minister to stop attempting to quash financial compensation of First Nations children in court who had faced discriminatory conduct since 2006, immediately implement the Spirit Bear Plan of the First Nations Family and Caring Society, immediately solve the lack of clean drinking water and implement UN General Assembly Resolution 64/292 which explicitly recognizes access to

safe drinking water as a human right, and fully implement the UN Declaration of the Rights of Indigenous Peoples.

The caucus was encouraged to hear that the BCFED Reconciliation Plan Framework that caucus members worked on with BCFED staff and the caucus reps from the 2018–2020 term was unanimously passed by the Officers of the Federation on November 4, 2021. This document was one written from a decolonial lens and was a large portion of the work done by the caucus in the previous term, building on eight years of caucus work and discussion.

On November 6, 2021, the caucus held a session with Len Pierre on creating Indigenous cultural safety within institutions, which was empowering for caucus members as it helped to name all the ways in which institutions mirror colonial norms and pointed to how to dismantle those norms and put in their place systems that holistically care for Indigenous and non-Indigenous community members, and thereby promote wellness and safety.

In spring 2022, the Indigenous Rights and Reconciliation Working Group was formed, bringing the caucus reps together with union leaders, staff and rank-and-file union members — both Indigenous and non-Indigenous — to further the work laid out in the BCFED's Reconciliation Plan Framework. The caucus looks forward to seeing the work of that group continue to unfold.

Each year the caucus reps and many of the caucus members are involved in planning and attending Red Dress events across the province, including the annual event at Bear Creek Park traditionally planned by the Hospital Employees' Union and the Canadian Union of Public Employees' members.

As September 30, 2021, marked the first federally-recognized statutory holiday for the National Day of Truth and Reconciliation, many caucus

members decided to meet at the event being held in downtown Vancouver, as well as other events that were held around the province.

As the caucus looks to the term ahead, we remain strong in the truths of our lived experience and committed in our resolve to further the work of reconciliation and decolonization in BC's labour movement and society in general.

— *Respectfully submitted by Heather Mandziuk and Rick Joe on behalf of the BCFED Indigenous Workers Caucus*

TWO-SPIRIT, LESBIAN, GAY, BISEXUAL, TRANS, QUEER, INTERSEX, ASEXUAL PLUS (2SLGBTQIA+) WORKERS REPRESENTATIVE

DESIREE CABECINHA

The BCFED 2SLGBTQIA+ Workers Caucus has gone through a period of transition in this last term. The caucus would like to first of all, thank Gunter Siefert for his leadership and service up to November 25, 2021. The caucus would also like to thank Desiree Cabecinha for leading the caucus as the interim representative after being appointed by Officers in April to serve until the convention in November.

At the first meeting of the term, the caucus started with a tough conversation that led to some real institutional growth and evolution. Caucus members who identify as trans determined the need to create a trans rights working group where issues could be talked about with agency and in a safe affinity space.

The caucus did the work of reflecting on the fact that there are different levels of marginalization faced by people with different identity markers and lived experiences within the BCFED

2SLGBTQIA+ Workers Caucus, and that trans workers might not always feel safe discussing issues facing their communities in a mixed space with mostly cisgender people who are not racialized, and who are predominantly able-bodied.

The opportunity for growth was quickly taken up by the caucus, and a unanimously-supported recommendation went forward to the BCFED Human Rights Standing Committee, creating a BCFED Trans Rights Workers Working Group.

The BCFED Trans Rights Workers Working Group has provided a recommendation, unanimously passed by the BCFED Human Rights Standing Committee, that the BCFED lobby all levels of government to ensure that all workers have access to uniforms that align with their identities and body types. We look forward to continuing this work through the BCFED Human Rights Standing Committee.

On April 28 this year, the caucus celebrated Health Canada's announcement of an end to ban on blood donations by men who have sex with men. The caucus was involved in supporting this campaign under the leadership of MoveUP for over two years, and we would like to thank everyone who supported the campaign. There is still work to do on this, particularly as the new rules still enforce a three-month waiting period if an individual has had multiple sexual partners or has engaged in anal sex in the three months before their donation appointment.

The caucus brought a recommendation to the BCFED Human Rights Standing Committee in summer 2021 to hold a training session with activists around gender inclusivity, and how to effectively and responsibly advocate for health care services for all community members. Adrienne Smith, a renowned labour and human rights lawyer and long-time union activist, delivered this training on November 30 for the BCFED Human Rights Standing Committee and caucus members of the Federation. The event

was very well-attended and covered multiple aspects of unions' duty under the *Human Rights Code of BC* to ensure accessibility to all spaces for all genders. Topics covered included misgendering, outing and dead-naming as problematic behaviours that constitute human rights violations. Participants also learned about the ways in which we must ensure safety for people we are advocating for as we take on the work of pushing for needed change, and greater access to safe public services in health care and in other service sectors.

The caucus met in June 2021 where we discussed the desire to gather collective bargaining language on gender-affirming care leave, as well as other caucus-related bargaining language. This resource is being created and shared through the BCFED Human Rights Standing Committee and the caucus as a Google Drive folder.

This past summer, the caucus helped coordinate an in-person and online Pride event presence across the province, including coordination of the Vancouver Pride Parade's Multi-Union Pride entry. This year the Vancouver Pride Society gave the Multi-Union Pride entry one float and 100 marching spots to share among all the unions in its entry. A huge thank you goes out to Crystal Braunwarth from International Alliance of Theatrical Stage Employees (IATSE) for helping to ensure we had a float, a driver and designer for it and a place to store it. Huge thanks also to the caucus members who came out to help to decorate the float and who stayed behind to help make the float vehicle road-worthy in the dispersal area. Planning for the 2023 Pride season will begin in January 2023.

Thank you to everyone who helped us succeed in this term. We look forward to moving the dial on issues affecting our communities as we move into the 2023-2024 term.

— *Respectfully submitted by Desiree Cabecinha on behalf of the BCFED 2SLGBTQIA+ Workers Caucus*

WORKERS OF COLOUR REPRESENTATIVE

SHANEE PRASAD

The past term for the BCFED Workers of Colour Caucus has been especially challenging in the context of both the COVID-19 pandemic and the pandemic of racial inequity. The caucus would like to thank our representative Shanee Prasad for serving another term for our group.

The beginning of the term found the BCFED Workers of Colour Caucus navigating a landscape of anti-Asian racism rampant in workplaces and in community in the context of the COVID-19 pandemic and the continued violence against Black bodies across Turtle Island at the hands of law enforcement. The caucus shared grief with Indigenous communities over the course of the term over the announcements out of many First Nations territories, beginning with the Tk'emlúps te Secwépemc First Nation on May 27, 2021, on the confirmation of 215 children's remains on the site of the former Kamloops Indian Residential School.

Though most of us identify as settlers, refugees or uninvited guests, many of us know deeply the violence of colonialism and genocide. To see the truth of it on the news, in the paper and in statements from many of our organizations was a moment of reckoning in which the reality of the ongoing genocide cut through the façade of Canada that was paraded before us and our ancestors as they migrated to this corner of Turtle Island, and it helped us see each other in a new way. The announcements prompted a desire for caucus members to engage in training in Indigenous cultural competency, and Shanee facilitated a session at a caucus meeting in the spring of 2022.

The caucus identified a number of other educational needs for caucus members and their networks, including anti-racism, chairing meetings, running for office, equity and inclusion, advocacy and leadership training, navigating union structures, public speaking, Indigenous cultural awareness and practicing allyship with Indigenous colleagues. A guide has been created to achieve some of these educational objectives both for the caucus and among the broader BC labour movement.

Climate change is an everyday issue, and there is a real intersection of environmental racism that touches those of us who identify as workers of colour or who are racialized in a very real way — from those of us who have family overseas who are losing their land to erosion, to those of us who may have been affected by the heat dome, fires and flooding that happened over the past years here in BC.

The caucus recognizes that our own workplaces in some cases contribute to global warming, and that many unionized public and private service jobs rely on vehicles as a principal tool to perform the work. The caucus came up with this recommendation on lowering emissions caused by transportation which passed at the BCFED Human Rights Standing Committee:

Motion: That the BCFED lobby the government of BC to provide subsidies for low emissions vehicles for workers, along with transit, and alternative methods of transportation, and that the availability of charging stations across the province be expanded, including at worksites. M/S/C (Unanimous)

In doing anti-racism work within our organizations and unions, it can sometimes be a challenge to keep the work focused, and to not have it be watered down or pushed toward other issues that are more comfortable for non-racialized people to engage in. For this reason, we recommended to the BCFED Human Rights Committee that it engage with the caucus in creating a program of anti-racism within the BCFED and for use in unions across the province. This recommendation was also unanimously passed by the BCFED Human Rights Standing Committee, and the guide created by this caucus is a piece of that anti-racism work.

The caucus supported the BC government consultation process which shaped the anti-racism data legislation which became law in BC on June 2, 2022. The consultation was shared with union members across the province, and again as part of the work of CUPE BC to hold focus groups in support of collecting further community response. We thank BC Parliamentary Secretary Rachna Singh for her work leading this project, for the ways in which the consultation process was set up to be accessible and low-barrier, and resources groups were given to help community members participate in the consultation process.

As we look toward the next term, we are ready to further take on the work of anti-racism and racial justice in all areas of our movement, and to bring allies along in doing that work.

— Respectfully submitted by Shanee Prasad on behalf of the BCFED Workers of Colour Caucus

WORKERS WITH DISABILITIES REPRESENTATIVE

SHERYL BURNS

The BCFED Workers with Disabilities Caucus has been very busy over this last term. The caucus would like to thank its representative Sheryl Burns for another term of strong and committed leadership on its behalf.

We began our term with an online event on December 3, 2020, entitled Disability, Race, and COVID-19 held to mark the International Day of Persons with Disabilities. Heather Walkus provided the keynote address and spoke about her direct experience of over five decades working on the rights of people with disabilities in Canada among a variety of related and intertwined social justice and human rights issues. BC Parliamentary Secretary for Accessibility Dan Coulter also delivered remarks, outlining the work done by the BC NDP government on provincial accessibility legislation and the upcoming plans for its rollout.

In January 2021, the caucus met and developed a work plan for the rest of the term, including a robust schedule of regular meetings throughout the year, along with a plan for raising awareness through the BCFED's social media accounts regarding different types of disabilities. To achieve this, we shared posts commemorating various dates of observances for people living with disabilities. Observances were chosen by the caucus based on diversity of disability and on a basis of one or two shareables per month. This work is part of the larger plan for equity progress at the BCFED.

On January 27, 2021, Sheryl Burns and BCFED elected Officers met with BC Minister of Social Development and Poverty Reduction Nicholas Simons and BC Parliamentary Secretary Coulter to discuss the upcoming accessibility legislation,

including the necessity of enforcement mechanisms, and a reminder that this, as with any policy work, needs to be done with an intersectional and gendered lens. In addition, BCFED representatives lobbied for increases to disability income assistance rates, citing the increased cost of living, including heightened housing costs.

Sheryl has represented the BCFED and the BCFED Workers with Disabilities Caucus at provincial government roundtables advising on accessibility legislation beginning with the roundtable consultations done by the BC Ministry of Social Development and Poverty Reduction in 2019. In spring 2021, Sheryl applied to sit on the Provincial Accessibility Committee, which is the body that will oversee the implementation of the *Accessible BC Act*. In December 2021, Sheryl and the caucus received news that her application was successful. The caucus is pleased that labour is represented on the Provincial Accessibility Committee and looks forward to supporting the rollout of subsequent announcements.

On December 3, 2021, union activists across the country were excited to learn that Sheryl has been awarded the Canadian Labour Congress' Carol McGregor Award. An outstanding disability rights activist, Carol McGregor was a member of National Union of Public and General Employees (NUPGE) and the CLC Disability Rights Working Group. After Carol passed away in 2006, this award was created to highlight and celebrate the work of disability rights activists in Canada who are active in community or in the labour movement. 2021 marked the tenth anniversary of this award.

The BCFED Workers with Disabilities Caucus held another International Day of Persons with Disabilities online event on December 3, 2021. The event featured BCFED President Laird Cronk who identified himself as a person living with a disability, which is appreciated by people with disabilities as a measure that helps de-stigmatize

disability in leadership. Olivia Dixon did a beautiful spoken-word presentation on lived intersection as a Black woman and a person with a disability. BC Parliamentary Secretary Coulter presented to the group about the provincial plan for the accessibility legislation, and Kristina Sheldon gave a moving musical performance about the losses she has experienced as a result of an acquired disability.

This fall, the caucus held an online educational on disability rights in which disability rights activists participated on an online panel to discuss hot-button issues in the fight for disability rights in the labour movement, in our communities and from an Indigenous perspective. Event attendees included caucus members, BCFED standing committee members and other BC union members. The organizations participating in the event included the Community Legal Assistance Society, BC Aboriginal Network on Disability, Creating Accessible Neighborhoods and the Disability Alliance of BC's Legal Clinic. Sheryl participated as a panelist and caucus member. Louella Vincent was the emcee.

As part of their commitment to accessibility in the labour movement and within the BC Federation of Labour, the BCFED Workers with Disabilities Caucus worked hard on updating the BC Federation of Labour Accessibility Checklist.

This checklist continues to be a living document that can be updated as caucus members' understanding of disabilities grows and evolves. This checklist is available to affiliate unions in the hopes they too will strive to create increasingly accessible and inclusive environments within their own union spaces.

In anticipation of the next term, the caucus is excited to continue programs of education among caucus members, public and union member education on disability rights and issues, and engagement in further implementation phases of the Accessible BC Legislation.

There were several workers with disabilities affiliate activists who regularly attended caucus meetings. It is the contributions of such dedicated activists that makes this work possible and allows for rich analysis and discussion that helps us all to better understand the needs of workers with disabilities. Workers with disabilities are an incredibly diverse group with varied skills and abilities that inform our understanding of the lived experiences of workers with disabilities. We ask that affiliates create their own workers with disabilities committees, and that they encourage workers with disabilities to attend our caucus meetings.

— *Respectfully submitted by Sheryl Burns on behalf of the BCFED Workers with Disabilities Caucus*

Apprenticeship and Skills Training Working Group

The BCFED's Apprenticeship and Skills Training Working Group (ASTWG) brings together representatives from union trades training schools and unions representing tradespeople. The committee meets as needed to discuss programs, policies and developments that impact apprenticeships and apprenticeship programs.

BCFED affiliates know the value of careers in the skilled trades. These good, family-supporting jobs have played a key role in providing economic security to British Columbians and their families. Enrolment in a quality apprenticeship program ensures that a worker can follow a career path that results in higher wages, health benefits, a pension and job stability. Apprentices and skilled trades people also raise the bar for public, environmental and worker health and safety. And skilled trades people provide excellent value to employers through high quality efficient work and reduced recruitment and retention costs.

SKILLED TRADES CERTIFICATION

Under the former BC Liberal government, skilled trades programs were under attack; the Liberals deregulated skilled trades, broke up certification programs and lowered on-the-job skill requirements. In response, fewer trades people received appropriate training and supervision, and apprenticeship completion rates plummeted. The result for workers was lower pay, a loss of employment stability and reduced job mobility.

For years, the BCFED and its affiliates advocated for the government to restore certification requirements and invest appropriately in apprenticeship programs; every other province

in Canada has a certification requirement for tradespeople. With the election of a majority NDP government in 2020, that advocacy for the restoration of compulsory trades — now called skilled trades certification — was finally realized.

Following a review of the system and the recommendations of the Stakeholder Advisory Working Group, the BC government announced in February 2022 that it would implement skilled trades certification legislation. The legislation aims to raise the skill level of BC's workforce, ensure sufficient numbers of skilled tradespeople and provide workers with stable careers offering better working conditions and higher wages. The legislation identified 10 initial trades for skilled trades certification; these initial certifications will also be accompanied by mandatory journey person-to-apprentice ratios.

The legislation also included a name change for the Industry Training Authority, which becomes SkilledTradesBC. Its purpose will be better aligned to focus on providing the support apprentices need to succeed, including streamlining services and helping apprentices navigate the training system.

ADDRESSING UNDER-REPRESENTATION

Another key piece of these changes is to increase opportunities for under-represented groups within the skilled trades. The employment of women in the trades continues to be abysmally low at 5 per cent. Increasing the number of Indigenous workers, racialized workers and women in the trades requires a multi-pronged

approach, including hard targets for industry, financial support and investment, and a shift in workplace culture. This initiative will also help attract more young people into the trades, ensuring that our province can meet future demand for skilled tradespeople.

MICRO-CREDENTIALS

The ASTWG continues to monitor the expansion of micro-credentials by the BC Ministry of Advanced Education and Skills Training. While there may be a place for such credentials in some industries, for trades with a Red Seal, the working group has advocated that micro-credentials be applied only as an endorsement or addition to existing credentials. The ASTWG does not support breaking Red Seal trades into modules, resulting in a lower-level credential. The BC Liberals' modularization of the trades had disastrous results for apprentices in the system.

BCCWITT

BCCWITT is also advocating for the improved representation of Indigenous peoples, women and other under-represented groups in the skilled trades. The centre's employment services include mentorship and other key supports to improve recruitment and retention. They also offer training to help shift workplace culture to ensure that women and workers from other under-represented groups do not face harassment on the job.

CONCLUSION

The work to implement the first phase of skilled trades certifications is well under way, but the labour movement's work isn't done. We must continue to advocate for more trades to be covered by skilled trades certification.

RECOMMENDATIONS

1. Advocate for equal representation by organized labour, Indigenous peoples and employers at all levels of SkilledTradesBC, including the board of directors and sector advisory groups;
2. Work to support the successful implementation of the new skilled trades certification legislation in the 10 initial trades, and advocate for the expansion to more trades and for a robust enforcement system to ensure compliance;
3. Push to require journeypersons to provide on-the-job training and supervision to apprentices, and advocate for the establishment of appropriate journeyperson-to-apprentice ratios;
4. Advocate for hiring quotas for Indigenous peoples, women and other under-represented apprentices and journeypersons in the skilled trades;
5. Call for an increase of at least 50% in core operational funding for public post-secondary and union trades training programs;
6. Continue to support the work of the BC Centre for Women in the Trades, and advocate for stable funding so the centre can continue providing wrap-around supports to increase the retention and advancement of under-represented apprentices and journeypersons; and
7. Support the continued use of Community Benefit Agreements on publicly-funded infrastructure projects to improve access to apprenticeships and good, family-supporting jobs for local residents, and to increase the hiring of Indigenous peoples and women who are under-represented as apprentices and journeypersons.

BCFED APPRENTICESHIP AND SKILLS TRAINING WORKING GROUP MEMBERS

Karen Dearlove, **BCCWITT**

Denise Moffatt, **BCFED**

Rob Duffy, **BCGEU**

Cam McRobb, **BCGEU**

Allen Paterson, **BCGEU**

Maninder Dhesi, **BCIT FSA**

Laurie Fair, **CSWU/LiUNA**

Nav Malhotra, **CSWU/LiUNA**

Tom Miller, **CSWU/LiUNA**

Kirk Mercer, **CUPE**

Bob Davis, **FPSE**

Neil Munro, **IAHFIAW**

Robert Sheck, **IAHFIAW**

Walter Gerlach, **IAMAW**

Phil Davis, **IBEW**

Adam Van Steinburg, **IBEW**

Joey Sutherland, **IBEW**

Antonio Pantusa, **ILWU**

Dave Burton, **ILWU**

Randy Anderson-Fennell, **ILWU-RWU**

Frank Carr, **IUOE**

Pat Byrne, **IUPAT**

Mike Novak, **MoveUP**

T Mark Miller, **PSAC**

Will Schwarz, **UA**

Shawn Harris, **USW**

Leslie Atkinson, **USW**

Brynn Bourke, **BCBT**

Indigenous Rights and Reconciliation Working Group

The BCFED Indigenous Rights and Reconciliation Working Group was formed in April 2022. The formation of the working group was prompted by the adoption of the BCFED Reconciliation Plan Framework, passed unanimously by Officers in November of 2021. This group has an incredible opportunity to do real work on reconciliation and have conversations that help us create a common vision for how this work moves forward at the BCFED and in the broader labour movement.

While this group isn't able to mandate affiliates to take any particular action, it does have the ability to lead a cultural shift in our movement. This group can make recommendations to the BCFED Human Rights Standing Committee to get things done and will have direct input on changes to the BCFED Reconciliation Plan Framework as adopted by Officers at the end of last year.

The goal in creating this group is to bring together labour leaders, staff and Indigenous and non-Indigenous rank-and-file union members to report on progress on a number of initiatives set out in the plan framework, including progress on implementation of:

- the UN Declaration of the Rights of Indigenous Peoples;
- the Final Report and Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls;
- the Truth and Reconciliation Commission of Canada's 94 Calls to Action; and
- the Red Women Rising Report.

The BCFED Indigenous Workers Representatives are appointed to this working group to provide advice from the caucus to the working group,

and to be able to report back to the caucus on conversations had there. This transparent and seamless relationship between the two bodies is crucial to ensuring accountability and agency in discussions about changes that we need to lead in our movement to create a more culturally-safe space for Indigenous workers.

While the working group has only been active for the last seven months, it has been able to meet three times, under the leadership of two committed elected Officers of the BCFED who are making reconciliation and the furthering of Indigenous rights in the labour movement in BC a top priority, and we thank Sussanne Skidmore and Laird Cronk for their commitment to engaging in this work.

We look forward to reporting on a full term of activity at the next convention.

BCFED INDIGENOUS RIGHTS AND RECONCILIATION WORKING GROUP MEMBERS

Kassandra Cordero, **BCFED**

Danielle Marchand, **BCGEU**

Rick Joe, **BCTF**

Gail Stromquist, **BCTF**

Heather Mandziuk, **HEU**

Louella Vincent, **HEU**

Colin Sanderson, **MoveUP**

Jill MacNeill, **PSAC**

Christine Holowka, **UFCW**

Financial Statements

For the year ended August 31, 2022

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Trustees' Report to Convention

October 28, 2022

In accordance with the Constitution of the BC Federation of Labour, we the Trustees met to examine the financial records of the Federation for the period of September 1, 2020 to August 31, 2022.

The Trustees were unable to meet semi-annually as a result of the pandemic.

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

Suggested recommendation:

Trustees recommend the Constitution and Structure Committee to review Article 11 Section 1(d) for consistency with the remainder of the section.

Signed:



Brenda Chu

Movement of United Professionals (MoveUP)



Frank Lee

CUPE Local 1004



Jeane Andrews

IATSE Local 891

Independent Auditors' Report

TO THE EXECUTIVE COUNCIL OF B.C. FEDERATION OF LABOUR:

OPINION

We have audited the financial statements of B.C. Federation of Labour, which comprise the statement of financial position as at August 31, 2022, and the statements of operations, changes in fund balances and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the B.C. Federation of Labour as at August 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

BASIS FOR OPINION

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the B.C. Federation of Labour in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

RESPONSIBILITIES OF MANAGEMENT FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of the 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.

In preparing the financial statements, management is responsible for assessing the B.C. Federation of Labour's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the B.C. Federation of Labour or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the B.C. Federation of Labour's financial reporting process.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee

that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 B.C. Federation of Labour's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the B.C. Federation of Labour's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the B.C. Federation of Labour to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Chartered Professional Accountants

Port Moody, British Columbia
October 13, 2022

STATEMENT OF FINANCIAL POSITION *as at August 31, 2022*

	BCFED General Fund	OH&S Centre	BCCWITT	2022	2021
Assets					
Current					
Cash	1,309,290	153,105	1,438,071	2,900,466	2,397,249
Investments	1,766,746	1,910,003	603,866	4,280,614	1,963,347
Accounts receivable	9,004	72,533	120,006	201,543	205,365
Prepaid expenses	293,826	19,344	-	313,170	60,716
Interfund balances	264,659	(165,430)	(99,229)	-	-
	3,643,525	1,989,555	2,062,714	7,695,793	4,626,677
Capital assets (Note 3)	44,629	656,172	-	700,801	796,368
Investment in BCFED Holding Society (Note 4)	3,786,497	-	-	3,786,497	1,444,536
	7,474,651	2,645,727	2,062,714	12,183,091	6,867,581
Liabilities					
Current					
Accounts payable and accruals	412,629	421,596	117,552	951,776	781,710
Deferred contributions (Note 5)	1,010,909	1,257,681	1,945,162	4,213,752	2,088,831
	1,423,538	1,679,277	2,062,714	5,165,528	2,870,541
Significant event (Note 7)					
Fund balances	6,051,113	966,450	-	7,017,563	3,997,040
	7,474,651	2,645,727	2,062,714	12,183,091	6,867,581

Approved on behalf of the Board:

e-Signed by Laird Cronk, President
October 17, 2022

e-Signed by Susanne Skidmore, Secretary-Treasurer
October 14, 2022

The accompanying notes are an integral part of these financial statements

STATEMENT OF OPERATIONS for the year ended August 31, 2022

	BCFED General Fund	OH&S Centre	BCCWITT	2022	2021
Revenue					
BC Centre for Women in the Trades	-	-	2,069,416	2,069,416	1,069,215
Campaign and Defence per capita	16,232	-	-	16,232	382,232
Cost neutral campaigns (Schedule 1)	308,115	-	-	308,115	321,985
Course registration fees	-	763,731	-	763,731	684,355
Interest and other	17,741	48,721	-	66,462	32,426
Organizing Institute per capita	-	-	-	-	1,931
Per capita assessments	3,460,247	-	-	3,460,247	3,537,040
Rental income	26,444	-	-	26,444	45,333
WCB project funds	-	2,554,478	-	2,554,478	2,054,478
Youth Education program	14,071	-	-	14,071	8,125
Total revenue	3,842,850	3,366,930	2,069,416	9,279,196	8,137,120
Expenses					
Amortization	27,573	79,536	-	107,109	76,416
Auto expenses	20,463	27,534	5,005	53,002	44,478
BC Centre for Women in the Trades	-	-	236,942	236,942	62,536
Campaign and Defence expenses	158,454	-	-	158,454	382,232
Communications	14,542	248,139	34,780	297,461	260,005
Conferences and meetings (Schedule 2)	32,867	-	-	32,867	16,690
Convention (net) (Schedule 3)	-	-	-	-	177,790
Cost neutral campaigns (Schedule 1)	308,115	-	-	308,115	321,985
Courses	-	95,474	-	95,474	170,446
Donations	46,072	-	-	46,072	54,139
Education and facilitator training	-	1,480	569,648	571,128	212,689
Information technology	84,017	1,649	-	85,666	73,741
Office (Schedule 4)	126,179	65,335	8,325	199,839	170,205
Organizing Institute expenses	8,260	-	-	8,260	1,931
Political action	-	-	-	-	700
Professional fees	40,604	46,377	770	87,751	72,067
Public relations	57,531	4,027	115,805	177,363	148,234
Rent and hydro (Note 4)	148,808	72,917	-	221,725	239,233
Repairs and maintenance	26,339	-	-	26,339	37,660
Salaries and benefits (Schedule 5), (Schedule 6), (Schedule 7)	2,343,391	2,361,884	909,181	5,614,456	5,554,440
Travel	22,752	26,658	188,960	238,370	29,805
Youth Education program	18,645	-	-	18,645	13,936
Total expenses	3,484,612	3,031,010	2,069,416	8,585,038	8,121,358
Excess of revenue over expenses before other items	358,238	335,920	-	694,158	15,762

continued on next page

STATEMENT OF OPERATIONS *continued from previous page*

	BCFED General Fund	OH&S Centre	BCCWITT	2022	2021
Excess of revenue over expenses before other items <i>(continued from previous page)</i>	358,238	335,920	-	694,158	15,762
Other items					
Unrealized change on investments	(15,596)	-	-	(15,596)	23,547
BCFED Holding Society <i>(Note 4)</i>	2,341,961	-	-	2,341,961	83,579
	2,326,365	-	-	2,326,365	107,126
Excess of revenue over expenses	2,684,603	335,920	-	3,020,523	122,888

STATEMENT OF CHANGES IN FUND BALANCES *for the year ended August 31, 2022*

	BCFED General Fund	OH&S Centre	BCCWITT	2022	2021
Fund balances, beginning of year	3,366,510	630,530	-	3,997,040	3,874,152
Excess of revenue over expenses	2,684,603	335,920	-	3,020,523	122,888
Fund balances, end of year	6,051,113	966,450	-	7,017,563	3,997,040

STATEMENT OF CASH FLOWS *for the year ended August 31, 2022*

	2022	2021
Cash provided by (used for) the following activities:		
Operating		
Excess of revenue over expenses	3,020,523	122,888
Amortization	107,109	76,416
BCFED Holding Society	(2,34,961)	(83,579)
	785,671	115,725
Changes in working capital accounts:		
Accounts receivable	3,822	(66,186)
Prepaid expenses	(252,454)	(1,382)
Accounts payable and accruals	170,067	58,731
Deferred contributions	2,124,921	338,040
	2,832,027	444,952
Investing		
Purchase of capital assets	(11,543)	(309,920)
Purchase of investments	(2,317,267)	(452,759)
Proceeds on maturity of investments	-	719,205
	(2,328,810)	(43,474)
Increase in cash resources	503,217	401,478
Cash resources, beginning of year	2,397,249	1,995,771
Cash resources, end of year	2,900,466	2,397,249

NOTES TO THE FINANCIAL STATEMENTS *for the year ended August 31, 2022*

1. 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 BCFED is a labour organization under Section 149(1)(k) of the Income Tax Act (“the Act”) and as such, is exempt from income taxes. In order to maintain its tax exempt status under the Act, the BCFED must meet certain requirements within the Act. In the opinion of the management, 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 and revenue recognition

The 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 the 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 Occupational Health and Safety Centre Fund (“OH&S Centre”) 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 OH&S Centre is funded under an agreement with the Workers’ Compensation Board of British Columbia (“WorkSafe BC”) to provide occupational health and safety training from September 2020 through to August 2023.
- The BC Centre for Women in the Trades Fund (“BCCWITT”) reports the income and expenditures, assets and liabilities related to increasing the proportion of women entering and finding success in the skilled trades through offering programs, tools and resources to individuals and trades organizations. The BCCWITT eliminates barriers faced by women in the trades by building a network committed to creating a culture of equity, diversity and inclusion. The BCCWITT is funded through various sources including government grants and contributions from other organizations.

Investment in B.C. Federation of Labour Holding Society

The BCFED has 100% control over 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, 2022 and for the year then ended is included in Note 4 to the financial statements.

Investments

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. Investments consist primarily of interest bearing term deposits and guaranteed investment certificates.

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
Computer software	10 years
Furniture and equipment	3 – 5 years

Financial instruments

The BCFED recognizes its financial instruments when BCFED becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value.

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

The BCFED subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by quoted market prices. 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 of revenue over expenses for the current year. 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. 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 the current year excess of revenue over expenses.

The BCFED reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess of 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 management 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 revenue and expenses during the reporting year.

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

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenue over expenses in the years 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	2022 Net book value	2021 Net book value
Computer software	795,360	139,188	656,172	735,708
Furniture and equipment	114,225	69,596	44,629	60,660
	909,585	208,784	700,801	796,368

4. INVESTMENT IN BCFED HOLDING SOCIETY

The BCFED controls the B.C. Federation of Labour 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, 2022 and for the year then ended are summarized as follows:

	2022	2021
Financial position		
Assets	3,790,497	2,037,057
Liabilities	4,000	592,521
Net assets		
Building certificates	125,000	125,000
Net assets invested in capital assets	-	1,219,727
Unrestricted net assets	3,661,497	99,809
Total net assets	3,786,497	1,444,536
Total liabilities and net assets	3,790,497	2,037,057
Statement of operations		
Revenue	167,581	240,000
Expenditures	(121,741)	(156,421)
Gain on disposal of capital assets	2,296,121	-
Excess of revenue over expenditures	2,341,961	83,579

During the year, the BCFED paid a total of \$153,333 (2021 - \$240,000) to the Holding Society, \$104,113 (2021 - \$162,960) by the BCFED general fund and \$49,220 (2021 - \$77,040) by the OH&S Centre which is included in rent and hydro on the statement of operations. 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 by the related parties.

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	BCCWITT	2022	2021
Apprenticeship program	42,624	-	-	42,624	40,124
Campaign and Defence	395,682	-	-	395,682	375,214
Conference and meetings	1,500	-	-	1,500	16,646
Contingency	246,799	-	-	246,799	211,849
Cost neutral campaigns	86,993	-	-	86,993	66,191
Deferred rent and other	56,891	-	-	56,891	35,850
Just Transition program	26,500	-	-	26,500	29,000
Organizing Institute	104,406	-	-	104,406	104,405
Polling	24,688	-	-	24,688	24,688
Scholarship Funds	24,826	-	-	24,826	20,326
Youth Education program	-	-	-	-	11,571
Prepaid course registrations	-	80,605	-	80,605	60,656
WCB project funds	-	1,177,076	-	1,177,076	-
BC Centre for Women in the Trades	-	-	1,617,625	1,617,625	1,063,455
Bystander program	-	-	75,485	75,485	28,856
Green initiatives	-	-	50,000	50,000	-
Women & Gender Equality	-	-	202,052	202,052	-
Balance, end of year	1,010,909	1,257,681	1,945,162	4,213,752	2,088,831

6. FINANCIAL INSTRUMENTS

The BCFED, as part of its operations, carries a number of financial instruments. It is management'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.

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.

Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The BCFED's main credit risk relates to its accounts receivable. The BCFED manages its credit risk by performing regular investigation into delinquent accounts and provides allowances for potentially uncollectible accounts receivable. The BCFED has not made any provisions for doubtful accounts at year-end.

7. SIGNIFICANT EVENT

The outbreak of the novel strain of coronavirus, specifically identified as "COVID-19", has resulted in governments worldwide, including the Canadian federal, provincial and municipal governments, enacting emergency measures to combat the spread of the virus. These measures, which include the implementation of travel bans, self-imposed quarantine periods and social distancing, have caused material disruption to organizations globally, resulting in an economic slowdown. Governments and central banks have reacted with significant monetary and fiscal interventions designed to stabilize these economic conditions. The duration and impact of the COVID-19 outbreak is currently unknown, as is the efficacy of the government and central bank interventions. It is not possible to reliably estimate the length and severity of these developments or the impact, if any, on the financial results of the BCFED in future periods.

SCHEDULE 1: GENERAL FUND – SCHEDULE OF COST NEUTRAL CAMPAIGNS

For the year ended August 31, 2022 (Audited)

	2022	2021
Revenue		
More Than a Bystander	\$ 102,400	\$ 174,000
Public Sector Working Group	104,000	84,000
Chilliwack Litigation	17,517	-
B.C. Lions Labour Night	42,000	-
Polling	42,198	63,985
	<u>308,115</u>	<u>321,985</u>
Expenses		
More Than a Bystander	\$ 102,400	\$ 174,000
Public Sector Working Group	104,000	84,000
Chilliwack Litigation	17,517	-
B.C. Lions Labour Night	42,000	-
Polling	42,198	63,985
	<u>308,115</u>	<u>321,985</u>
Excess of revenue over expenses	\$ -	\$ -

SCHEDULE 2: GENERAL FUND – SCHEDULE OF CONFERENCE AND MEETINGS REVENUE AND EXPENSES

For the year ended August 31, 2022 (Audited)

	2022	2021
Revenue		
Registration fees	\$ 4,200	\$ -
Expenses		
Conferences and meetings	37,067	16,690
Deficiency of revenue over expenses	\$ (32,867)	\$ (16,690)

SCHEDULE 3: GENERAL FUND – SCHEDULE OF CONVENTION REVENUE AND EXPENSES

(Audited)

	2022	2021
Revenue		
Convention registration fees	\$ -	\$ 118,950
Expenses		
Display	-	1,390
Facilitators and speakers	-	1,742
Rental, accommodations and meals	-	31,910
Sound and equipment	-	242,212
Sundry	-	3,568
Supplies and kits	-	15,918
	-	296,740
Deficiency of revenue over expenses	\$ -	\$ (177,790)

SCHEDULE 4: GENERAL FUND – SCHEDULE OF OFFICE EXPENSES

(Audited)

	2022	2021
Equipment leases	\$ 15,891	\$ 23,430
Insurance	14,000	13,485
Deliveries	2,088	910
Moving costs	24,793	-
Memberships and subscriptions	49,012	46,318
Bank charges and sundry	10,742	8,936
Office supplies, printing and stationery	9,653	4,288
	\$ 126,179	\$ 97,367

SCHEDULE 5: GENERAL FUND – SCHEDULE OF SALARY AND BENEFITS EXPENSES

For the year ended August 31, 2022 (Audited)

	2022	2021
Salaries:		
Officers		
L. Cronk	\$ 122,362	\$ 119,809
S. Skidmore	117,362	114,809
Directors and technical staff	881,085	905,710
Administrative support staff	556,428	596,867
	<u>1,677,237</u>	<u>1,737,195</u>
Allocated to OH&S as administrative fee	(42,658)	(25,344)
Allocated to BCCWITT as administrative fee	(27,948)	(29,154)
	<u>\$ 1,606,631</u>	<u>\$ 1,682,697</u>
Employee benefits:		
Medical benefits	143,119	152,589
Canada Pension Plan and Employment Insurance premiums	156,439	164,582
Retirement plan contributions	183,153	197,487
Wage loss indemnity, AD&D, Life Insurance and long term disability	66,735	64,817
Other benefits	187,314	206,261
	<u>736,760</u>	<u>785,736</u>
Total General Fund salary and employee benefit expenses	<u>\$ 2,343,391</u>	<u>\$ 2,468,433</u>

SCHEDULE 6: SCHEDULE OF OH&S CENTRE SALARIES, BENEFITS AND CONTRACTOR EXPENSES

For the year ended August 31, 2022 (Audited)

	2022	2021
Salaries:		
Executive Director	\$ 114,822	\$ 119,956
Directors and management	318,171	303,482
Facilitators	756,085	768,351
Administration staff	409,303	366,928
	<u>1,598,381</u>	<u>1,558,717</u>
Employee benefits:		
Medical benefits	111,781	161,160
Canada Pension Plan and Employment Insurance premiums	176,903	171,545
Retirement plan contributions	151,540	188,393
Wage loss indemnity, AD&D, Life insurance and long term disability	64,669	63,076
Other benefits	190,820	175,167
	<u>695,713</u>	<u>759,341</u>
Contractors:		
EAL Program	-	4,083
OH&S Program	19,958	43,116
MH Program	2,515	2,615
Community Education Program	45,317	65,557
	<u>67,790</u>	<u>115,371</u>
Total OH&S Centre salary and employee benefit expenses	<u>\$ 2,361,884</u>	<u>\$ 2,433,429</u>

SCHEDULE 7: SCHEDULE OF BCCWITT FUND SALARIES AND BENEFITS AND CONTRACTOR EXPENSES

For the year ended August 31, 2022 (Audited)

	2022	2021
Salaries:		
Executive Director	\$ 114,809	\$ 111,041
Coordinators	412,999	271,654
Administration staff	72,062	65,401
	<u>599,871</u>	<u>448,096</u>
Employee benefits:		
Medical benefits	49,521	31,610
Canada Pension Plan and Employment Insurance premiums	67,497	50,769
Retirement plan contributions	71,764	48,834
Wage loss indemnity, AD&D, Life insurance and long term disability	24,749	16,619
Other benefits	95,780	56,651
	<u>309,310</u>	<u>204,483</u>
Total BCCWITT Fund salary and employee benefit expenses	<u>\$ 909,181</u>	<u>\$ 652,578</u>

Standing Committee Reports

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Education Committee	87
Human Rights Committee	92
Occupational Health and Safety Committee	97
Political Action Committee	104
Women and Gender Rights Committee	108
Young Workers Committee	112

Climate Change Committee

After a year that saw two unprecedented climate disasters, it's fitting and timely that the BCFED has elevated the former Climate Change Working Group to a Standing Committee. Nothing could do more to drive home the pressing urgency and profound importance of the work ahead of us than our still-fresh memories of the horrific damage done last year by both the summer heat dome and the devastating late fall flooding.

On March 16, 2022, the working group met for the last time to draft proposed terms of reference for the new committee, in a session facilitated by Neal Adolph of United Way British Columbia. The terms of reference as approved by Officers direct the committee to:

- advise the BC Federation of Labour on the policies, measures and actions needed to address climate change and bring about a worker-centered, intersectional just transition to a net-zero economy,¹ with a view to pursuing reconciliation and economic, Indigenous, racial and gender justice;
- actively engage unions representing workers affected by both climate change and economic transition in shaping BCFED policy, to ensure a sustainable future that secures all workers' rights and livelihoods;
- collaborate with Indigenous communities and allies engaged in climate and just transition work and seek insights to inform the Committee's discussions;

- share information and amplify messages among and between affiliates, including educational programming, campaigns and related collective agreement language achievements;
- foster a space for communication, collaboration and collective mobilization around climate change throughout the Federation, across affiliates and with community and allied groups; and
- monitor, report on and analyze government policies and performance on sustainability and climate change and advise and support the Federation on lobbying for more effective, comprehensive measures.

WORKING FOR A JUST TRANSITION

The focus of the Climate Change Working Group and the BCFED as a whole over the past two years has been advocating to ensure that workers are at the centre of an effective, ambitious provincial government strategy for addressing climate change, and in particular the CleanBC plan.

Committee Co-chair and BCGEU Local 1204 Executive Chairperson DJ Pohl and former MoveUP President David Black represent working people on the BC government's Climate Solutions Council. The council provides strategic advice to the BC government on climate action and clean, sustainable economic

¹ A "net-zero economy" means our economy has reduced its harmful emissions to zero, either directly through not emitting greenhouse gases or indirectly through various offsetting measures such as tree-planting.

growth — making it crucial that workers have a strong voice at the table and in shaping recommendations. This also provides the BCFED with important insights into the factors underlying government decision-making on climate and the economy.

Further, we continue to meet with Environment and Climate Change Strategy Minister George Heyman, including a meeting last January with BCFED Officers for a briefing on revisions to the CleanBC plan.

The BCFED has also been active on the federal scene, with committee co-chair and BCFED Secretary-Treasurer Sussanne Skidmore taking part in federal round tables on a just transition. Our message was the same there as it has been provincially: The future of green jobs and a prosperous, just transition must be informed by worker perspectives — both as a matter of justice and because working people possess irreplaceable, critical first-hand knowledge on the work they do and the impact of their jobs on their lives and their community.

Our deliberations as a working group in the wake of 2021's environmental disasters took special note of the way both climate change and transition have an especially heavy impact on Indigenous communities and workers, racialized workers, women and low-income workers. We remarked as well on the immediate and tangible threat those impacts can have on workplace health and safety, such as the risks faced by municipal workers racing to shore up flood defences against a rising river, the dangers posed by extremely poor air quality to letter carriers or the threat of heat exhaustion for construction workers.

This underlines the need for more robust and aggressive policies for change — as well as the need for our conversations as a committee to engage a more representative cross-section of the labour movement than we were able to achieve as a working group.

FUTURE WORK OF THE COMMITTEE

Guided by the Terms of Reference, we have begun to plan our work for the coming year. We plan to ground all facets of our work in the broader work of reconciliation and decolonization, recognizing the profound connection that Indigenous peoples have with the land and the colonial legacy of denying Indigenous title.

We're mindful of the role we can play in ensuring active engagement by a broad range of unions, speaking for workers affected by all aspects of climate change as well as the measures required to address it. There are powerful political forces working to frame the climate discussion in a way that pits workers against each other and aims to widen gaps and divisions among us. In contrast, we recognize that the only truly effective solutions are those built on a foundation of justice and solidarity, and that they must make life better for all working people.

That makes an intersectional approach to our work especially crucial. Equity-seeking communities are far more likely not only to be harmed by the disruptions and damage caused by climate change, and need to be part of the discussions, decisions around mitigating and adapting to it.

All of this makes for an ambitious pace of work over the next several months, a pace that we welcome. To meet the task ahead, we need participation, ideas and insight from every sector of the labour movement and our allies, and every region of British Columbia. This moment demands the wisdom, creativity and energy of all of us to ensure a genuinely just transition to a cleaner, more sustainable and more equitable future.

RECOMMENDATIONS

1. That the Committee develop a broader name and terms of reference to encompass the full intersectional range of issues underpinning climate and the ecological health of our province and its communities.
2. That the Committee work with Indigenous workers and allied Indigenous organizations and individuals to discuss deeper collaboration and conversation.
3. That the Committee make every effort to engage working people from all backgrounds, regions and sectors of the labour movement as well as our allies throughout the province.
4. That the Committee collaborate with the BCFED Occupational Health and Safety Committee to address the workplace dangers created by the impacts of climate change.
5. That the Committee share and promote opportunities to educate workers and the broader public about climate change and the case for a just transition.

CLIMATE CHANGE STANDING COMMITTEE

Kevin Bennett, BCGEU-CEU	Patrick Johnson, UFCW 1518	Danielle Pohl, Chair, FVLC
James Coccola, BCGEU	Phil Klapwyk, IATSE 891	Katie Riecken, HSA
Lisa Crema, HEU	Rysa Kronebusch,	Josef Rieder, HSA
Bob Dhaliwal, ILWU 522	MoveUP 378	Patrick Rodrigues, USW
Tara Ehrcke, BCTF	Shawna Larade, PEA	Sussanne Skidmore,
Dr. Art Fredeen, UNBCFA	Lori Mayhew, MoveUP	Co-chair, BCFED
Trish Garner, BCFED	Melanie McAulay,	Michelle Waite, CUPE BC
Kerly Hitchcock, BCIT FSA	BCGEU-BCFMWU	Kevin Weston, IUPAT 38
Kate Holowatiuk, CUPW 850	Janice Morrison, HSA	Warren Wulff,
Orion Irvine, CLC	Becky Packer, HSA	PSAC 20088 UCTE

Community and Social Action Committee

Since our 59th Convention in 2020, working people have continued to face complex and difficult circumstances in their workplaces and communities. Key issues such as health and safety for those on the frontline, access to affordable housing, and the increase in hate, racism and white supremacy are all too prevalent in communities across the province.

The COVID-19 pandemic continues to lay bare the gaps in our social safety net and has exacerbated the existing public health emergency related to opioids and the poisoned, illicit drug supply. Stress and social isolation have only deepened the mental health crisis, and rising costs and inflation have added to challenges of job loss and underemployment in the last two years.

However, thanks to the election of a majority BCNDP government in 2020 and effective advocacy work by the labour movement, some important steps have been taken towards addressing priority issues in these areas.

Important steps forward have included the introduction of paid sick days, single step certification, and continued investment in a universal childcare program. We also applaud a pilot program established by the provincial government, in collaboration with the federal government, to remove criminal penalties for people who possess a small amount of certain illicit substances for personal use.

HOUSING/HOMELESSNESS

The housing affordability crisis has only worsened throughout the pandemic, especially for renters who are continuing to face rent/demovictions. Labour and our allies have been instrumental in pushing municipal governments to approve more socially progressive development projects and bring in stronger protections for renters.

The committee has supported organizations like the Vancouver Tenants Union (VTU) and Rent. Strike. Bargain (RSB) which advocate for more rights for tenants. The BCFED endorsed VTU's "No Rent Debt" petition which asked the government to reinstate its ban on evictions and to extend the rent freeze until the end of the pandemic.

RSB has been campaigning to allow tenants to collectively bargain their living costs and conditions and presented their campaign to the Community Social Action Committee. The BCFED wrote a letter of support for their campaign and helped to amplify the issue on social media.

Labour and community have been a part of a concerted effort to ensure municipalities across BC are doing more for people experiencing or at risk of homelessness. Governments at every level have a role to play in creating more housing options, particularly affordable housing for those in lower income brackets and the "missing middle". These efforts need to be hastened to ensure accessible, affordable housing for all, in a way that is sustainable over the long-term and which considers the rate at

which urban centres are growing across BC. While we have seen some movement to tackle affordable housing, much more needs to be done.

We also want to note strong labour and community support for the approval of the new BCGEU affordable housing development in Burnaby, which will have 50 per cent of its housing at below-market affordable rates, and which will include onsite childcare.

RISE OF THE FAR RIGHT

The far right has been extremely active during the pandemic and has moved from the fringe to mainstream by co-opting progressive language, especially on social media, and using the frustrations of workers and communities to lure people into acting through increasingly violent rhetoric. Rallies, demonstrations and the “freedom convoy” protests have all been a means to mobilize, organize and grow their ranks.

The united voice, activism and inclusive solidarity of the labour movement, and our victories in making legislative progress for working people, stand in direct opposition to their goals. As a result, they aim to undermine solidarity in the labour movement and destabilize progressive governments wherever and whenever they can — a threat our movement needs to take seriously.

The committee helped to amplify this issue internally by sending a recommendation to the Executive Officers for affiliates to note what is happening in their respective unions and to share that information internally, so the labour movement can be alive to the various tactics employed. We tracked issues that came up in media and shared findings, including drafting a summary of the tactics employed by the far right to destabilize unions.

Members of the committee joined in on the Frontline Worker Gratitude Rally, and we shared a helpful resource — unmasktheright.org — that was developed by concerned community members. One of the Co-chairs attended training prepared by the Canadian Labour Congress (CLC) and shared the presentation — focusing on how members or union staff can help de-escalate on and off the shop floor — with the committee.

The committee is committed to amplifying and supporting a united stand against the far right in the public domain, and in supporting shop stewards, rank-and-file members and union staff in de-escalation strategies and combating these ideologies moving forward.

OPIOID AND MENTAL HEALTH CRISIS

The poisoned illicit substance supply, while not a new issue, was exacerbated by the COVID-19 pandemic, and required urgent action by all levels of government. Naloxhome — a youth-led movement sharing resources to help save lives and end stigma around substance use — delivered a presentation to us on the signs of an overdose, stigma, Naloxone and how to keep each other safe. That presentation was also shared with other BCFED committees.

There is also an urgent need for the expansion of mental health support and treatment across the province, particularly in the aftermath of the COVID-19 pandemic. A wide range of pressures — including additional stress and trauma faced by healthcare and frontline workers; prolonged disruption, uncertainty and additional workloads faced by teachers, students and families; isolation faced by many seniors; and overall fatigue — will continue to harm our communities for years to come unless there are direct, tangible and sufficient investments made to support mental health and wellness.

INFLATION AND ECONOMIC INSECURITY

Communities have been hit hard by the health, economic, and social impacts of the pandemic, including rising inflation and growing economic insecurity.

The committee helped raise awareness around this issue through a webinar on inflation — jointly hosted by the New Westminster and District Labour Council and the Vancouver and District Labour Council — featuring economist Jim Stanford. His presentation highlighted the myth that wages are the primary driver of inflation, and detailed the record profits in driving up prices. It was a very well attended and received event and the presentation is on YouTube for those who didn't make it. We have also recommended a lunch & learn to be hosted by the BCFED to continue the economic education of our activists and leaders.

The committee feels that the labour movement can lead the way in how people understand economics, thereby strengthening our resolve against austerity measures.

RECOMMENDATIONS

1. Continue working with Labour Councils, the Canadian Labour Congress, affiliates and housing advocacy groups, press for all necessary actions to be taken by all levels of government to end the housing affordability crisis, ensure strong tenant protections, and eliminate homelessness in British Columbia.
2. Continue to participate in the BC Poverty Reduction Coalition and identify opportunities to work with community groups around issues such as improving access and funding for vital public services.
3. Actively engage in work to end systemic oppressions and challenge the proliferation of bigotry, hate and far-right ideologies. That the BCFED encourage and make available training to combat the targeting of unions and members by the alt-right.
4. Continue to support the work of the Union Protein Project and the United Way providing help for workers and families in BC.
5. Meet the challenge of the COVID-19 pandemic faced by union and non-union workers, continue to monitor trends in workplaces, and advocate for good jobs and a just recovery for all workers. The BCFED will work with affiliates, the CLC and Labour Councils to broaden the response to include all levels of government.
6. Continue to work with affiliates, the CLC and Labour Councils to advocate for government to take swift action on mental health and addictions and to better support people in crisis by removing barriers and stigma to accessing mental health and addictions supports.
7. Continue to work with affiliates, the CLC and Labour Councils to push for immediate action to address addiction and the opioid crisis as a public health matter, not a criminal one, through a safe supply, decriminalization and appropriate treatment.

COMMUNITY AND SOCIAL ACTION STANDING COMMITTEE

Laura Adkin, **UBCP/ACTRA**

Neal Adolph, **UWLM**

Celine Ahodekon,
PSAC 20278 UNE

Janet Andrews,
Co-chair, NWDLC

Tim Armstrong, **FPSE**

Rohini Arora, **BCFED**

Michael Billings, **IATSE 891**

Connie Buckner, **UFCW 1518**

Dr. John Calvert,
SFU Labour Studies

Mary Capilano,
ILWU-GWU 333

Carlos Carvalho, **CLC**

Laarni de los Reyes, **BCGEU**

Bob Dhaliwal, **ILWU 522**

Jim Dyball, **IBEW 213**

Rozhin Emadi, **BCTF**

Gwenne Farrell, **BCFORUM**

Gordon Forbes, **UA 170**

Tammy Hardie, **BCIT FSA**

Cherylee Hylands, **HSA**

Tom Jackson,
CUPW Pacific Region

Walt Johnson, **UA 170**

Cara Kerins, **ILWU 502**

Rysa Kronebusch,
MoveUP 378

Rick Kumar, **BCTF**

Lori Mayhew, **MoveUP**

Margo McKenzie, **IATSE 891**

Bill McMullan, **HEU**

Scott McRitchie, **USW 2009**

Luke Mortenson, **IBEW 213**

Judy Phipps, **BCGEU**

Victor Porter, **HEU**

Kristin Schnider, **PSAC**

Carissa Taylor, **CUPE BC**

Josh Towsley, **IUOE 115**

Lou Villahermosa, **UFCW 1518**

Stephen Von Sychowskil,
Co-chair, VDLC

Education Committee

The BCFED Education Standing Committee brings together union educators and community partners who provide training to working people across the province. Committee members share resources, ideas and best practices around labour education and resources, as well as information about the programs they are offering. Special guests also share their expertise and experience.

The committee also convenes unions who operate in the public and private K–12 system, and post-secondary institutions including trades training schools. We receive updates from affiliates on current issues and opportunities, and help unions work together on government consultations like the post-secondary funding review currently underway.

LABOUR EDUCATION

Delivering education programs throughout the pandemic has forced unions to develop new and creative strategies to engage members. Committee members provided regular updates on how they were conducting training sessions in order to comply with safety restrictions. As restrictions lifted, affiliates also discussed the timing of returning to in-person instruction and the safety protocols that they were using in the classroom. Sharing this information helped affiliates make better and safer decisions for their members.

Unions have traditionally prioritized in-person training, understanding that learning happens not only during formal instructions but also in the informal interactions between students

that are harder to replicate in a virtual format. Most affiliates have returned or will return to in-person facilitation, but many discovered that virtual training offered them new opportunities to reach members who could not otherwise have engaged in training opportunities due to family commitments, geographic challenges or high work demands. In some cases, it reduced costs, allowing them to offer more courses. Affiliates reported that they will be looking for ways to achieve the best of both worlds. This may include hybrid learning options or offering more choices to members in whether they sign up for a virtual or in-person session.

Committee members identified a number of course themes they were looking to develop. These include expanding training offerings around reconciliation as well as equity and inclusion, where affiliates reported high demand. Committee members developed a shared list of resources, names of experienced facilitators and background materials to assist each other. They also discussed ways to include a trauma-informed approach in both instruction and course content.

Invited guests provided valuable reports and updates. The committee learned more about the BC Centre for the Women in the Trades' delivery of the Be More Than a Bystander program. The BC Labour Heritage Centre provided a report on their South Asian Labour History Project. And the committee received regular updates from community partners at the United Way Partnership and SFU Labour Studies.

COMMUNITY PARTNER REPORTS

CLC PACIFIC REGION

During 2021 and 2022, the Canadian Labour Congress (CLC) has continued to adapt the type of education opportunities offered to union members in the BC and Yukon regions. Virtual, in-person and hybrid courses were attended by thousands of union members in our region.

In 2021 the CLC convened the first-ever Pacific Region Virtual Winter School, hosting over 300 participants over four weeks. Facilitators and Pacific Region CLC staff developed and delivered courses ranging from Steward Training Level 1 to Young Workers in Action to Member Engagement – Member Action. The school also presented weekly webinars via Zoom, Facebook and YouTube.

The CLC plans to complement future in-person education opportunities with new digital tools, using Zoom and other streaming platforms to reach a broader audience and provide valuable education to union members who may not otherwise be able to participate.

In 2023, the CLC hopes to welcome union members to the CLC Pacific Region Winter School in person. The school will follow all provincial health guidelines and, circumstances permitting, once again deliver a full complement of courses, plenaries and panels. For course and registration information, please visit canadianlabour.ca/who-we-are/labour-education/.

SFU LABOUR STUDIES

The Labour Studies Program at Simon Fraser University (SFU) offers a Major and Minor in Labour Studies and a Certificate in Workplace Rights, enrolling around 300 students each term in our courses. In 2021–2022 we

welcomed our fourth faculty member, Dr. John-Henry Harter, a labour historian and long-standing instructor in the program who is jointly appointed with the SFU History Department. The SFU Morgan Centre for Labour Research started a six-year partnership grant funded by the Social Sciences and Humanities Research Council (SSHRC) called Understanding Precarity in BC (UP-BC). Led by co-directors Dr Kendra Strauss, Director of the SFU Labour Studies Program, and Iglia Ivanova, Senior Economist with the CCPA-BC office, it involves more than 60 team members from unions, universities, community organizations and think tanks

The Labour Studies Program and the SFU Morgan Centre for Labour Research are always looking for opportunities to collaborate with BC's labour movement, so look at what they offer at sfu.ca/labour.html.

UNITED WAY PARTNERSHIP

The CLC United Way Labour Community Advocate (LCA) Training Program trains union members to provide peer support for workers whose lives have been negatively affected either on a personal level or in their workplaces. A thorough review of the LCA curriculum is now being undertaken by United Way Canada with staff support from United Way British Columbia. In BC, we have developed a strong course outlining equity, intersectionality and structural oppression. As part of the review, we are embedding into all activities opportunities for learners to apply this knowledge. United Way BC has launched a BC211 Rapid Training module, introducing workers to BC211 as a tool they can use to support colleagues in their workplaces. In the next two years we plan on launching shorter courses focused on emergency responsiveness, mutual aid and an introduction to political advocacy.

K-12 EDUCATION

The continued COVID-19 pandemic has had an ongoing impact throughout the K-12 public education system. Teachers and school support workers have worked for more than two years in dire and shifting conditions, often without the required resources to support students, and at times without the equipment required to keep them safe from the emergence of changing COVID-19 variants. The work to advocate for improvements — including additional resources to reduce class sizes, appropriate supports for students, cleaning and other physical and mental health and safety supports for staff and students — has been ongoing. As we move through this phase of the pandemic, along with a growing return to regular activities, it is clear that teacher and school support for worker mental wellness has suffered tremendously and that systemic supports to address the heavy toll on those working in K-12 are required.

In a recent BC Teachers' Federation (BCTF) health and safety survey, 72.8 per cent of the teachers working in person in BC schools reported that their workload had increased in comparison to before the pandemic. One-third of the surveyed teachers (34.2 per cent) indicated they were now more likely to leave the profession within the next two years due to their experience of teaching during the COVID-19 pandemic. These findings are echoed by a recent study by Human Early Learning Partnership at the University of British Columbia on the impact of the COVID-19 pandemic on teacher well-being in BC. When teachers were asked about their turnover intentions in the wake of the COVID-19 pandemic, 40.3 per cent of the respondents in that survey said that they were now more likely to seek to leave the profession in the next few years.

For school support workers, 38 per cent of current employees indicated they are likely

to leave their current position within the next five years, with 54 per cent of facilities and maintenance staff and 45 per cent of IT staff saying they would likely be moving on due to a variety of factors, but most notably the low wages in comparison to other employers.

K-12 education is already experiencing a severe teacher shortage that has resulted in record number of unfilled absences and denial of leave requests, while forcing many specialist teachers to cover for absences. This often results in students with special needs losing out on vital support. In many districts, the shortage means that uncertified and untrained adults are hired to cover vacancies, some with little to no related experience or qualifications. Meanwhile major demographic shifts are creating an increasing demand across K-12 in both urban and rural settings. According to labour market projections, BC schools will require 20,206 additional teachers over the current decade (2020-29).

School support worker shortages were also heightened by the pandemic but reflect a continuation of past trends. This is no doubt linked to the fact that support staff have an income almost \$5,000 below the provincial median. Based on 2020-2021 employer payroll data, even though most make an hourly living wage, 49 per cent of active K-12 support sector positions pay below the poverty line based on gross annual income, because of the low number of hours they work each year.

The COVID-19 pandemic has exacerbated the pressures on public education, but the budget shortfalls, retention issues, and other challenges currently facing BC education are the cumulative effects of over 20 years of grossly underfunding public education. BC continues to fall behind other provinces in funding, and funding for inclusive education — a key value of our provincial education system — remains woefully inadequate. The chronic

lack of investment in teacher and school support worker recruitment and retention is undermining the foundations of education in BC.

BCTF and Canadian Union of Public Employees (CUPE) are each currently at the bargaining table with the British Columbia Public School Employers' Association and have both been strongly advocating for an agreement that begins to address their concerns.

POST-SECONDARY EDUCATION

COVID-19 ravaged post-secondary education delivery over the past two years. While social distancing was prescribed to help limit the impact of the pandemic, six provincial unions with members working in BC post-secondary education voluntarily came together in solidarity to:

- release sector statements addressing parameters for the safe return to campuses in September 2021 and January 2022;
- advocate for greater autonomy for post-secondary institutions considering provincial health orders; and
- engage in direct job and political action during the recent University of Manitoba strike against a wage offer less than the rate of inflation, and government attempts to impose provincial mandates on collective bargaining in post-secondary education.

In recent months, the focus has expanded to include support and participation for the:

- implementation of skilled trades certification;
- positive use of micro-credentials after Red Seal program completion, and concerns about the non-union delivery of education toward micro-credentials;

- UP-BC project (see "SFU Labour Studies," above);
- 2022 round of collective bargaining; and
- provincial government review of post-secondary education funding scheduled to begin in June 2022.

Throughout the many changes over the past two years, the BC Federation of Labour Education Standing Committee continues to balance navigating the rapidly-changing education delivery environment, responding to emerging training needs for affiliates, and showcasing the exemplary training and education delivery taking place for members through affiliates' educational and training programming right across the province.

RECOMMENDATIONS

1. Call on the BC government to make additional investments in both the physical spaces of education and the workers who enable its delivery at all levels, including trades training programs, as a central pillar of their COVID-19 recovery plan, to create jobs, enhance the excellence of BC's K-12 and post-secondary systems, address skills shortages, and facilitate the training and retraining of workers for good, green jobs, and ensure that any enhancements to education programs receive new funding rather than requiring internal cuts or reallocations;
2. Provide support and assist with communication between affiliates participating in the BC government's post-secondary funding review with a focus on delivering meaningful funding improvements for students and the

workers who deliver educational programs; and work with student organizations and community groups to continue to call on the BC government to reduce reliance on tuition and private revenue streams in all levels of education, both to make our public post-secondary sector more robust and sustainable, and to reduce untenable levels of student debt which create barriers for prospective students especially those from equity groups;

3. Encourage affiliates to expand and deepen their union education offerings on reconciliation, equity and inclusion, and anti-racism for their members and staff, and encourage affiliates to share resources with each other; and
4. Share facilitation strategies specific to adult education and meeting the needs of students with disabilities to ensure all members can fully participate in union education programs.

EDUCATION STANDING COMMITTEE

Neal Adolph, UWLM	Phil Davis, IBEW 213	Jamey Mills, PSAC BC
Simran Ahmed, HSA	Anita Early, CUPE 748	Denise Moffatt, BCFED
Tim Armstrong, FPSE	Trish Garner, BCFED	Shannon Murray, BCGEU
Scott Ashton, IBEW 213	Walter Gerlach, IAMAW District Lodge 250	Judy Phipps, BCGEU
Kevin Bennett, BCGEU-CEU	Lezlie Gorosh-Carey, BCGEU-BCFMWU	Juli Rees, HEU
Jennifer Brandt, HSA	Orion Irvine, CLC	Jennifer Savage, CUPW Squamish 837
Amanda Bronswyk, IATSE 891	Colin Jones, BCIT FSA	Will Schwarz, UA 170
Brent Calvert, Co-chair, FPSE	Dan Kask, ILWU 502	Daniel Shiu, BCTF
Carlos Carvalho, CLC	Deanna Kimball, PSAC	Kendra Strauss, SFU
Sarah Chapple, HSA	Shawn MacDonald, UBCP/ACTRA	Ginette Talbot, USW
Wendy Clayford, ILWU 517	Lori Mayhew, Co-chair, MoveUP	Annette Toth, MoveUP 378
Erin Coleman, BCTF		Ishani Weera, BCFED
Michael Conlon, BCIT FSA		Raugi Yu, UBCP/ACTRA

Human Rights Committee

Over the last two years, the Human Rights Standing Committee (HRC) of the BC Federation of Labour has been focusing on furthering initiatives on Justice, Equity, Diversity, Decolonization, and Inclusion within the labour movement in BC, while championing human rights issues through education, lobbying and mobilizing. While navigating the ongoing challenges of working in the context of a global pandemic, the committee continues to draw attention to the disproportionate burden carried during these times by Indigenous, Black, and Racialized communities, people with disabilities, and people with diverse gender identities and sexual orientations.

The work of the committee on issues of identity is informed by the equity caucuses of the BCFED, as well as committee members' own expertise. The caucuses represented at the HRC are Indigenous Workers, Workers of Colour, Workers with Disabilities, and 2SLGBTQIA+ Workers.

The HRC has taken its lead from community organizations whenever possible when taking on an issue or a priority and is collaborative in its approach while educating and mobilizing on an issue.

RECONCILIATION

This past term saw a reckoning across Turtle Island on the genocidal impacts of the Indian Residential School System and colonialism as it was enacted here. Announcements have continued to surface, confirming the truths that Indigenous community members had been sharing for decades about remains of loved ones who never made it home from residential school being buried in unmarked graves in large numbers. The announcements, and the trauma they induced, had a re-traumatizing effect on many Indigenous workers and their families, and at the request of the Indigenous Workers Caucus, the BCFED organized a session with the Indian Residential School Survivors Society for group grief counselling in June of 2021.

The BCFED has continued its work on reconciliation as per the Reconciliation Plan Framework developed by the Indigenous Workers Caucus and staff in 2019. In November of 2021, the plan was presented to the Officers of the BCFED where it passed unanimously. As a result of the plan framework, the BCFED has established a new Indigenous Rights and Reconciliation Working Group (IRRWG). The IRRWG was envisioned as a place where union leaders, staff, and rank and file membership — both Indigenous and non-Indigenous — can gather to talk about reconciliation initiatives within the BCFED's structures, and in the broader labour movement. The work of the group includes furthering and continuing to adapt the Reconciliation Plan Framework to meet the moments that continue to play

out provincially, nationally and globally as we continue our collective work toward decolonization.

At the last BCFED convention, Indigenous workers took action on a TikTok video that was circulating about an Indigenous student who was forced to participate in a racist homework assignment forcing children to name “positive impacts” of colonialism on Indigenous people.

An emergency resolution was approved by Officers and brought to the resolutions committee, which put the item up as the very last item of business on the last day of convention, passing unanimously. The resolution called upon the BCFED to write a letter to the Minister of Education requesting specific action to end this type of racism in BC’s K–12 system. The Federation sent a letter to Minister Whiteside in August 2021.

At the end of August, a report commissioned by the Ministry of Education and completed by special advisors Kory Wilson and Catherine McGregor found systemic racism to be prevalent in governance practices at the Prince George Board of Education. The report calls for a province-wide investigation of systemic racism in the K–12 School system, and the BCFED Human Rights Committee supports this call.

The committee also supports the Truth and Reconciliation Commission of Canada’s Recommendation #62 which states:

62. We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to

- i. Make age-appropriate curriculum on residential schools, treaties and Aboriginal peoples’ historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade 12 students.*

- ii. Provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms.*

- iii. Provide the necessary funding to Aboriginal schools to utilize Indigenous knowledge and teaching methods in classrooms*

- iv. Establish senior-level positions in government at the assistant deputy minister level or higher dedicated to Aboriginal content in education.*

The committee continues to support affiliates with agency and influence to take action on recommendations in the Truth and Reconciliation Commission of Canada’s 94 Calls to Action, the Calls for Justice of the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls and the Recommendations in the Red Women Rising Report, as well as to implement the UN Declaration on the Rights of Indigenous People. This work must be taken on by every one of us to ensure a just, right relationship between Indigenous Communities, settlers and the land.

RACIAL JUSTICE

The work of racial justice at the BCFED takes place within a broader program of equity and inclusion, and grapples daily with the dismantling of norms and attitudes that permeate our movement as one built upon white European settler colonial norms. As we continue to do the work of unlearning white supremacy and the subtle, but pervasive behavioural norms it enforces on our daily interactions, we must stay diligent to ensure we are not enacting racialized violence on the very people who are leading our collective emancipation from this carefully constructed system of oppression. The committee would

like to thank the Workers of Colour Caucus for leading us in this careful and methodical work and commit to taking it further in the next term.

In winter of 2021/2022, the BCFED encouraged union members across the province to participate in the provincial government consultation on the *Anti-Racism Data Act* by filling out the public online consultation form and worked with CUPE BC's Racialized workers committee to ensure that a second round of invitations to participate were sent across the province, which included focus groups set up by CUPE BC. The *Anti-Racism Data Act* became law on June 2, 2022. We join the rest of the province in commending Parliamentary Secretary for Anti-Racism Initiatives Rachna Singh and her team in leading this work in government.

This spring, the BCFED donated funding to support a Black History Month project led by the Global Shapers Vancouver Hub. The project consisted of two events: a virtual evening of discourse led by Black voices which explored the linkages between race, class, white supremacy and ableism, and a virtual market where people could support local Black femme-owned businesses on Coast Salish Territory.

DISABILITY RIGHTS

The work of disability rights has been a constant over the past term and continues to be led by the Workers with Disabilities Caucus. Part of this work has been a schedule of monthly educational posts on social media that highlight days of observance pertaining to disability awareness.

On the International Day of Persons With Disabilities, which falls each year on December 3rd, the BCFED hosted events in 2020 and 2021. In 2020, Heather Walkus provided the keynote address to an online audience via Zoom, and in 2021 a robust program included artistic performances by Olivia Dixon and Kristina Sheldon and a keynote address by Parliamentary Secretary Dan Coulter. These events are part of the crucial work that is done to further education and awareness on issues faced by workers with disabilities.

This past fall, the BCFED hosted a webinar on the history of treatment of people with disabilities in BC, and what it looks like to plan for future policy changes to support people living with disabilities.

One crucial component of our work at the BCFED is ensuring we are at the tables where policy change that affects the lives of people living with disabilities in BC is being discussed. To this end, we are grateful and proud that Sheryl Burns applied on behalf of the BCFED and was subsequently appointed to the British Columbia Accessibility Advisory Committee. This committee oversees implementation of the accessibility legislation that was tabled last year in all its phases, and builds upon the work Sheryl did on behalf of the BCFED in the last year as part of the advisory roundtables on accessibility hosted by the provincial government.

SEXUAL ORIENTATION AND GENDER IDENTITY

Inclusion of people who join our spaces and our movement is a key concern for the HRC and the equity caucuses of the BCFED. For this reason, the committee collaborated with the Women and Gender Rights Standing Committee to organize a training on creating gender-inclusive spaces. Adrienne Smith from Adrienne Smith Law provided this training for both committees at the end of November 2021. This training was well attended by Executive Council members as well as members of both standing committees. This work is part of an ongoing program of outreach and education on human rights and gender inclusivity.

Another big part of the work of inclusion is making sure that activists have the affinity spaces they need to connect with others who have similar experiences. The committee and the leadership of the BCFED heard from Trans workers that the 2SLGBTQIA+ Workers Caucus was not an appropriate space for issues pertaining to Trans workers to be discussed. They responded quickly to meet the need of a new affinity space specifically for Trans workers in our movement to connect and created a Trans Workers Working Group near the beginning of the 2020–2022 term.

This year was the first year since COVID-19 hit that we were able to participate in the Vancouver Pride parade and other pride events around the province. We coordinated an entry this year consisting of one vehicle and one hundred marchers from affiliates. The parade took place during a heat wave on July 30, and extra care was taken to ensure marchers were kept safe while representing BC's labour movement in the event. We look forward to putting a robust plan in place for 2023 Pride events around the province.

RECOMMENDATIONS

1. That the Human Rights Standing Committee continue to call for implementation of TRC call to Action #62, in collaboration with Survivors, Indigenous people and educators.
2. That the Committee work to educate affiliates and the general public on the importance of recognizing family of the heart and chosen family when negotiating collective agreements.
3. That the Committee support the BCFED in lobbying the provincial government to expand the definition of racism in the BC *Human Rights Code* to include systemic racism so workers no longer have to carry the burden of educating their employers.
4. That the Committee support and amplify the roll out of the *Accessible BC Act* and the work of the Provincial Accessibility Committee.
5. That the Committee work with the Workers with Disabilities Caucus to continue a program of educationals on disability rights.
6. That the Committee create a comprehensive plan to combat systemic racism within the labour movement, including a plan for supporting and encouraging Indigenous, Black, and Racialized workers to run for leadership positions.



HUMAN RIGHTS STANDING COMMITTEE

Neal Adolph, **UWLM**

Tim Armstrong, **FPSE**

Crystal Braunwarth,
IATSE 891

Christina Brock, **IBEW 213**

Sheryl Burns, **CUPE 1936**

Desiree Cabecinha, **BCGEU**

Leo Ciarrocchi, **UA 170**

Sarah Cibart, **CUPE BC**

Kassandra Cordero, **BCFED**

Emily Craddock,
PSAC 20975 CEIU

Mike Duhra, **USW 2009**

Jamie Finley, **BCIT FSA**

Linda Frank, **BCTF**

Joyce Griffiths, **CUPE 389**

Ela Gunad, **HEU**

Angel Hoare,
CUPW Pacific Region

Rick Joe, **BCTF**

John Keys, **IATSE 891**

Howard Lin, **BCGEU-CEU**

Heather Mandziuk, **HEU**

Raven McMahon, **UA 170**

Karen McVeigh, **HEU**

Camila Mehai, **UFCW 1518**

Kari Michaels, **BCGEU**

Serena Mohammed, **BCTF**

Amandeep Nijjar, **CLC**

Edward Parsotam, **CUPE 728**

Judy Phipps, **BCGEU**

Shanee Prasad, **BCTF**

Sussanne Skidmore,
Chair, BCFED

Christy Slusarenko, **MoveUP**

Sparrow Taranov,
ILWU-GWU 333

Joanna Veloso, **IAMAW 16**

Louella Vincent, **HEU**

Linda Wilson, **UFCW 1518**

Dhirendra, **UBCP/ACTRA**

Occupational Health and Safety Committee

In October 2020, the BCFED and our affiliates celebrated a newly-elected NDP majority government. We had real hope the government would move quickly to implement the recommendations of the 2019 Patterson report *New Directions* and bring the changes needed to ensure the workers' compensation system is truly worker-centred. Yet at the time of writing, injured workers are still waiting for these changes. Through our Workers Deserve Better campaign, the BCFED and our affiliates continue to urge government and the Workers' Compensation Board (WCB) to move forward with the changes injured workers need.

WCB BOARD OF DIRECTORS COMPOSITION

The government's appointment of Judy Village to the WCB Board of Directors (Board) in 2021 brought us a step closer to balancing the composition of the Board. A highly-respected ergonomist who has worked for the WCB and the BCFED Health and Safety Centre, Judy is the professional health and safety representative on the Board.

Although this appointment and previous appointments are positive developments to establish equity, the BCFED is urging government to introduce legislation requiring equal stakeholder representation on the Board.

COVID-19 RESPONSE

Committee members have worked hard to assist their members in navigating the ongoing COVID-19 pandemic. Through the now four waves of nimble virus mutations, workers were often confused by the ever-changing public health orders. Workers were worried they would contract the virus; they were concerned as well by increasing workplace violence and the increasing incidence of mental illness, as well as the need to navigate employer vaccine mandates. COVID-19 data shows Indigenous, racialized, differently-abled, immigrant, migrant and young workers have been most severely impacted by the pandemic.

Committee members provided their members with support and guidance with implementing emergency measures, vaccinations and respiratory protection, and helped ensure employers were developing safety plans with the active involvement of workers.

For workers who became sick with COVID-19 and filed WCB claims, the presumptive coverage the BCFED and our affiliates won in 2020 proved invaluable. A 96 per cent approval rate under the presumptive clause for COVID-19 claims indicates the overwhelming success of the legislation.

In April 2021, we celebrated the government's introduction of three hours of paid leave for workers to get vaccinated. And in January 2022, all workers won five paid sick days — a milestone both for the fair treatment of workers dealing with illness, and for keeping workplaces safe from infectious disease.

Most Public Health Officer orders were lifted in mid-spring 2022. Employers were no longer required to have a COVID-19 safety plan as the WCB pivoted to communicable disease prevention.

But COVID-19 was not done as the variants BA.4 and BA.5 outpaced the original Omicron virus. These variants were more transmissible and medical modelers predicted a rise in cases by mid-July through August of 2022.

With infection rates climbing among workers, services were often severely limited or unavailable because of staff absences caused by COVID-19 infection, particularly in health care, transportation, retail, education, and community and social services.

As fall approaches, committee members will advocate for continuation of preventative measures such as respiratory protection, improvements to ventilation, vaccination and staying home when ill.

LAW AND POLICY CONSULTATION

The labour representatives on the Practices and Policy Consultation Committee (PPCC) warrant special acknowledgement for the work they do on this joint stakeholder committee, representing all workers' interests on regulatory amendments, compensation policy and practices issues.

Over the past two years, collectively and individually, the committee has worked exhaustively through the issue-gathering, pre-consultation and public consultation processes for amendments to the Occupational Health and Safety Regulation as well as to prevention, assessment and compensation policy. Committee members developed written submissions and made oral presentations at the virtual public hearings.

COMPENSATION AND THE WORKERS DESERVE BETTER CAMPAIGN

More than two years after finally releasing Janet Patterson's *New Directions* report in August 2020, the government has failed to implement any of its 102 recommendations. Injured workers and their families are still waiting for a system that provides fair compensation, meaningful vocational rehabilitation programs and lifetime pensions for workers with permanent disabilities.

The BCFED and our affiliates continue to lobby the government for changes to compensation legislation. On June 1, 2021, the Workers Deserve Better campaign was launched with the release of *Workers Deserve Better*, a plain-language summary of the Patterson report written by Kevin Love.

Last November, the committee and the BCFED Workers' Compensation Advocacy Working Group participated in a well-coordinated, compelling lobby to government urging for implementation of the following changes to the *Workers Compensation Act*:

- creating a Fair Practices Commission independent of the WCB to deal with complaints and recommend solutions;
- ending the clawback of Canada Pension Plan benefits for seriously-injured workers;
- ensuring an equal balance of worker and employer representatives on the Board;
- mandating vocational rehabilitation to get workers back to real and sustainable jobs;
- ending discriminatory barriers to compensation for psychological injury;
- paying interest to workers when the WCB wrongly denies them benefits, resulting in a lengthy delay; and

- ensuring the WCB makes the changes recommended in the Patterson report to create a worker-centered approach.

The BCFED then launched the workersdeservebetter.ca campaign website in December, featuring stories of injured workers and encouraging the public to take action. The committee is truly thankful to Pamela Owen, Owen Goodwin, Renate Schnitzer, Bob Traynor and worker advocate Sarah O'Leary for telling stories of their experiences with the WCB claims system, and to Janet Patterson and Doreen Russell for their assistance.

A new one-minute video premiered on Injured Workers Day this year portraying the need for changes to the compensation system, drawing from real stories told by injured workers.

On social media, the campaign calls on union members, our community partners and the general public to send a message to government asking for change.

Minister Bains has said legislative changes are coming this fall, and the committee looks forward to working with the government on our priorities to ensure the workers' compensation system is once again based on a worker-centred approach.

In 2021, the BCFED Workers' Compensation Advocacy Working Group resumed meeting quarterly with WCB Compensation Services to discuss their concerns with compensation policy and practices.

CHRONIC PAIN

In his 2018 report, Paul Petrie recommended improvements to the WCB policy on chronic pain. The WCB commissioned a report from a top pain specialist who said the current policy did not reflect findings of up-to-date research and practices dealing with pain. The BCFED

has proposed amendments to the policy, but unfortunately the WCB has failed to move forward with the policy review.

REGULATORY CONSULTATION

2022 saw the continuation of the work started in 2020 reviewing the WCB regulation on violence, bullying and harassment prevention. Representatives from the committee have worked diligently proposing language that broadly defines the spectrum of violence and harassment, recognizes equity, diversity and inclusion, and ensures joint committees are actively involved in developing a violence prevention program. Despite pushback from the employer community and noted reluctance from the WCB Practices, Regulatory and Research Division (PRRD), the committee continues to push for these changes. The consultation will continue through 2022 into 2023.

This spring was the 10th anniversary of sawmill explosions in Burns Lake and Prince George that killed four workers and seriously injured 43 others. We have been urging the WCB since these terrible incidents to develop a new regulation for combustible dust, and we are pleased the review is moving forward. This spring, the PRRD held the first consultation on the proposed regulation.

In 2021, we also participated in the review of safety headgear, mobile equipment, traffic control, concrete pump operator certification, arborists, logging truck load securement and the reassignment of refusal of unsafe work.

More good news came this year regarding the annual review of occupational exposure levels for workplace chemicals. We have been concerned for many years with the growing number of chemicals where the WCB is not adopting the American Conference of Governmental Industrial Hygienists lower

allowable exposure levels. The WCB blames this oversight on a lack of certified testing methods and labs; every annual review, the BCFED has urged the WCB to create a system to provide employers with testing options. The WCB confirmed this year the research lab at the University of Northern BC has now been fully accredited and will be able to provide this service, which will mean safer workplaces.

As well, largely in response to the committee's ongoing concerns with the lack of availability of the list of exposure limits, the WCB developed an eTool to help workers and employers to find information on exposure levels for chemicals.

RESEARCH

This year the committee participated in a research project on melatonin supplements to improve the health of night shift workers. Union members were recruited to take part in the project led by Parveen Bhatti, Ph.D., the principal investigator with the BC Cancer Agency and UBC. We hope this project will help prevent occupational diseases caused by exposure to night shift work for so many workers.

ASBESTOS

The BCFED and our affiliates were pleased this spring when the government introduced long-awaited legislation requiring licensing for asbestos removal companies and training for asbestos workers. BC now leads the country in requiring licensing. The WCB is currently developing licensing and training programs and the BCFED looks forward to the consultation process for regulatory and policy changes.

The BCFED has worked for many years with our affiliates in the building trades to strongly urge government to bring in this legislation.

But more needs to be done to overhaul the asbestos removal industry, improve the disposal of asbestos and establish a registry of all public buildings containing asbestos as well as an occupational disease registry for workers exposed to asbestos.

In September, the BCFED and our affiliates joined the BC Labour Heritage Centre at a moving ceremony officially dedicating their memorial sculpture *Magic and Lethal* at the Vancouver Convention Centre. This poignant artwork by BC artist Doug R. Taylor is the first memorial in North America honouring workers who have died from asbestos exposure.

APRIL 28 NATIONAL DAY OF MOURNING AND GOLDEN TREE MEMORIAL

Due to pandemic restrictions on public gatherings, we held the 2021 Day of Mourning virtually. The committee worked with the WCB, Vancouver District Labour Council and Business Council of BC to organize and co-host the National Day of Mourning. A series of speakers delivered short remarks by video, followed by a minute of silence.

In 2022, with public gatherings no longer restricted, we were able to again hold the ceremony in person at Jack Poole Plaza. The Olympic cauldron was lit for the day as we remembered the 206 workers who lost their lives in 2021 and the many workers who were injured or made ill because of work.

This year we were able to gather in person once again for the Golden Tree Memorial honouring Amarjit Kaur Bal, Sukhvinder Kaur Punia and Sarabjit Kaur Sidhu, the three farmworkers killed on the morning of March 7, 2007 while being transported to work in an overloaded passenger van. The committee organized the event with the families, Archway Community Services and the Progressive Intercultural

Community Services. This ceremony also honours all farmworkers in recognition of the important work they do putting food on the tables of British Columbians and their ongoing struggle for dignity and safety. We welcomed Beatrice Silver Tallio and Yvonne Tumangday from the Se:math First Nations who provided the welcome and territorial acknowledgement.

We were saddened in January 2021 by the passing of Charan Gill, a long-time supporter of the Golden Tree Memorial. Charan unionized Canadian farm labourers, founded a national anti-racism organization still active today, and built one of the most successful immigrant non-profits in the province. We miss his presence at the annual memorial.

In 2021, the BCFED worked with Archway Community Services and the Golden Tree artist Dean Lauze to make much-needed repairs to the Golden Tree. We continue to work with the City of Abbotsford to ensure the area around the Golden Tree is maintained.

The committee looks forward to working with our partners and planning both of these important ceremonies next year.

CHANGES ON THE COMMITTEE

The BCFED OH&S Standing Committee welcomed Canadian Union of Postal Workers (CUPW) National Director and BCFED Officer Coleen Jones as the new committee co-chair. Also, this year, CUPE BC President and BCFED Officer Karen Ranalletta announced she was stepping down as co-chair of the committee. The committee thanks Karen for her six years of dedicated work.

RECOMMENDATIONS

1. Lobby the provincial government and the WCB to implement all the recommendations of the Patterson report, *New Directions: WCB Review 2019*, thereby ensuring the compensation system provides fair compensation and meaningful rehabilitation services, and that injured workers are treated with the dignity and respect they deserve.
2. Continue to demand the government and the WCB to consider the application of gender-based analysis to the workers' compensation system. Current WCB legislation, policies and practices in both compensation and prevention disadvantage workers in equity seeking groups, including women, workers of colour, immigrant workers, workers who identify as 2SLGBTQIA+, Indigenous workers and workers with disabilities. The WCB does not account for differences based on gender (social factors) and sex (biological factors) in either the prevention of injuries or the adjudication of claims.
3. Continue to lobby the provincial government to amend legislation to ensure that stakeholders are predominantly and equally represented on the WCB Board of Directors (BOD), restoring balance, responsibility and accountability of the system (included in the Patterson Report recommendations).
4. Lobby government for changes to the *Workers Compensation Act Part 2* and associated Occupational Health and Safety Regulations to:
 - a. Amend Division 5: Joint Committees and Worker Representatives to

strengthen and expand the education, role and authority of joint health and safety committees and worker representatives;

- b. Amend Division 10: Employer Accident Reporting and Investigation to require employers to investigate motor vehicle accidents on public highways and to specifically require joint committees and worker representatives be involved in the entire investigation process;
 - c. Amend Division 6 to improve the process for filing a Prohibited Action complaint and resolving the complaint, and to Amend to include protection for workers facing retaliation for filing a WCB claim. (Patterson recommendation #43); and
 - d. Amend Division 11 to specifically require the WCB officer to ensure active involvement of the joint health and safety committee or worker representative and workers in general in all workplace inspections.
5. Due to the health and safety impact of the ongoing COVID-19 pandemic, lobby government and the WCB to review the requirements for Biological Agents Parts 5 and 6 of the Occupational Health and Safety Regulation with particular focus on requirements for Exposure Control Plans, including the application of the Precautionary Principle.
 6. Due to the continuing challenges of new COVID-19 variants, lobby the government and the WCB to strongly support the application of the Precautionary Principle and the recognition of aerosol transmission of the virus. And to provide guidance to employers and workers for proper respiratory protection and ventilation.
 7. Continue to lobby the government and the WCB to complete the work of reforming the asbestos industry, by implementing the BCFED's recommendations in response to the BC Ministry of Labour's working group report *Keeping Workers, the Public and the Environment Safe from Asbestos*, including a building registry, a comprehensive asbestos disease and exposure registry and improvements to the systems for disposing of asbestos. And lobby the government and the WCB to implement an educational program on the dangers of asbestos exposures and prevention measures for all workers and the public who may be at risk of exposure.
 8. Request the BCFED Occupational Health and Safety Standing Committee continue to work to implement psychological health and safety best practices, incorporating the principles of the Canadian Standards Association (CSA) national standard for psychological health and safety in their own workplace, and encourage affiliates to do the same.
 9. Lobby the WCB BOD to ensure there is equal representation of employers and workers on all health and safety association boards of directors, and that worker representatives are chosen by their unions.
 10. Continue to support and increase public awareness of the June 1st Injured Workers Day.

OCCUPATIONAL HEALTH AND SAFETY STANDING COMMITTEE

Frank Anderson, BCGEU	Lezlie Gorosh-Carey, BCGEU-BCFMWU	Mike Mayo, IUOE 115
Reagan Belan, BCGEU	Toni Grewal, BCTF	Tom McKenna, CUPE BC
Paul Bergin, BCGEU-CEU	Erin Guy, BCGEU-CEU	Karen McVeigh, HEU
Gurleen Bhatia, BCIT FSA	Georgina Hackett, HEU	Sheila Moir, BCFED
Al Biekse, USW 2009	Corinne Hagen, UA 170	Merrill O'Donnell, BCBT
Amanda Bronswyk, IATSE 891	Linda Harding, PSAC 20008 GSU	Paul Pelletreau, IAMAW 11
Lynn Bueckert, HEU	Orion Irvine, CLC	Evert Ryland, PSAC
Matt Campbell, ILWU-GWU 333	Jessica Isbister, ILWU	Jennifer Savage, CUPW Squamish 837
Steve Campbell, ATU 1724	Jim Jarvie, IBEW 213	Fred Scott, UFCW 1518
Chris Cheung, IAMAW 764	Coleen Jones, Chair, CUPW Pacific Region	Megan Scott, BCGEU
Leo Ciarrocchi, UA 170	Dan Kask, ILWU 502	Jeff Self, IBEW 213
Heidi Collins, HEU	Ed Kent, USW	Bobby Sidhu, BCIT FSA
Sherry Earl, UFCW 1518	Doug Kinna, BCGEU	Monica Staff, FPSE
Nathan Emmerson, ATU 1724	Rysa Kronebusch, MoveUP 378	Lori Stewart, UBCP/ACTRA
Barbara Gibson, MoveUP 378	Gord Lechner, BCFED	Larry Stoffman, Observer
John Gibson, CUPE 454	Kevin Malone, UNITE HERE! 40	Ishani Weera, BCFED
Dayna Gill, IBEW 258		Michael Wisla, HSA

Political Action Committee

The BC Federation of Labour Political Action Committee (PAC) makes recommendations and coordinates around the pressing political events impacting workers in our province. The committee supports issues-based campaigns, coordinates lobbying efforts, works to engage union members in electoral politics, and supports communication between affiliates on their legislative priorities. The PAC ensures that workers' voices are front and centre.

A NEW NDP MAJORITY

Over the past two years, BC's political landscape has rapidly changed. The historic confidence and supply agreement between the BC NDP and the BC Green Party came to an end in the fall of 2020 with the election of the first majority NDP government in BC since 1996. The BC NDP elected 57 MLAs, with successes in new communities including Chilliwack and Richmond.

While the party had its first opportunity to press forward on its priorities in more than two decades, their agenda was dominated by major challenges including the ongoing COVID-19 pandemic, skyrocketing deaths due to the poisoned drug supply crisis, and climate-related fires, flooding and landslides.

These crises have taken a toll on working people and their families, and strong, effective government response and policy have never been more important. The PAC has played an important role in bringing the labour movement together to advocate for critical supports for workers and to strengthen the services that British Columbians rely on.

VICTORY ON PAID SICK LEAVE

One glaring policy gap during the pandemic was the lack of paid sick leave for half of BC's workforce. Workers without paid sick leave were forced to make an impossible choice between their financial security and public health. Workplaces were increasingly linked to the spread of infections and that put workers and their families, customers, and our broader economy at risk.

The BCFED and its affiliates called on government to legislate 10 days of paid sick leave for all workers. Together with community allies, affiliates campaigned publicly and pushed the BC government to bring in the province's first paid sick leave program. Though it fell shy of our goal of 10 days, we achieved a nation-leading five days of paid sick leave. This historic improvement critically included access for casual, temporary and part-time workers who are too often excluded from paid leave.

That was only one of a string of crucial victories and advances — many of them pivotal — that firmly closed the door on 17 years of Liberal damage to the lives and well-being of working people. Other reports cover these in more detail, but they include:

- single-step union certification, making it simple for workers who want a union to form one without employer intimidation;
- the country's strongest regulation of the asbestos-handling industry, protecting workers and the public alike;

- the restoration of skilled trades certification, securing rewarding careers for a new generation of trades workers including long-under-represented groups;
- race-based data collection, allowing us to see where the government services and programs are failing to treat Indigenous and other communities fairly;
- and much more.

FEDERAL ELECTION AND SUPPLY AND CONFIDENCE AGREEMENT

Changes in provincial politics were soon followed by a federal election in September 2021. Despite the build-up, the result was initially uneventful — the Liberals were returned to another minority government.

However, this March the federal Liberals and the NDP entered into a supply and confidence agreement of their own that included the promise to deliver on a number of the labour movement's priorities including pharmacare, dental care and EI reform. The PAC has received regular updates from the CLC on their lobbying efforts to hold the parties accountable to the agreement and deliver on the promises to working people.

CONTINUED PRESSURE ON WORKERS

Throughout the pandemic, affiliates engaged in targeted campaigns to improve working conditions for their members, especially for those on the front lines. They successfully achieved improvements in many areas including for workers in long-term care, grocery stores, and community and social services. Despite these improvements, some of which — like “pandemic pay” — were temporary, workers continue to face significant rates of burnout, and recruitment and retention issues have become acute.

Rapidly rising inflation has also impacted consumer spending power. This presents a challenging backdrop for public sector bargaining. Accordingly, many affiliates ramped up campaigns to bolster their efforts at the bargaining table. Significant bargaining units in BCGEU and HEU reached new collective agreements with employers. Federal government workers are also still fighting for fair collective agreements, including wages that keep up with inflation, better work-life balance, job security and inclusive workplaces.

LOOKING AHEAD: STRONG ADVOCACY FOR WORKING PEOPLE

Beyond addressing the immediate impact of the past two years, the labour movement has many long-time priorities to be addressed. Years of advocacy finally paid off and the BC NDP government delivered on licensing asbestos removal contractors, restoring skilled trades certification, and delivering on one-step union certification. These achievements were the result of the coordinated effort of all of our affiliates to see meaningful legislative changes implemented for working people.

As people resumed in-person events, labour advocates needed to adjust to the new lobbyist rules that were brought in at the start of the pandemic. The committee held a refresher training session to ensure that affiliates were up-to-date on the rules and able to comply with the requirements.

As part of the ongoing work on reconciliation with Indigenous peoples, the committee invited the Co-chair of the BCFED's Indigenous Workers Caucus to meet to provide advice on how affiliates could support and amplify reconciliation initiatives being advocated for at all levels of government. The committee will prioritize supporting this work over the next two years taking the lead from the Human

Rights Committee, the Indigenous Rights and Reconciliation Working Group, and the equity caucuses.

In the spring of 2022, the BC Liberal Party completed its own leadership race. They ousted Andrew Wilkinson and, after a months-long contest, elected former MLA Kevin Falcon. While part of the Clark and Campbell government, Falcon was no friend to workers. He was the Minister of Deregulation and part of many decisions — like freezing the minimum wage, ripping up collective agreements and gutting employment standards — that significantly harmed thousands of workers for decades to come. Reminding British Columbians of this record will be an important part of the committee's work over the next two years.

Then, just under two years into his majority mandate and following a successful battle with cancer, Premier John Horgan, announced he would step down in the fall. The party's leadership race culminated in the selection of David Eby, who will become leader and BC's Premier shortly before convention. He takes that position with two years left in the government's majority term before the 2024 provincial election.

The fall of 2022 was very busy with local elections in community across the province. Local elections have a direct impact on the daily lives of working people and who we elect matters. Under the leadership of the CLC and Labour Councils, affiliates shared ideas and strategies to engage their members to support progressive candidates in their community. The PAC received regular updates on Labour Council endorsements and details of the CLC and Labour Council campaigns. But the work doesn't stop after the election. Labour Councils and affiliates will continue to engage with those who were successfully elected to ensure support for policies and programs that benefit working people.

The next two years promise to be busy for the PAC. The NDP will soon have a new leader and the PAC will need to work to deepen our relationship with the Premier and the staff in the Premier's office. There may also be a cabinet shuffle. With less than two years left in the NDP's majority mandate, the labour movement will need to keep up its advocacy to ensure that the NDP continues to bring legislative improvements for working people. A number of key priorities remain outstanding, including addressing precarious employment and the misclassification of workers as independent contractors. By early 2024, the role of the PAC will shift to influencing the NDP's re-election platform.

RECOMMENDATIONS

1. Support the work of the BCFED's Human Rights Committee, Indigenous Rights and Reconciliation Working Group, and Indigenous Workers Caucus to ensure that reconciliation is centred in our issues-based campaigns and political work;
2. Support the work of the BCFED's Human Rights Committee and equity caucuses to campaign against the hate and racism that divides our communities and undermines our democracy;
3. Assist affiliates to develop a strong working relationship with BC's new Premier and the leader of the NDP;
4. Remind British Columbians of the anti-worker record of the former BC Liberal government and Kevin Falcon's role in shaping that agenda;
5. Campaign to ensure that worker issues are vote-determining issues and front and centre in the BC NDP's platform for the 2024 provincial election;

6. Share best practices and develop effective member-to-member campaigns to engage and activate union members to elect BC NDP candidates in the 2024 provincial election, with a focus on communities outside the Lower Mainland;
7. Engage and support the campaigns of community organizations with allied values to lift up policies that will make a difference to working people and their families;
8. Continue to support and participate in CLC campaigns, including the campaign for a national pharmacare program, dental care, EI reform, pension security, long-term care reform and an economic recovery plan that supports working people and their families; and
9. Continue to campaign and lobby the BC government for labour laws, economic policies and recovery strategies that are built on reconciliation and intersectionality and that support the health and safety of workers, expand strong public services, increase workers' rights, address the needs of vulnerable populations, provide affordable housing, take action on the climate crisis and expand public infrastructure.

POLITICAL ACTION STANDING COMMITTEE

Janet Andrews, **NWDL**

Jasleen Arora, **BCGEU**

Robert Ashton,
Maritime Council

Brett Barden, **USW**

Dal Benning, **CUPE BC**

Hillary Bergshoeff, **IATSE 891**

David Bieber, **HSA**

Cathy Black, **HEU**

Brynn Bourke, **BCBT**

Patrick Bragg, **PSAC**

Crystal Braunwarth, **IATSE 891**

Brent Calvert, **FPSE**

Anna Chudnovsky, **BCTF**

James Coccola, **BCGEU**

Rob Cottingham, **BCFED**

Jim Dyball, **IBEW 213**

Nathan Emmerson, **ATU 1724**

Nathan Ferguson,
CSWU/LIUNA 1611

David Fleming, **CUPE**

Trish Garner, **BCFED**

Walter Gerlach, **IAMAW**
District Lodge 250

Carole Gordon, **BCTF**

Brian Haugen, **IUOE 115**

Orion Irvine, **CLC**

Clint Johnston, **Co-chair, BCTF**

Phil Klapwyk, **IATSE 891**

Jim Lofty, **IBEW 213**

Jill MacNeill,
PSAC 20147 UHEW

Broadus Mattison,
UBCP/ACTRA

Wes McIntosh,
CUPW Grand Forks 746

Terry Meyer, **UFCW 1518**

Denise Moffatt, **BCFED**

James Morrison, **BCGEU-CEU**

Stefan Nielsen, **UFCW 1518**

Kim Novak,
Co-chair, UFCW 1518

Mike Old, **HEU**

A.D. Al Phillips, **BCBT**

Garnett Renning,
BCGEU-BCFMWU

Nicole Seguin, **HSA**

Russ St. Eloi, **UA 170**

Ron Stipp, **CLC**

Annette Toth, **MoveUP 378**

Jessie Uppal, **USW 2009**

Stephen Von Sychowski, **VDLC**

Sam Wiese, **BCFORUM**

Jason Woods, **ILWU 400**

Women and Gender Rights Committee

Over the last two years the Women and Gender Rights Committee has worked to respond to the pandemic pressures on women while pushing for policy change at a provincial level. The committee changed its name to the Women and Gender Rights Committee (WGRC) to make it clear that the committee welcomes as members anyone who identifies as a woman, transgender, non-binary or gender non-conforming and is comfortable in a space that centres an intersectional feminist lens and issues that centre women's experiences and femme perspectives. This work is just a step in the direction of being more inclusive of other genders on the spectrum outside of Cis-men that experience marginalization.

The three pillars of the work of the committee are safety, leadership, and economic participation and well-being. It is with these three main goals in mind that the committee has engaged in its work over the 2021–2022 term.

SAFETY

Indigenous women, two-spirit people, racialized women, women with disabilities and trans women are without question most impacted when it comes to gender-based violence in BC. The committee recognizes this first and foremost and continues to follow the lead of the Human Rights Committee and the Indigenous Workers Caucus on this issue, while ensuring that we advocate for Indigenous communities and Indigenous-led organizations to be at tables where policy affecting the lives

of Indigenous women, girls and two-spirit people is being discussed. In our participation in the BC government roundtables on gender-based violence, the BCFED brought the voices of labour to the discussion while focusing on centring voices of Indigenous, Black, and racialized community members, people with disabilities, migrants with precarious or lack of immigration status, and gender-diverse people. The BCFED also made sure to advocate for consistency between the response of the justice system, service sector and Workers' Compensation Board to gender-based violence claims in the workplace.

Part of safety for people who do not identify as cis-men, including women, two-spirit, trans and non-binary people, is access to the mechanisms of justice and healthcare that need to happen after experiencing violence. This is why the WGRC continued its campaign on ten days of paid leave for workers experiencing the effects of sexual and domestic violence. A worker should be safe from losing their job for taking time off to access necessary justice system mechanisms, healthcare and wraparound services. The committee was pleased that the BC government announced paid leave in November 2021, but was disappointed that the leave provided was only five days. The committee continued to lobby on ten days of paid leave into 2022, including our lobbying with MLAs and government representatives (see "Economic participation and well-being," below), and will continue to do so until this minimal threshold is reached.

Another aspect of safety is the safety of the people who join our spaces and our movement. For this reason, the committee collaborated with the Human Rights Committee to organize a training on creating gender-inclusive spaces. Adrienne Smith from Adrienne Smith Law provided this training for both committees at the end of November 2021. This training was well attended by Executive Council members as well as members of both committees. This work is part of an ongoing program of outreach and education on gender inclusivity at the BCFED.

We are deeply concerned over access to safe abortions, which for our friends across the colonial border on the 49th parallel is a right that has been placed in jeopardy by the June 24, 2022 repeal of *Roe v. Wade*, a landmark U.S. Supreme Court decision that stated that the US constitution protects a pregnant person's right to have an abortion without excessive government interference. A key concern for this committee is the expression of solidarity with US comrades and support for those who may need to cross the border to access safe abortions.

Another goal of this committee is the lack of access to free and safe abortions, pre-natal or peri-natal care for people who are already in Canada. The people who face this reality in BC are migrant workers who either are without migration status, have tourist status or other precarious temporary status, or have newly arrived in Canada and are not yet eligible for Medical Services Plan benefits. We will continue to do this work until access to free and safe abortions is a reality for everyone who lives in and visits this province.

ECONOMIC PARTICIPATION AND WELL-BEING

In late 2021 and early 2022, the committee lobbied on pay equity, pay transparency and the gender pay gap as well as for 10 days of paid leave for workers experiencing sexual and domestic violence. We discussed equal pay for equal work and equal pay for work of equal value in lobbying meetings with government representatives, and raised pay equity as a mechanism that, if put in place effectively, could pave the way toward change on all three issues.

The committee suggested to the provincial government that all employers, regardless of size, be required to report the wages of all employees publicly. This practice could place social pressure on employers to ensure that they were paying all of their workers fairly. As well, if implemented correctly, it would create the public data necessary to examine discrepancies between what people are being paid, and how their socio-economic demographic — especially race, gender or ability — is affecting their pay. At the time of the writing, the BC government has announced it intends to implement pay transparency legislation and is engaging in consultations as to what that legislation should look like. The BCFED wrote a submission to those consultations, including a roadmap to pay equity. We look forward to pushing for pay equity in the coming term.

Economic participation and well-being include women, trans, and non-binary people who do sex work for a living. The BCFED has created a subcommittee of the WGRC and the HRC to talk about sex workers' rights. At this table members of both committees are joined by organizations representing and working with sex workers including Living in Community, WISH Drop-In Centre, SWAN, PACE and PEERS. This subcommittee meets every two months.

LEADERSHIP

The committee continues to play a planning role in the Western Regional Summer Institute for Union Women (SIUW) and continues to be active on the International Planning Committee. In 2021, the SIUW was held online via Zoom, and included not only the Western Region but all regions in one institute. In 2022, the summer schools went back to the regional model, and while the Western Region school was online, it was fully focused on the communities that make up the western region, from Alaska and BC down to Southern California, and from Alberta to the Oregon Coast.

Another aspect of our leadership work is our lobbying efforts, described above. Our late 2021 and early 2022 lobby days started with lobbying training with the BCFED government relations director, Denise Moffatt, and leadership and staff at the Canadian Labour Congress via Zoom. At each of the lobbying meetings, which were also held via Zoom, different committee members were invited to take the lead on speaking to issues, which served as a leadership skill development opportunity and ensured that the committee was represented by a diverse makeup of union members.

This is just a high-level view of the activities of the Women and Gender Rights Committee over the past two years, and the committee looks forward to engaging in much more work in the coming years that upholds and protects the rights of women, two-spirit, trans, non-binary and gender-nonconforming people in the province of BC.

RECOMMENDATIONS

1. Continue the work of reconciliation at the Women and Gender Rights Committee through inclusion of Indigenous content, history, perspectives, and voices in gender rights spaces.
2. Lobby the BC government to:
 - a. Make a strong statement in support of protecting reproductive laws including universal access;
 - b. Improve access to good quality abortion care all over BC by removing geographic barriers; and
 - c. Increase the number of abortion providers by making training on how to deliver abortions mandatory for all clinicians.
3. Advocate for the Ministry of Education to take bold action to address peer-to-peer sexual assault and sexual harassment, including:
 - a. To develop and promote public awareness/education campaigns to combat peer-to-peer sexual assault and sexual harassment, and to include bystander training;
 - b. To include sexual violence/misconduct (including assault and harassment) among the listed "Services and Information Topics" on the homepage of the ERASE website and any other key resources used by the province to promote student safety and wellness; and
 - c. To develop and implement mandatory comprehensive sexual health content curriculum about sexual consent for all students, including grades Kindergarten to 12.

4. Continue to support the implementation of the Coalition of Child Care Advocates of BC's \$10aDay Child Care Plan.
5. Continue to work with sex workers and sex-worker-led organizations on the decriminalization of sex work, and on furthering sex workers' rights as workers' rights.

WOMEN AND GENDER RIGHTS STANDING COMMITTEE

Crystal Braunwarth, IATSE 891	Coleen Jones, CUPW Pacific Region	Sabrina Prada, UBCP/ACTRA
Amanda Bronswyk, IATSE 891	Cara Kerins, ILWU 502	Lea Serron, PSAC 20029 UTE
Sheryl Burns, CUPE 1936	Rysa Kronebusch, MoveUP 378	Stephanie Shepherd, ATU 1724
Tara Cavanagh, USW	Miranda-Lee Kurucz, UA 170	Jacklyn Simington, ILWU-GWU 333
Heidi Collins, HEU	Angela Marcakis, BCTF	Patricia Skalozub, CUPE 3500
Kassandra Cordero, BCFED	Andrea Matthews, BCIT FSA	Sussanne Skidmore, BCFED
Audrey Curran, UA 170	Raven McMahon, UA 170	Jill Slind, HSA
Christy Slauenwhite, IAMAW 764	Kari Michaels, BCGEU	Christy Slusarenko, MoveUP
Michelle Fedosoff, UFCW 1518	Sharryn Modder, HEU	Laura Snow, Co-chair, BCGEU-CEU
Lisa Flesher, CSWU/LiUNA 1611	Barb Nederpel, Co-chair, HEU	Karen Sutton, PSAC 20045 CIU
Dayna Gill, IBEW 258	Amandeep Nijjar, CLC	Angela Talic, ILWU
Katie Guerin, UFCW 1518	Joulene Parent, ILWU 500	Ratna Tithh, HEU
Agnes Jackman, BCFORUM	Judy Phipps, BCGEU	Monica Urrutia, PSAC
Stephanie Jang, IBEW 213	Regie Plana-Alcuaz, BCTF	
	Marion Pollack, BC FORUM	

Young Workers Committee

Since the 2020 Convention, the Young Workers Standing Committee has continued to hold annual events — virtual and in-person — and take up new opportunities for organizing and outreach. Young workers in British Columbia continue to face challenges on every front: the increasing costs of fuel, inflation, lack of affordable housing, food insecurity, rising post-secondary education fees, the expansion of gig work and precarious employment, increasing income and wealth inequality, the expansion of labour-displacing technologies and more.

Working and living during the COVID-19 pandemic, young workers have faced among the highest levels of job insecurity. Many young workers are working multiple jobs to cover living costs. Technological and economical change continue to destabilize secure, family-supporting careers. Young workers are working to live but not thriving as they should be.

It is important to note that each year, the federal government issues thousands of student visas to international students planning to study in BC. Many of these international students belong to racialized communities who now make up a substantial portion of retail, late night retail, gig economy and service industry workers. The financial burden to cover the costs of living are being felt by young workers from every community and young workers from equity-deserving groups are increasingly vulnerable and isolated.

The labour movement has a vital role to play in highlighting these challenges. Operating

through a union solidarity model helps build youth-led collective power, create community and empower workers. It also helps to build the future for the labour movement and the broader movement for social justice: The more that young workers engage in activism in their workplaces and community, the more likely that they will become lifelong activists. It is imperative to put a concerted effort into identifying young workers in our affiliates and appoint them to the BCFED Young Workers' Committee.

ANNUAL YOUNG WORKERS' SCHOOL AT CAMP JUBILEE

Each year, young workers from around the province gather at Camp Jubilee for the BCFED's Young Workers' School (YWS). They engaged in skills development, participated in outdoor activities, and networked with each other. For many participants, YWS was a key part of their introduction to the labour movement. It often results in the creation of life-long activists.

YWS did not take place in 2021 and 2022 due to ongoing concerns with COVID-19 and social distancing restrictions. The committee is planning to have the YWS in 2023. Currently, the committee is having discussions about how to grow the program and best meet the goal of skills development and networking.

We are excited to continue to offer this important program and create an environment to engage even more young workers.

ANNUAL GRANT'S LAW SIT-IN

Every year, the YWC conducts a sit-in to support the full reinstatement of Grant's Law: protections for late-night and solitary workers, enacted after the killing of a young Maple Ridge gas station attendant named Grant De Patie.

Due to the ongoing issue and unpredictability of the COVID-19 pandemic at the time, the 2021 Grant's Law sit-in happened virtually via Twitch, an interactive live-streaming service. Young workers spent the evening hours and stayed well into the early morning playing games and interacting through via the Discord chat application. It was a successful event with 50 participants throughout the evening.

The 2022 Grant's Law sit-in took place on June 4 at the Circle K off Commercial Drive. Many affiliates pitched in with tents, and donations of pizza, snacks and drinks. It was a successful event and well attended by young workers from several affiliates. Over the course of the night, approximately 50 present and past members of the YWC and allies joined the effort. We spoke to pedestrians about Grant's Law and the conditions of overnight and solitary workers and asked late night retail workers to fill out our survey via the QR code.

Additionally, many of the people who stopped by throughout the night shared stories of their own experiences with coercive or unsafe workplaces. Once again, we are reminded that more protection is sorely needed. The committee is committed to reigniting the call for the full reinstatement of Grant's Law. This includes obtaining more recent data via a survey created by the BC Federation of Labour Young Worker's Committee, since the last survey collection took place in 2016. We have moved from paper to an online survey, and had stickers printed with a QR code linking to it. We used the stickers as an outreach opportunity to interact with and talk to late night workers.

YOUNG WORKER OUTREACH

Many Young Workers' Committees are being established within affiliated unions and the BCFED committee continues to grow, regularly welcoming new members since the last BCFED convention. We encourage all affiliates to send members to join the YWC and help build the work of this important committee.

Many young workers also participated in the Paid Sick Leave campaign and attended BCFED in-person rallies that took place in Victoria and key transit areas in Burnaby and Surrey. They supported the campaign by helping to get people to send a letter of support to elected officials via a QR code.

Young workers from the South Asian community worked together with the BC Federation of Labour to bring awareness to the plight of Indian farmers and farmworkers through a video of support from members across the labour movement in BC. Many young workers attended community rallies held every weekend in Surrey and joined the BC Federation of Labour's rally for Indian farmers and farmworkers. The rally was a huge success and over 70 young workers attended along with the support of many affiliates.

RECOMMENDATIONS

We recommend that the Young Workers Committee:

1. Continue to support lowering the voting age in BC to 16 years old.
2. Provide training and networking opportunities for young workers outside the Lower Mainland.



YOUNG WORKERS STANDING COMMITTEE

Rohini Arora, **BCFED**

Bridget Barker, **CUPE 3338**

Ernest Cacayan, **IAHFIW 118**

Laura Cipolato, **UFCW 1518**

Emily Craddock,
PSAC 20975 CEIU

Arjun Dhillon, **IBEW 213**

Michael Gauld, **BCFS**

Natasha Haugen, **IUOE 115**

Navin Jain, **CUPE BC**

Isaac Keoughan,
UBCP/ACTRA

Milena Kollay, **MoveUP**

Deepak Kullar, **USW District 3**

Rick Kumar, **Chair, BCTF**

Robert Lea-Smith,
ILWU-GWU 333

Erica Lilburn, **HEU**

Olivia Lindgren, **IATSE 891**

Anna Liu, **HSA**

Marina Luporini, **IBEW 258**

Robert McManus, **UA 170**

Eama Melland, **MoveUP**

Karyssa Mills, **HEU**

Katie Poch, **CUPW 846**

Manny Randhawa, **IBEW 213**

Kyra Sekhon, **HEU**

Shauna Supeene,
Co-chair, IATSE 891

Travis Tricker, **IAMAW 692**

Alexandra Walenciak, **HSA**

Mathew Williams, **ILWU 400**

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PART 1

General Resolutions

24 RESOLUTIONS: 2201 TO 2242 (EXCEPT 2220 TO 2230)

RESOLUTION 2201

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the Knowledge Network is a viewer-supported public broadcaster, funded by an annual operating grant from the government and donations from viewers;

BECAUSE it offers commercial-free documentaries, arts and culture, drama and children's programs from Canada and around the world; and

BECAUSE the Knowledge Network has recently been criticized for not doing enough to promote productions led by diverse production teams;

THE FEDERATION WILL lobby the Knowledge Network to showcase a more diverse view of BC, including more labour-focused content, ensuring that the stories of working people from all parts of our province are heard; and

THE FEDERATION WILL further lobby the Knowledge Network to ensure that unionized workers are used, wherever possible, in the productions that they fund and broadcast.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2202

Submitted by: USW 7619 *Committee recommends:* Support

BECAUSE there is an obvious imbalance/unfairness when it comes to corporations/companies not being held accountable and not being proportionally penalized when they blatantly violate collective bargaining agreements; and

BECAUSE in comparison, unions have to hold true to the grievance/arbitration procedure and if there's any job action from the floor, members are likely to lose their jobs and the union is likely to be fined potentially in the millions for any lost profits per day, thus creating a massive imbalance which needs to be corrected;

THE FEDERATION WILL work with the affiliated unions to seek an amendment to BC labour legislation to hold corporations/companies accountable for blatant violations of collective bargaining agreements, including appropriate financial penalties, which will increase exponentially with repeated violations.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2203

Submitted by: PEA *Committee recommends:* Support

BECAUSE successful collective bargaining is critical for the well-being of BCFED affiliates' members and workers across BC; and

BECAUSE public sector bargaining in BC is challenging as a result of Public Sector Employers' Council (PSEC) structures and government mandates; and

BECAUSE BC's public sector has been underfunded for many years; and

BECAUSE the BCFED and its public sector affiliates have successfully collaborated and coordinated efforts to bargain effectively;

THE FEDERATION WILL continue to facilitate the development of solidarity and collaboration among public sector unions in the present and future rounds of public sector bargaining; and

THE FEDERATION WILL continue to lobby provincial governments to allow for free collective bargaining that leads to a robust, healthy and effective public sector through investments in workers and workplaces.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2204

Submitted by: USW 7619 *Committee recommends:* Support

BECAUSE the cost of living has seen compounding escalation recently as well as growing slowly over decades without correction, while multi-billion-dollar corporations/companies/ultra-rich individuals profiteer off of us and are making all-time record high profits even through global crises like the climate crisis, the pandemic and war;

THE FEDERATION WILL work with the affiliated unions to encourage the provincial government to legislate an annual cost-of-living allowance as a minimum employment standard for all workers.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2205 TO COVER 2206

Submitted by: USW 2009, BCGEU *Committee recommends:* Support

BECAUSE:

- seniors and other long-term care residents deserve to live with dignity;
- the pandemic illustrated the long-term care system is broken;
- workers in the sector have been overworked and underpaid, fleeing the sector;
- the current system has allowed profit to take precedence over proper care and working conditions;
- large corporations like Revera have continued to reap significant profits; and
- the federal NDP and liberals announced a *Supply and Confidence Agreement* in March 2022, committing to a Safe Long-Term Care Act; now

THE FEDERATION WILL lobby the provincial government to establish minimum standards of care and a workforce strategy for long-term care; and

THE FEDERATION WILL lobby the provincial government to establish funding for long-term care transitioning to community-based, public or non-profit long-term care homes; and finally

THE FEDERATION WILL support immediate measures addressing staffing in long-term care by addressing compensation, lack of full-time work, while establishing intensive recruiting and training initiatives.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2207

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the COVID-19 pandemic has revealed how important care work is to society, yet elder care services have not been adequately prioritized by governments;

THE FEDERATION WILL lobby the provincial government to ensure that public funds are directed to existing regulated and licensed care services by providing increased wages for workers, investing in measures to keep workers safe, and expanding the number of care spaces available, so that they can provide accessible, affordable and high-quality care; and

THE FEDERATION WILL lobby with organizations that support migrant worker caregivers so they are involved in decision-making for pandemic recovery; and to create an expedited path to permanent resident status for immigrant care workers so that they can access health care and worker protections on arrival; and

THE FEDERATION WILL advocate to ensure that personal protective equipment is being provided to migrant workers, conduct inspections on their working conditions, and ensure they have income support.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2208A COMPOSITE TO COVER 2208 AND 2209

Submitted by: BCGEU; HSA *Committee recommends:* Support

THE FEDERATION WILL lobby the provincial government for at least fifteen (15) days of employer-paid illness or injury leave, and five (5) days of paid family responsibility leave annually for all workers so that everyone — particularly those in front-line jobs — can protect their health and that of the rest of the population; and

THE FEDERATION WILL lobby the provincial government to remove eligibility requirements to access these leaves; and

THE FEDERATION WILL campaign to eliminate the stigma related to using sick leave for mental as well as physical health recovery.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2210A COMPOSITE TO COVER 2210 AND 2211

Submitted by: MoveUP; BCGEU *Committee recommends:* Support

THE FEDERATION WILL lobby the BC government to tackle food insecurity and poverty by raising income assistance and the minimum wage to the level of the highest living wage in BC within the next five (5) years and then adjust annually so no one has to choose between food or rent.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2212

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE accessibility is critical to providing equity, and many members face barriers to attending meetings, training and events in person;

BECAUSE those barriers include cost, access to childcare, inaccessibility due to disabilities or differing abilities, distance and caregiving responsibilities;

THE FEDERATION WILL make all efforts whenever possible to provide an online hybrid option for all in-person meetings, training courses and events, and encourage affiliates to do the same.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2213

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE pain impacts the ability to get out of bed, go to school, go to work, exercise and spend time with loved ones. Pain can compromise every aspect of life and can increase the risk of depression and suicide;

BECAUSE according to several large population-based surveys, an estimated one-in-five Canadians lives with chronic pain. Two-thirds of Canadians living with chronic pain report their pain is moderate (52%) to severe (14%), and 50% have lived with chronic pain for over 10 years (Schopflocher et al., 2011; Reitsma et al., 2011; Steingrimsdottir et al., 2017); and

BECAUSE access to medically-supervised pain treatment is limited, people turn to illicit drugs, contributing to the opioid crises and deaths;

THE FEDERATION WILL lobby the provincial government to improve access to and increase funding for pain clinics; and

THE FEDERATION WILL encourage government to create independent, unionized treatment facilities which can help with the physical and emotional impacts of chronic pain.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2215 TO COVER PART OF 2214

Submitted by: HSA *Committee recommends:* Support

BECAUSE dental care is a required medical service contributing to overall physical health and was included in the 1964 Royal Commission on Health Services that shaped universal health care in Canada, but has yet to become a part of publicly-funded health care and is not covered by the Medical Services Plan of BC; and

BECAUSE dental care is not affordable for low- and middle-income individuals and families;

THE FEDERATION WILL lobby the provincial government for inclusion of dental care as a medically necessary service to be covered by the Medical Services Plan of BC, with no deductibles for children under age 19 or people with developmental and/or intellectual disabilities.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2216 AMENDED

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the overdose crisis was declared a public health emergency on April 14, 2016; and

BECAUSE the effects of the overdose crisis have had both adverse and fatal impacts on working people in British Columbia and Canada who have used opiates and other drugs;

THE FEDERATION WILL lobby the government of British Columbia, and with the CLC, the government of Canada to:

- provide a safe, regulated drug supply (“safe supply”) for those who currently rely on the illegal drug market in collaboration with evidence-based drug policy groups; and
- continue and extend the BC decriminalization pilot on the personal possession of drugs, increasing to amounts deemed appropriate by evidence-based policy groups; and
- pardon prior convictions that no longer would be charged recognizing the disproportionate impacts of criminalization on Indigenous, racialized and low-income people; and
- advocate for harm reduction instead of the abstinence model.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2217

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the overdose crisis was declared a public health emergency on April 14, 2016; and

BECAUSE overdose deaths result from harmful outdated policy, not the individual; and

BECAUSE involuntary substance use treatment has a negligible effect in treating substance use while significantly increasing the risk of accidental overdose; and

BECAUSE the topic of involuntary substance use treatment has become the topic of political debate in British Columbia;

THE FEDERATION WILL lobby the BC government, in collaboration with evidence-based drug policy groups, to implement a system of quality care and oversight to ensure that publicly-funded and existing privately-funded substance use treatment is culturally safe, accessible and informed by scientific evidence; and

THE FEDERATION WILL lobby the BC government to ensure that drug treatment remains voluntary.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2218

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the pandemic brought forward mental health issues and crises that seem to be more prevalent than ever; and

BECAUSE mental health issues need to be discussed and encouraged to be discussed openly and safely, mental illnesses and issues will not be going away just because we are no longer in the pandemic;

BECAUSE mental health coverage under most collective agreements is lacking in funds for supports and medication;

THE FEDERATION WILL, with the CLC, start a letter-writing campaign to both the federal and provincial governments to include mental health counselling and medications under provincial and federal medical care plans.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2219 TO COVER PART OF 2214

Submitted by: HSA *Committee recommends:* Support

BECAUSE Canada is the only country in the world with public health care and no universal public system for providing prescription drugs;

THE FEDERATION WILL, through the CLC, lobby the federal government to develop and implement universal Pharmacare; and

THE FEDERATION WILL lobby the provincial government to pass a universal prescription drug plan for British Columbians.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2231

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE of the Russian invasion of Ukraine on February 22nd, 2022, and the Russian annexation of Crimea in 2014;

BECAUSE Ukraine's resistance is founded in a solidarity of Ukrainian people including Ukraine's Jewish Community, Muslim Community including the Crimean Tatars, the women of Ukraine, and the LGBT+ community;

BECAUSE Ukrainian society is built on community "hromada" — an ideology aligned with the labour movement — a view of change occurring from the bottom up — people dictating government and not the other way around;

THE FEDERATION WILL work with the CLC to reach out and work with the Ukrainian Canadian Congress to organize efforts to support displaced Ukrainians in Canada particularly in securing work;

THE FEDERATION WILL explore divesting any of its assets that are directly and indirectly supporting the Russian state and encourage affiliates to do the same.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2232A COMPOSITE TO COVER 2232, 2233, 2234 AND 2238

Submitted by: USW 2009; MoveUP; BCGEU *Committee recommends:* Support

THE FEDERATION WILL reaffirm its commitment to a strong public sector, including expanding public services, increasing public sector jobs and repatriating private sector jobs into the public sector;

THE FEDERATION WILL lobby the provincial government and campaign to address the systemic problems leading to staff shortages in the public sector and to end the practice of staffing through overtime and internal coverage;

THE FEDERATION WILL advocate for inquiries to be held when public service staffing levels drop below a specified threshold; and

THE FEDERATION WILL push the provincial government to increase funding to all public service sectors so staff are fairly compensated and supported and ensure that public services do not erode over time.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2235

Submitted by: USW District 3 *Committee recommends:* Support

BECAUSE a low-carbon economy depends on a critical mineral strategy to expand renewables and green energy alternatives, and globally, BC mines have lower emissions and better environmental and safety standards;

BECAUSE mining unions are committed to protecting our environment and reconciliation with Indigenous neighbours; and

BECAUSE BC's mines provide family-supporting jobs, and unions have been negotiating to ensure more diversity in hiring, while improving access for under-represented workers;

THE FEDERATION WILL:

- promote BC as a global leader in the responsible development of minerals that a low-carbon future requires;
- press for governments to train workers and kickstart BC's critical mineral recycling industry, as they have in Ontario;
- protect Canada from the dumping of minerals and goods produced in jurisdictions with poor environmental laws and few worker rights; and
- encourage governments to collaborate on a comprehensive supply chain strategy that creates jobs using local products in domestic, value-added manufacturing.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2236

Submitted by: USW District 3 *Committee recommends:* Support

BECAUSE employers continue to make work precarious and promote a “just-in-time approach” to workers, particularly in the service sector;

BECAUSE there is no such thing as gig workers, just a gig economy;

BECAUSE precarious workers who have the least access to their rights are facing American style, anti-union tactics demanded by corporate multinationals; and

BECAUSE large corporations continue to use every tool to delay fair bargaining;

THE FEDERATION WILL:

- review international models of sectoral bargaining with recommendations to modernize BC’s *Labour Code*;
- make recommendations to the provincial government to enact sectoral bargaining in British Columbia; and
- encourage the BC Ministry of Labour to engage in a public education campaign to inform BC workers about workers’ rights and their right to organize.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2237

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the government of British Columbia is currently planning to renovate the Royal BC Museum in Victoria; and

BECAUSE the stories and contributions of labour in British Columbia are important factors in this province’s history;

THE FEDERATION WILL lobby the board of directors and curators of the Royal BC Museum to include a space, and content, in consultation with the British Columbia Labour Heritage Centre, to showcase British Columbia’s diverse and impactful labour history.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2239

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE in the year 2000, USW Coastal membership consisted of 12,539 full-time equivalent jobs and today the USW membership is 4,315; and

BECAUSE in the last two decades, over 35 wood manufacturing and processing mills have closed; and

BECAUSE wood manufacturing and processing mills continue to have frequent curtailments due to a shortage of fibre; and

BECAUSE BC unions have realized a steady decline of forestry worker membership;

THE FEDERATION WILL:

- continue to participate through the CLC in the lobby of the federal government seeking a fair and equitable resolution to the softwood lumber dispute;
- lobby the provincial government for a commitment ensuring a sustainable forest for future generations, while creating jobs for today; and finally
- lobby the BC Ministry of Natural Resources for a strategy that includes re-establishment of a social license that promotes greater domestic manufacturing, re-manufacturing and re-creating the Jobs Protection Commissioner.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2240

Submitted by: HSA *Committee recommends:* Support

BECAUSE the cost of living, including housing and transportation costs, is rising well ahead of wages in British Columbia, and critical health care services depend on people to deliver them;

THE FEDERATION WILL lobby the BC Government to address diminishing affordability for working people by introducing refundable tax credits for health care and other essential workers to offset the cost of transit and parking related to getting to work to deliver critical public services.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2241 TO COVER 2242

Submitted by: ILWU 400 *Committee recommends:* Support

BECAUSE ports are an imposition to community quality of life and health including congestion, air pollution and cost of public infrastructure;

BECAUSE in exchange, ports must mitigate negative outcomes, ensuring their benefits are shared and profits are not just enjoyed by executives and shipping companies, and thereby must not undermine decent community standards and healthy working conditions; and

BECAUSE the Vancouver Fraser Port Authority awarded a contract to the Quebec-based company Groupe Océan to provide ship berthing through the exclusive lease of the tugboat basin at Roberts Bank, and Groupe Océan is using this leverage and a substandard employer-friendly labour agreement to kill the jobs of existing workers;

THE FEDERATION WILL, with the CLC, lobby the Vancouver Fraser Port Authority to re-issue the request for proposals for Roberts Bank and ensure all companies awarded contracts operate in a healthy and safe manner and adhere to fair labour practices.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2255

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE it is important to ensure we support equity and intersectionality in deliberations and discussions; and **BECAUSE** it is important to ensure we have inclusive voices to address and speak to issues relating to their unique experiences; and

BECAUSE it is important to have fair representation from young workers and equity representatives;

THE FEDERATION WILL work with the appropriate committees to develop a constitutional amendment to increase the representation and voice of equity and young workers at BCFED conventions.

CONVENTION ☒ Carried ☐ Defeated

PART 2

Indigenous Rights and Reconciliation Working Group

9 RESOLUTIONS: 2220 TO 2230

RESOLUTION 2220 TO COVER 2221

Submitted by: UFCW 1518; MoveUP *Committee recommends:* Support

BECAUSE marking September 30th as the National Day for Truth and Reconciliation is one of the 94 Calls to Action of Canada's Truth and Reconciliation Commission;

BECAUSE only the federal government and the provinces of Nova Scotia and Prince Edward Island currently recognize September 30th as a statutory holiday;

THE FEDERATION and all of its affiliate unions will continue to lobby the province to legislate September 30th as a paid statutory holiday for all workers.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2222

Submitted by: VDLC *Committee recommends:* Support

BECAUSE the Tk'emlúps te Secwépemc First Nation have announced the findings of the “remains of 215 children of the Kamloops Indian Residential School” on May 27, 2021, and;

BECAUSE since that time, more Indigenous communities have announced similar confirmations of horrific findings; and

BECAUSE there have been repeated calls to action by Indigenous communities, scholars and activists that crimes of genocide be investigated by independent observers working in international bodies, such as the International Criminal Court (ICC);

THE FEDERATION WILL support the calls by Indigenous communities, scholars and activists for an independent, internationally led criminal investigation by the International Criminal Court (ICC) and/or other United Nations bodies into the Canadian state’s design, implementation and administration of the Indian Residential School System and its ongoing destructive impact on Indigenous communities.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2223

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the RCMP Community-Industry Response Group has violated human rights and civil liberties in violent and racist attacks on First Nations, Inuit and Métis persons, journalists and protesters; and

BECAUSE Canada, British Columbia and the Community-Industry Response Group have been rebuked by the UN Committee on the Elimination of Racial Discrimination and Amnesty International for these violations;

THE FEDERATION WILL call on the BC provincial government, and through the CLC, the federal government, to completely disband the Community-Industry Response Group, to hold them responsible for their human rights violations, to cease collusion with private security firms and industry and to require on-site Indigenous civilian oversight of all RCMP operations on Indigenous lands.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2224

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE police investigations are being conducted by their internal parties and therefore are biased towards those police processes, policies and authorities being investigated; and

BECAUSE many of the 231 Calls for Justice recommendations resulting from the National Inquiry into Missing and Murdered Indigenous Women and Girls call for police reform and increased oversight; and

BECAUSE police services are and continue to fail Indigenous peoples; and

BECAUSE the establishing of Indigenous civilian bodies in all jurisdictions to oversee police investigations will help cases involving Indigenous peoples; and

BECAUSE implementation of the province's commitment to revitalizing Indigenous laws would strengthen the accountability processes;

THE FEDERATION WILL lobby the provincial, and through the CLC, the federal government to create impartial police investigation processes; and

THE FEDERATION WILL lobby against injustices by police authorities toward Indigenous peoples; and

THE FEDERATION WILL lobby appropriate governments to hold police to a higher standard of accountability.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2225 TO COVER 2226

Submitted by: USW 2009; MoveUP *Committee recommends:* Support

BECAUSE the federal government has still not fulfilled its duty to implement all 94 Calls to Action from the Truth and Reconciliation Commission; and

BECAUSE the labour movement has its own dark history when it comes to the treatment of Indigenous peoples that needs to be acknowledged and reconciled; and

BECAUSE the Federation and its affiliates are progressive leaders in social justice, equity, diversity and inclusion;

THE FEDERATION WILL call upon the provincial government to provide opportunities for learning the true history of Indigenous peoples, residential schools and reconciliation; and

THE FEDERATION WILL encourage its affiliates to provide their own educational sessions to their members on Indigenous history, truth and reconciliation, and contemporary issues and challenges that Indigenous peoples face; and

THE FEDERATION WILL encourage the inclusion of language in collective agreements for mandatory education around Indigenous learning (minimum of eight (8) hours).

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2227

Submitted by: VDLC *Committee recommends:* Support

BECAUSE the Anti-Oppression Educators Collective (AOEC), a provincial specialists association of the BC Teachers' Federation, has issued an open letter calling on the BC Ministry of Education to implement two days next school year for mandatory in-service to read the Truth and Reconciliation Commission report and the *United Nations Declaration on the Rights of Indigenous Peoples*; and

BECAUSE it is integral for settlers, including those in the education system, to read, learn and reckon;

THE FEDERATION WILL support the call for mandatory training in the Truth and Reconciliation Commission report and *United Nations Declaration on the Rights of Indigenous Peoples* by signing and sharing the Anti-Oppression Educators Collective (AOEC) petition and sharing their open letter (www.aoec.ca).

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2228

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE reconciliation is a necessary and important goal in the fight for social and economic justice; and

BECAUSE Indigenous Peoples' stewardship of the land pre-dates the establishment of colonial administration and is rooted in traditional forms of law and leadership, including Hereditary Chiefs; and

BECAUSE the Supreme Court of Canada recognized in the Delgamuukw decision, the sovereignty of Indigenous nations and the authority of Hereditary Chiefs, as the legal representatives of their nations;

THE FEDERATION WILL lobby the provincial government and through the CLC, the federal government to resolve disputes over the use of Indigenous territory without the use of force and in a manner that respects and honors the sovereignty of Indigenous nations, the authority of Hereditary Chiefs, the *United Nations Declaration on the Rights of Indigenous Peoples*, the Truth and Reconciliation Commission Calls to Action and the spirit of true reconciliation.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2229

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE according to Yellowhead Institute and Indigenous Watchdog, only 11 of the 94 Calls to Action by the Truth and Reconciliation Commission have been completed in the seven years since their release;

BECAUSE the provincial and federal governments continue to support colonial and racist violence against First Nations, Inuit and Métis persons through the RCMP and the courts;

THE FEDERATION WILL, with the CLC, call upon the provincial and federal governments to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission within the next three years.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2230

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE the labour movement is built on the principles of solidarity and advancing justice for equity-seeking groups;

BECAUSE the BC Federation of Labour has already committed to supporting Indigenous peoples' rights to self-determination;

BECAUSE only some affiliate unions have Indigenous committees to represent Indigenous members;

THE FEDERATION WILL support all affiliate unions in creating and resourcing Indigenous committees, working groups, caucuses and/or advisory bodies.

CONVENTION ☐ Carried ☐ Defeated

PART 3

Climate Change Standing Committee

1 RESOLUTION: 2243

RESOLUTION 2243 TO COVER 2244

Submitted by: BCGEU; BCTF *Committee recommends:* Support

BECAUSE climate change represents a clear and present existential crisis that threatens the health, safety and wellbeing of all peoples; and

BECAUSE the private sector cannot be relied upon to reduce the production of fossil fuels or abide by international agreements to reduce emissions; and

BECAUSE it is imperative that the transition to renewable energy be conducted in a just manner that ensures training and continued employment for workers exiting the fossil fuel industry;

THE FEDERATION WILL lobby the provincial government, and through the CLC, the federal government to invest in training and continued employment for workers exiting the fossil fuel industry through nationalizing the energy industry and beginning a controlled reduction in the production of fossil fuels in a swift transition to a renewable energy economy.

CONVENTION ☒ Carried ☐ Defeated

PART 4

Community and Social Action Standing Committee

3 RESOLUTIONS: 2245A TO 2249

RESOLUTION 2245A COMPOSITE TO COVER 2245 AND 2247

Submitted by: BCGEU *Committee recommends:* Support

THE FEDERATION WILL, with the CLC, lobby all levels of government to invest in low-cost housing as many BC residents cannot afford the high cost of rent and many people are living in poverty;

THE FEDERATION WILL endorse the concept of real rent control in British Columbia tied to the unit, not the tenancy agreement, and will create a registry to facilitate that.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2246A COMPOSITE TO COVER 2246 AND 2248

Submitted by: BCGEU; HSA *Committee recommends:* Support

THE FEDERATION WILL advocate for affordable housing; and

THE FEDERATION WILL, with the CLC, lobby all levels of government to follow through on campaign promises to make housing more affordable and address the need for adequately maintained below-market public housing particularly for women and gender diverse people, Indigenous, and racialized people, people with disabilities and 2SLGBTQIA+ people; and

THE FEDERATION WILL, with the CLC, lobby all levels of government to take measurable action to urgently realize the National Housing Strategy to build 125,000 units of affordable housing, continue the 33% carve-out for gender-focused investments and ensure chronic houselessness drops by 50% (from 27,000 in 2016) by 2027; and

THE FEDERATION WILL lobby the provincial government to increase the BC Housing rental stock of accessible units; and advocate to the minister responsible for housing, and the BC Ministries of Social Development and Poverty Reduction (SDPR) and Citizens' Services to increase efforts to identify houseless individuals and assist with increasing access to affordable housing.

CONVENTION ☐ Carried ☐ Defeated



RESOLUTION 2249

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE run away housing costs are a continued threat to all BC residents, including the Federation members;

THE FEDERATION WILL support the implementation of collective bargaining rights for tenants across BC and;

THE FEDERATION WILL share the Rent Strike Bargain (RSB) petition for collective bargaining rights for tenants in BC.

CONVENTION ☒ Carried ☐ Defeated

PART 5

Constitution and Structure Standing Committee

4 RESOLUTIONS: 2250 TO 2254

RESOLUTION 2250

Submitted by: BCFED Executive Council *Committee recommends:* Support

BECAUSE the Federation strives towards gender equity in all aspects of our work and the constitution should exemplify meaningful gender inclusive practices;

THE FEDERATION WILL amend Article 5 section 1(b) to say: *"At least seven (7) of the Vice-Presidents shall ~~be women~~ identify with a gender other than cisgender men. In the event that less than seven (7) ~~women~~ non cisgender men are designated by the affiliated organizations, the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional ~~women~~ non cisgender men Vice-Presidents to meet this requirement."*

THE FEDERATION WILL also amend Article 9 section 1(a)(i) and Article 10 section 8 (a) to replace "women" with "a worker who identifies with a gender other than cisgender men."

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2252

Submitted by: BCFED Executive Council *Committee recommends:* Support

BECAUSE the Federation wants to ensure Racialized, Indigenous, 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus), and Workers with Disabilities' voices are included at every level of decision making;

THE FEDERATION WILL amend Article 5 to include Section 1(c):

"At least four (4) of the Vice-Presidents as designated from Section 1(a) and (b) must identify as a member of one of the following equity groups [one (1) each]: racialized worker, Indigenous worker, 2SLGBTQIA+ worker, and a worker with a disability. In the event there is no representation from one or more of these equity groups, then the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional Vice-Presidents to meet this requirement."

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2253 TO COVER 2251

Submitted by: BCFED Executive Council *Committee recommends:* Support

BECAUSE the Federation wants to avoid interruption of the work of equity caucuses in the event a representative is not able to complete their term;

THE FEDERATION WILL amend Article 9 section 1 (a)(iii) to say:

"~~Four (4)~~ Five (5) members of affiliates selected in accordance with Article 10, who shall each self-identify and represent one (1) of the following groups of Federation members:

- *~~Workers of Colour~~ Racialized Workers;*
- *Indigenous Peoples-Workers (2);*
- *People Workers with Disabilities; and*
- *~~LGBTQ persons~~ 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) Workers*

Upon election, each of the ~~four~~ five (5) representatives shall be appointed to the Human Rights Standing Committee.

Each group shall elect one alternate each, except for the Indigenous Workers Caucus which shall elect two (2) alternates. The alternates will serve on the Executive Council if the elected representatives are not able to complete their term."

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2254

Submitted by: BCFED Executive Council *Committee recommends:* Support

BECAUSE terms used to refer to equity groups and issues are constantly evolving, and the constitution of the Federation needs to be updated to ensure current and inclusive language;

THE FEDERATION WILL replace all gender specific language in the constitution from “he/his” and “she/hers” to “they/theirs;” and

THE FEDERATION WILL also replace all references of “workers of colour” to “racialized workers;” and

THE FEDERATION WILL also replace all references of “LGBTQ” to “2SLGBTQIA+;” and

THE FEDERATION WILL also replace all references of “affirmative action” to “equity.”

CONVENTION ☐ Carried ☐ Defeated

PART 6

Education Standing Committee

1 RESOLUTION: 2256

RESOLUTION 2256

Submitted by: BCTF *Committee recommends:* Support

BECAUSE corporations should not be able to profit from data of the public; and

BECAUSE stratification of communities by wealth is counter to healthy communities;

THE FEDERATION WILL strongly, publicly condemn the Royal Bank of Canada, OJO Home Canada, and the Fraser Institute for monetizing student assessment data for corporate profit, demand they cease this action, and call upon the BC provincial government to take immediate steps to prevent this misuse of student data, and work with other provincial and territorial federations of labour on this issue.

CONVENTION ☒ Carried ☐ Defeated

PART 7

Human Rights Standing Committee

11 RESOLUTIONS: 2257 TO 2268

RESOLUTION 2257 AMENDED

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE Canada's history and contemporary laws, customs and culture are borne of colonialization's influence and rooted in centuries of racism, misogyny, homophobia and transphobia, and ableism and audism;

BECAUSE equity-seeking communities have experienced oppression, discrimination and violence at the hands of those working to uphold colonial legacy of the dominant straight, white culture; and

BECAUSE our history is told from the perspective of white colonizers with little appreciation or acknowledgement of the contribution equity-seeking communities have made;

THE FEDERATION WILL call on the provincial government to include decolonization and the legacy of oppression, racism, misogyny, homophobia and transphobia, and ableism and audism into its curriculum and to fund accessible adult learning programs that focus on the same subject.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2258

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE the terms "brothers and sisters," used historically by union members to address informal or formal meetings, events, conventions and in correspondence of documents, are exclusionary terms;

BECAUSE our workforce continues to diversify, and unions need to stay current with the changing language and vocabulary that results from progressive change;

THE FEDERATION WILL encourage affiliated unions to transition from using the term "brothers/sisters" to more gender-neutral terms including, but not limited to, fellow-workers, siblings, kin, members, unionists, folks, friends or cousins.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2259

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE many 2SLGBTQIA+ people are estranged from their biological family members or unable to maintain family relationships due to abuse and discrimination;

THE FEDERATION WILL advocate for the definition of family in collective agreements to be expanded to include chosen and culturally-defined family members.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2260

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE a 2019 survey by Trans PULSE Canada revealed that 64% of participants actively avoided certain public areas for fear of being harassed or outed; and

BECAUSE travel costs and work absences during the recovery period are barriers to gender-affirming care, especially for people in remote communities and Northern BC; and

BECAUSE surveys and scientific studies show that people who live their felt gender have a higher quality of life and better mental health;

THE FEDERATION WILL encourage affiliates to include workplace protections for trans people in all collective agreements based on:

- input from gender diverse members;
- the CLC's Workers in Transition guide; and
- the World Professional Association for Transgender Health (WPATH); and

THE FEDERATION WILL encourage unions to ensure language includes training requirements for employers and workers and a minimum of eight (8) weeks of paid leave for each gender-affirming procedure and revision.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2261

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the updates to Canadian Blood Services have made progress on some of the unnecessary restrictions, they are still restrictive and unnecessarily target 2SLGBTQIA+ people when screening blood donations based on sexual behaviours;

THE FEDERATION WILL continue to campaign and lobby for Canadian Blood Services to end discriminatory policies, address testing processes that continue to limit individuals who take pre-exposure prophylaxis (PrEP) and post-exposure prophylaxis (PEP) from donating blood, and ensure the introduction of appropriate training for frontline blood donor staff when serving 2SLGBTQIA+ people.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2262

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE as of March 2021, the Yukon Territories is leading in public health care coverage for gender-affirming care; and

BECAUSE the provision of hormones and gender-affirming procedures are not cosmetic and are life-saving for gender diverse people and are, in some cases, more easily accessible to cisgender people (for example a cisgender man with gynecomastia who needs a reduction, or a cisgender woman who needs an addition to her chest to align to her womanhood due to cancer);

THE FEDERATION WILL lobby the provincial government to improve provincial health care coverage for gender-affirming care based on the Yukon Territories' framework adopted in 2021 and ensure adequate training for medical professionals; and

THE FEDERATION WILL advocate, with allied movements where appropriate, for additional unrestricted resources for gender-affirming care for those requiring access to care at an older age and in remote and Northern communities.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2263

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE people who are experiencing poverty and lack of adequate care may resort to medical assisted dying; and

BECAUSE transgender people and people living with disabilities disproportionately experience poverty and barriers to care;

THE FEDERATION WILL advocate for the provincial government to review the scope and implementation of the Medical Assistance in Dying (MAID) program to ensure access to appropriate and timely support and medical care for applicants is provided and that trans-affirming, life-affirming and autonomy affirming safeguards are in place; and

THE FEDERATION WILL work with allied disability justice and 2SLGBTQIA+ organizations to address concerns around adequate resources and programs and to address concerns around the implementation of the MAID program.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2264

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the Canadian Trans Youth Health Survey results reported that:

- nearly two-thirds of youth reported self-harm within the past year;
- more than one-in-three had attempted suicide;
- 70% of participants reported sexual harassment;
- two-thirds reported discrimination because of their gender identity; and
- more than one-in-three of participants ages 14-18 had been physically threatened or injured in the past year;

THE FEDERATION WILL work with allied 2SLGBTQIA+ youth organizations to advocate and lobby the provincial government to improve funding and access to 2SLGBTQIA+ youth programs and youth-related housing, especially for youth aging out of care; and

THE FEDERATION WILL in consultation and collaboration with 2SLGBTQIA+ youth, consider advocating for the provincial government to increase the age limit to 30 for access to youth programs and housing.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2265 TO COVER 2266

Submitted by: USW 2009; MoveUP *Committee recommends:* Support

BECAUSE systemic discrimination and racism exists in all aspects of our society, including within our unions and our workplaces; and

BECAUSE systemic discrimination is a barrier for inclusion for members and prospective members; and

BECAUSE employers are often unaware their policies, hiring and promoting practices, and organizational culture are often steeped in systems of oppression and discrimination;

THE FEDERATION WILL undertake a process to identify and address systems of discrimination, oppression and racism within its own policies, practices and procedures;

THE FEDERATION WILL encourage affiliates to undertake their own processes to identify and address systems of discrimination, oppression and racism; and

THE FEDERATION WILL encourage affiliates to address similar systems of discrimination, oppression and racism with their employers at the bargaining table and beyond, by finding meaningful ways to tear down these barriers and create more inclusive and supportive workplaces.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2267

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE this will advance the causes of racial and social justice, in order to make BC a more functionally inclusive, socially understanding and welcoming province;

BECAUSE workplaces provide an excellent venue for promoting socially beneficial ideals of diversity, equity and inclusion, and have historically been a place where inequities are particularly visible;

THE FEDERATION WILL lobby the provincial government to create a framework for workplaces to implement diversity, equity and inclusion (DEI) audits and encourage workplaces to engage by implementing incentives.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2268

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE Bill C-36 criminalized sex work, workers experience reduced ability to negotiate clear terms of services with clients--putting both health and safety at risk, have decreased ability to screen clients and therefore increased risk of violence, are unable to benefit from health and safety regulations, labour laws and human rights protection;

BECAUSE in 2015, the Liberal Party of Canada promised to repeal the Harper-era sex worker laws--specifically Bill C-36--which their own party called "a bill that puts people at risk." Seven years later, they have done studies, produced reports, that state what we already know, no more reports it's time for action;

THE FEDERATION WILL lobby the provincial government to provide increased funding for frontline organizations across BC that deliver peer-led and person-centered programming to support sex workers;

THE FEDERATION WILL lobby the provincial government to provide funding toward the provincial Bad Date and Aggressor Reporting system which is being developed.

CONVENTION ☒ Carried ☐ Defeated

PART 8

Occupational Health and Safety Standing Committee

12 RESOLUTIONS: 2270A TO 2283

RESOLUTION 2270A COMPOSITE TO COVER 2269 AND 2270

Submitted by: USW 2009; USW District 3 *Committee recommends:* Support

THE FEDERATION WILL, along with the CLC, lobby governments to implement training programs for law enforcement and crown prosecutors to understand criminal negligence investigations/charges, and establish communications between law enforcement, health and safety regulators and the courts; and

THE FEDERATION WILL ALSO:

- lobby the province to establish dedicated crown prosecutors and police officers to deal exclusively with serious workplace incidents;
- develop and provide training for joint health and safety committees on documenting and preserving evidence that could lead to successful criminal convictions;
- encourage the provincial government to fully implement the Helps recommendations by reviewing crown counsel policies on prosecution in matters of workplace incidents involving criminal negligence; and
- encourage the BC Ministry of Attorney General to ensure prosecutorial staff are trained and up to date on the policy and its application.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2271

Submitted by: USW 2009 *Committee recommends:* Support

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;

THE FEDERATION WILL encourage all affiliates to utilize the services of the BCFED Health & Safety Centre; and

THE FEDERATION WILL encourage affiliates to negotiate collective agreements that designate the BCFED Health & Safety Centre as the preferred provider of all external health and safety training in the workplace.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2272 AMENDED

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE occupational health and safety research, standards and preventative measures have been based on average cis-gender men's bodies; and

BECAUSE women and gender diverse workers face additional risks on the job due to poorly fitting equipment, inadequate hygiene facilities, sexual harassment and lack of appropriate accommodation when pregnant, breast-feeding and during menopause;

THE FEDERATION WILL lobby the provincial government to ensure minimum standards of health and safety for women and gender diverse workers, including an adequate number of accessible toilets, shower areas, change rooms; properly fitted personal protective equipment; clear protocols to support workers when pregnant and nursing and when going through menopause; and effective anti-harassment policies in the workplace;

THE FEDERATION WILL develop and provide training for health and safety committees to encourage women and gender diverse members to come forward with health and safety concerns, to appreciate the sex and gender differences in workplace hazards and to engage more women and gender diverse people as health and safety activists and committee members.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2273

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE mental health issues continue to be a significant concern for many workers; and

BECAUSE many workers feel unprepared to deal with issues of mental health in the workplace; and

BECAUSE the BC Federation of Labour has developed courses and workshops to help deliver tools for dealing with workplace mental health issues;

THE FEDERATION WILL continue to make mental health education a priority, encouraging unions to utilize resources available in order to better prepare for representing members dealing with mental health issues; and

THE FEDERATION WILL lobby the provincial government and the WCB to amend the Occupational Health and Safety Regulation to obligate the employer to have at least one certified mental health first aid attendant at each work site where an Occupational First Aid attendant is required.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2275A COMPOSITE TO COVER 2274 AND 2275

Submitted by: CUPE BC; BCGEU *Committee recommends:* Support

THE FEDERATION WILL lobby the provincial government to direct the WCB to develop psychological health and safety training in all worksites and sectors in accordance with Canadian Standards Association (CSA) Group Z1003 titled "Psychological Health and Safety in the Workplace" to:

- prevent psychological harm;
- promote psychological health of workers; and
- address problems related to psychological health and safety; and

THE FEDERATION WILL lobby the provincial government to establish the Canadian Standards Association (CSA) standard on psychological health and safety as regulation in workplaces.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2276 TO COVER 2277

Submitted by: MoveUP; BCGEU *Committee recommends:* Support

BECAUSE psychological trauma and injuries are becoming more commonplace in today's working conditions; and

BECAUSE workers are facing or dealing with more violence and harassment in the workplace whether it be from clients, the public or coworkers; and

BECAUSE barriers to compensation for psychological injuries suffered in the workplace are steep often meaning workers cannot get help when they most need it or meaning they do not seek help at all;

THE FEDERATION WILL bring awareness to psychological injuries in the workplace (including bullying and harassment and post-traumatic event disorders); and

THE FEDERATION WILL lobby the WCB policy makers and government to expand upon its "presumptive coverage" that is currently offered to some professions in Part 4, Division 1 – 135 of the *Workers Compensation Act* to include all workers.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2278

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE of the pandemic and the necessity of having separation from the working area; and

BECAUSE not every worker has access to a lunchroom; and

BECAUSE having a lunchroom is a fundamental worker's right;

THE FEDERATION WILL work closely with the Workers' Compensation Board and the BC Ministry of Labour to mandate access to a breakroom with washroom access for all workers.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2279

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the WORK SAFE is a brand and has an anti-labour and worker connotation; and

BECAUSE the WORK SAFE puts the onus on the worker;

THE FEDERATION WILL start a campaign advocating to change the operating name from WorkSafeBC to Workers' Compensation Board and will ask the government to put the WCB instead.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2280

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE the death of a worker, arising from an occupational injury or illness, is devastating to surviving family members; and

BECAUSE the law and policy dealing with benefits to surviving family members should be structured to be sensitive to the grief and trauma which avoids unnecessary intrusion in the survivors' lives; and

BECAUSE the lump sum payment is rationalized as to defray the cost obligation of capital assets jointly purchased on the expectation of continuing income of the deceased spouse, and to provide recognition of non-economic losses; and

BECAUSE section 167 of the *Workers Compensation Act* specifically provides for a lump sum payment in fatal cases; and

BECAUSE the maximum WCB lump sum payment is \$3,009.28 in 2022; and

BECAUSE every other jurisdiction in Canada has significantly higher lump sum payments;

THE FEDERATION WILL create a campaign and lobby the provincial government to significantly increase fatality lump sum payments in BC to a minimum of \$90,000 plus annual CPI adjustments.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2281

Submitted by: USW 2009 *Committee recommends:* Support

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;

THE FEDERATION WILL develop a thorough plan of action to lobby the government to introduce an employer re-employment obligation into the *Workers Compensation Act*.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2282

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE all members have the right to work in healthy and safe environments, and have the right to come home from work each day unharmed;

BECAUSE more can be done to ensure a worker-focused approach to the WCB and administration of the *Workers Compensation Act*;

BECAUSE with additional resources, we are better able to protect our members safety within the workplaces;

THE FEDERATION WILL lobby the provincial government to improve health and safety protections for workers in BC, and to increase worker representation to the Workers' Compensation Board of Directors.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2283

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE union members who experience illness or injury resulting from a workplace incident frequently experience barriers to qualified and adequate representation during the workers' compensation claim/appeal process; and

BECAUSE navigating the workers' compensation system is complex and confusing; and

BECAUSE injured workers should never be expected to pay for representation to obtain what is rightfully theirs through the "historic compromise;" and

BECAUSE unions have a moral responsibility to support these workers in their time of need;

THE FEDERATION WILL encourage all affiliates to provide effective in-house WCB representation to all members injured or made ill because of their workplace; and

THE FEDERATION WILL develop and provide training and resources to unions so that they may represent their injured workers throughout the applicable workers' compensation process.

CONVENTION ☒ Carried ☐ Defeated

PART 9

Political Action Standing Committee

2 RESOLUTIONS: 2284 TO 2286A

RESOLUTION 2284

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE Press Progress is an award-winning progressive media outlet; and

BECAUSE Press Progress reports on stories that are often ignored by corporate mainstream media outlets; and

BECAUSE Press Progress is a friend of working people and operates a unionized worksite;

THE FEDERATION WILL promote the Press Progress website on the BC Federation of Labour's website.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2286A COMPOSITE TO COVER 2285 AND 2286

Submitted by: USW 2009, MoveUP *Committee recommends:* Support

THE FEDERATION WILL continue to support, encourage, and endorse progressive, self-identified women and gender diverse candidates, with a focus on those with intersecting marginalized identities, to run for public office, and will encourage its affiliates to do the same; and

THE FEDERATION WILL call out structures of oppression including racism, sexism, homophobia, transphobia, ableism, ageism, classism and discrimination based on religion and family status in politics, and amplify the calls of our community partners to remedy these issues; and

THE FEDERATION WILL work with the CLC and labour councils around the province to host educational and training opportunities to support self-identifying women and gender diverse members in developing their leadership skills.

CONVENTION ☐ Carried ☐ Defeated

PART 10

Women and Gender Rights Standing Committee

4 RESOLUTIONS: 2287 TO 2290

RESOLUTION 2287 AMENDED

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE survivors of intimate partner violence and sexual assault often experience trauma, along with physical injury, from which it may require time to recover;

BECAUSE women and gender diverse people who have experienced sexual or intimate partner violence may be faced with protracted court hearings and cannot afford to take time off work;

THE FEDERATION WILL lobby the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid leave from the current five (5) days.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2288 AMENDED

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the COVID-19 pandemic has revealed how important childcare work is to society, yet childcare and elder care services have not been adequately prioritized by governments; and

BECAUSE strengthening public investments in childcare will

- facilitate women and gender diverse people to return to paid work they may have had to leave during the pandemic due to heavy caregiving burdens that men and partners who aren't principal caregiving partners have been less likely to take on;
- add millions of jobs to the economy, particularly for women and gender diverse people;
- support children's development; and
- provide significant returns to the economy;

THE FEDERATION WILL lobby the provincial government to ensure that the \$10 A Day Plan is a key element of all economic recovery plans, including coordination between the reopening of schools and childcare centres, and the unions that represent them, with that of the broader economy.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2289

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE access to birth control and hormones is a right and should be free to anyone who needs them in the form that they prefer; and

BECAUSE even with paid extended health and benefits plans, some workers are still left having to pay out of pocket for birth control and hormone expenses placing an unnecessary and unjust burden on those who need them;

THE FEDERATION WILL work with affiliates to advocate for extended health benefits providers to improve extended medical plans to include all forms of birth control and hormone therapy; and

THE FEDERATION WILL continue to work with AccessBC on their campaign for free contraceptives and educate workers about the issue.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2290 AMENDED

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE many hospitals and urgent care facilities do not have available Sexual Assault Evidence Kits (SAEK); and

BECAUSE many hospitals and urgent care facilities do not have nurses or physicians trained in conducting SAEK;

THE FEDERATION WILL lobby the provincial government to ensure all hospitals and other medical facilities that provide emergency services have Sexual Assault Evidence Kits (SAEK), and that all hospitals will ensure staff are trained to administer the kits.

CONVENTION ☐ Carried ☐ Defeated

PART 11

Young Workers Standing Committee

1 RESOLUTION: 2291

RESOLUTION 2291

Submitted by: BCTF *Committee recommends:* Support

BECAUSE youth have the most at stake in the political decisions being made; and

BECAUSE youth desire and deserve to be informed participants in society and a world impacted by climate change;

THE FEDERATION WILL advocate that the voting age in British Columbia be lowered to age 16.

PART 12

Late Resolution

1 RESOLUTION: 2292

RESOLUTION 2292

Submitted by: UBCP/ACTRA *Committee recommends:* Support

BECAUSE UBCP/ACTRA's membership includes over 600 child performers, each of whom is a precarious worker in British Columbia's recorded media sector;

BECAUSE British Columbia's Employment Standards Regulation requires producers to remit a portion of child performers' earnings to be held in trust by the Provincial Guardian and Trustee (PGT);

BECAUSE UBCP/ACTRA members have raised serious concerns about the mismanagement of their funds at the hands of the PGT;

BECAUSE in every other Canadian jurisdiction, child performers' earnings are held in trust by ACTRA Performers' Rights Society Minors' Trust, whose mandate is to protect and grow child performers' funds and which offers lower fees, a higher rate of return and greater accountability than the PGT;

THE FEDERATION WILL call on the BC Ministry of Labour to amend Section 45.14 of the employment standards regulation to allow child performers to safeguard their earnings with ACTRA Performers' Rights Society Minors' Trust.

CONVENTION ☒ Carried ☐ Defeated

PART 13

Original Resolutions

PRIOR TO AMENDMENTS, COMPOSITES, AND COVERS

FOR REFERENCE ONLY

RESOLUTION 2206

Submitted by: BCGEU

BECAUSE our seniors deserve better;

THE FEDERATION WILL, along with the CLC, lobby all levels of government to have senior care (nursing home/assisted living) to be under direct government or non-profit organizations.

RESOLUTION 2208

Submitted by: BCGEU

BECAUSE access to paid sick leave and family time is a basic minimum standard of protection that should be afforded for the benefit of workers and public health. Furthermore, black, racialized and immigrant women are disproportionately represented as personal support workers, cleaners and in other essential but low-paid occupations that do not provide paid sick leave or family leave;

THE FEDERATION WILL lobby the provincial government for at least 14 employer-paid sick days and paid family leave for all workers so that everyone — particularly those in front line jobs — can protect their health and that of the rest of the population; and

THE FEDERATION WILL lobby the provincial government to remove the 90-day eligibility period.

RESOLUTION 2209

Submitted by: HSA

BECAUSE the BC Federation of Labour welcomed the addition by the NDP government of five paid sick days for every worker under the *Employment Standards Act* effective January 1, 2022, but noted five days fall short of the standard across the Organisation for Economic Co-operation and Development (OECD) of at least 10 paid sick days; and

BECAUSE paid sick leave is a tool to provide needed care, rest and recovery which makes it impossible to be productive at work because of physical or mental illness; and

BECAUSE there is still a significant amount of stigma surrounding the use of sick time for mental health illness and recovery;

THE FEDERATION WILL continue to campaign for a minimum of 10 employer-paid sick days for all BC workers, including temporary foreign workers, and include messaging aimed at eliminating stigma related to using sick leave for mental, as well as physical, health recovery.

RESOLUTION 2210

Submitted by: MoveUP

BECAUSE food insecurity policy research conducted a study that examines the effects of provincial policies and economic environment of food insecurity. The research showed that a one dollar an hour increase in the minimum wage was associated to 5% lower odds of experiencing food insecurity; and

BECAUSE adding \$1,000 increases in annual welfare income was associated with 5% lower odds of severe food insecurity and a 1%-point increase in the income tax rate for the lowest income households was associated with 9% higher odds of food insecurity; and

BECAUSE Food Banks Canada is working on a report to identify that poverty is one of the main contributing factors to food insecurity;

THE FEDERATION WILL lobby the BC government to raise the minimum wage to a living wage; and

THE FEDERATION WILL lobby the BC government to increase income assistance, so no one has to choose between food or rent.

RESOLUTION 2211

Submitted by: BCGEU

BECAUSE the cost of living in BC is increasing; and

BECAUSE the increase in minimum wage reduces poverty; and

BECAUSE most of the workers receiving minimum wage are essential workers; and

BECAUSE it would help the families that are struggling to make ends meet;

THE FEDERATION WILL lobby the provincial government for an increase in the minimum wage from \$15.65 per hour to an increase of \$1.00 for every year, for the next five years.

RESOLUTION 2214

Submitted by: BCGEU

BECAUSE dental care is an essential and preventive care that everyone needs; and

BECAUSE medication coverage is a need and important to keep British Columbians healthy;

THE FEDERATION WILL lobby the provincial government so as to ensure that every British Columbian has basic dental coverage and medication coverage.

RESOLUTION 2216

Submitted by: BCGEU

BECAUSE the overdose crisis was declared a public health emergency on April 14, 2016; and

BECAUSE the effects of the overdose crisis have had both adverse and fatal impacts on working people in British Columbia and Canada who have used opiates and other drugs;

THE FEDERATION WILL lobby the government of British Columbia, and with the CLC, the government of Canada to provide a safe, regulated drug supply ("safe supply") for those who currently rely on the illegal drug market in collaboration with evidence-based drug policy groups; and

THE FEDERATION WILL lobby the government of British Columbia, and with the CLC, the government of Canada to decriminalize the personal possession of drugs, in amounts deemed appropriate by evidence-based policy groups; and

THE FEDERATION WILL advocate for harm reduction instead of the abstinence model.

RESOLUTION 2221

Submitted by: MoveUP

BECAUSE the creation of the National Day for Truth and Reconciliation is a direct response to Call to Action 80, which called for a federal statutory day of commemoration;

BECAUSE the Government of Canada has no constitutional authority to impose a statutory holiday for all Canadian employees; and

BECAUSE private companies and organizations can decide on their own whether to recognize National Day for Truth and Reconciliation with a paid day off;

THE FEDERATION WILL lobby the provincial government to amend legislation to include National Day for Truth and Reconciliation as a statutory holiday for all British Columbians.

RESOLUTION 2226

Submitted by: MoveUP

BECAUSE the federal government has still not fulfilled its duty to implement all 94 Calls to Action from the Truth and Reconciliation Commission;

BECAUSE the labour movement has its own dark history when it comes to the treatment of Indigenous peoples that needs to be acknowledged and reconciled; and

BECAUSE the BC Federation of Labour and its affiliates are progressive leaders in social justice, equity, diversity and inclusion;

THE FEDERATION WILL call upon the provincial government to provide opportunities for learning the true history of Indigenous peoples, residential schools and reconciliation; and

THE FEDERATION WILL encourage its affiliates to provide their own educational sessions to their members on Indigenous history, truth and reconciliation, and contemporary issues and challenges that Indigenous peoples face.

RESOLUTION 2232

Submitted by: USW 2009

BECAUSE public sector workers provide a vital service to our communities and are critical for the long-term health of our society; and

BECAUSE the COVID-19 pandemic highlighted the precarity of our public services in all sectors; and

BECAUSE when British Columbians needed help the most, public sector workers from all sectors went above and beyond to deliver core services under extremely difficult circumstances;

THE FEDERATION WILL reaffirm its commitment to a strong public sector, including expanding public services, increasing public sector jobs, and repatriating private sector jobs into the public sector;

THE FEDERATION WILL lobby the provincial government and campaign on addressing staff shortages in the public sector and ending the practice of “staffing through overtime;” and

THE FEDERATION WILL push the provincial government to increase funding to all public service sectors, ensuring staff are fairly compensated and supported and ensure that public services do not erode over time.

RESOLUTION 2233

Submitted by: MoveUP

BECAUSE public sector workers provide a vital service to our communities and are critical for the long-term health of our society; and

BECAUSE the COVID-19 pandemic highlighted the precarity of our public services in all sectors; and

BECAUSE when British Columbians needed help the most, public sector workers from all sectors went above and beyond to deliver core services under extremely difficult circumstances;

THE FEDERATION WILL reaffirm its commitment to a strong public sector, including expanding public services, increasing public sector jobs, and repatriating private sector jobs into the public sector; and

THE FEDERATION WILL lobby the provincial government and campaign on addressing staff shortages in the public sector and ending the practice of staffing through overtime; and

THE FEDERATION WILL push the provincial government to increase funding to all public service sectors, ensuring staff are fairly compensated and supported and ensure that public services do not erode over time.

RESOLUTION 2234

Submitted by: BCGEU

BECAUSE public service workers provide better and reliable services;

THE FEDERATION WILL lobby to restore all privatized services back in government.

RESOLUTION 2238

Submitted by: BCGEU

BECAUSE systemic workload issues across the public service are causing workers to take stress leave or seek other employment including no backfill for holidays and leaves creating unrealistic stress and pressure on staff before and after holidays and leaves; and

BECAUSE these resignations and absences further increase the workload for remaining workers while others are away;

THE FEDERATION WILL pressure the provincial government to address the systemic problems leading to the increase in workload and ensure coverage is provided for vacation and leaves; and

THE FEDERATION WILL pressure the provincial government to legislate changes to the *Public Service Act* triggering inquiries when staffing levels in a ministry drop below a threshold for a time period including holidays and leave.

RESOLUTION 2242

Submitted by: ILWU 400

BECAUSE the Vancouver Fraser Port Authority (VFPA) awarded a contract to Groupe Océan (GO) that severely undercuts the west coast tug industry wages and working conditions and the reduction of retirement standards for workers in BC; and

BECAUSE the VFPA is putting the communities of Delta and Tsawwassen at risk by allowing GO to have firefighting boats on standby at Roberts Bank;

THE FEDERATION WILL:

- strongly oppose the Vancouver Fraser Port Authority (VFPA) awarding of the Roberts Bank Tug Basin to Groupe Océan and demand that the Roberts Bank Tug Basin be put out for tender again and special consideration be given to employers who pay industry standard wages and follow west coast hours of rest;
- work with the CLC to write the VFPA, appropriate federal labour bodies, ministry of transport and any others that need to be contacted; and
- set up a series of rallies against government agencies, corporations.

RESOLUTION 2244

Submitted by: BCTF

BECAUSE every person living on this planet is affected by the current climate emergency;

BECAUSE immediate collaborative action is needed to respond to this threat;

THE FEDERATION WILL endorse the *Fossil Fuel Non-Proliferation Treaty* and support this initiative through actions including but not limited to the following:

1. publicly announcing the BC Federation of Labour's support;
2. communicating to members information on the campaign and ways to support it; and
3. advocating for concrete steps to support just transitions for employment and community economies.

RESOLUTION 2245

Submitted by: BCGEU

BECAUSE housing is a need; and

BECAUSE sustainable housing provides better social and economical sustainability within the community;

THE FEDERATION WILL lobby all levels of government to invest in low-cost housing as many BC residents cannot afford the high cost of rent and many people are living in poverty.

RESOLUTION 2246

Submitted by: BCGEU

BECAUSE the housing crisis prior to the COVID-19 pandemic disproportionately impacted women and gender diverse people, Indigenous and racialized people, people with

disabilities and 2SLGBTQIA+ people, and has worsened throughout the public health crisis; and

BECAUSE the affordable housing and houselessness crisis is experienced differently by women, two-spirit and gender diverse people, therefore gender-transformative approaches will be essential;

THE FEDERATION WILL advocate for affordable housing; and

THE FEDERATION WILL lobby the provincial government to address the need for adequately maintained below-market public housing particularly for women and gender diverse people, Indigenous, and racialized people, people with disabilities and 2SLGBTQIA+ people; and

THE FEDERATION WILL lobby the provincial government, and through the CLC, the federal government to urgently realize the National Housing Strategy to build 125,000 units of affordable housing, continue the 33% carve-out for gender-focused investments and ensure chronic homelessness drops by 50% by 2027.

RESOLUTION 2247

Submitted by: BCGEU

BECAUSE the cost of living is growing exponentially and out of proportion to the rate of remuneration by employers; and

BECAUSE a large percentage of the workforce in British Columbia are tenants;

THE FEDERATION WILL endorse the concept of real rent control in British Columbia tied to the unit, not the tenancy agreement, and will create a registry to facilitate that.

RESOLUTION 2248

Submitted by: HSA

BECAUSE British Columbians across the province --particularly those with socio economic, physical, and developmental barriers — are struggling to find suitable and affordable housing;

THE FEDERATION WILL:

- with the CLC, lobby all levels of government to follow through on campaign promises to make housing more affordable;
- with the CLC, advocate for all levels of government to take measurable action to increase the supply of suitable affordable housing;
- lobby the provincial government to increase the BC Housing rental stock of wheelchair accessible units; and
- advocate to the minister responsible for housing, and the BC Ministries of Social Development and Poverty Reduction (SDPR) and Citizens' Services to increase efforts to identify homeless individuals and assist with increasing access to affordable housing.

RESOLUTION 2251

Submitted by: BCTF

BECAUSE of the BC Federation of Labour's commitment to implementing the Truth and Reconciliation 94 Calls to Action and the BC's Declaration on the Rights of Indigenous Peoples Act;

BECAUSE co-operative working relationships and collaborative actions is the basis of the First Nations Protocol Agreement;

BECAUSE the BCFED Indigenous Workers Caucus is guided by community driven leadership styles and Indigenous principles;

THE FEDERATION WILL amend the BCFED Constitution Article 9, Section 1.a (iii) 4., Executive Council, by adding a), b), c) as follows: "Four (4) members of affiliates selected in accordance with Article 10, who shall each self-identify and represent one (1) of the following groups of Federation members: 1. Workers of Colour 2. Indigenous peoples 3. People with Disabilities 4. LGBTQ (lesbian, gay, bisexual, transgender and queer) persons."

- a) Upon election, each of the four (4) representatives shall be appointed to the Human Rights Standing Committee.
- b) *The Indigenous People Caucus group shall have the right to have two co-chairs plus two (2) alternates who will be identified by that group at the Convention Caucus meeting. The co-chairs will represent one vote at the Human Rights Committee and Executive Council.*
- c) *In the event of a vacancy of available alternate, the caucus group shall meet to recommend a new alternate to the Executive Council for appointment.*

RESOLUTION 2257

Submitted by: MoveUP

BECAUSE Canada's history and contemporary laws, customs and culture are borne of colonialization's influence and rooted in centuries of racism, misogyny, homophobia and transphobia, and ableism and audism;

BECAUSE equity-seeking communities have experienced oppression, discrimination and violence at the hands of those working to uphold colonial legacy of the dominant straight, white culture; and

BECAUSE our history is told from the perspective of white colonizers with little appreciation or acknowledgement of the

contribution equity-seeking communities have made;

THE FEDERATION WILL call on the provincial government to include decolonization and the legacy of oppression, racism, misogyny, homophobia and transphobia into its curriculum and to fund accessible adult learning programs that focus on the same subject.

RESOLUTION 2266

Submitted by: MoveUP

BECAUSE systemic discrimination and racism exists in all aspects of our society, including within our unions and our workplaces;

BECAUSE systemic discrimination is a barrier for inclusion for members and prospective members; and

BECAUSE employers are often unaware their policies, hiring and promoting practices, and organizational culture are often steeped in systems of oppression and discrimination;

THE FEDERATION WILL undertake a process to identify and address systems of discrimination, oppression and racism within its own policies, practices and procedures;

THE FEDERATION WILL further encourage affiliates to undertake their own processes to identify and address systems of discrimination, oppression, and racism; and

THE FEDERATION WILL finally encourage affiliates to address similar systems of discrimination, oppression, and racism with their employers at the bargaining table and beyond, by finding meaningful ways to tear down these barriers and create more inclusive and supportive workplaces.

RESOLUTION 2269

Submitted by: USW District 3

BECAUSE an independent review by Lisa Helps into the 2012 sawmill explosions produced vital and life-saving recommendations;

BECAUSE the provincial government has enacted most of the review's recommendations, including strengthening the right to refuse unsafe work for all BC workers;

BECAUSE police agencies are now investigating serious workplace injuries and fatalities with a criminal lens;

THE FEDERATION WILL:

- encourage the provincial government to fully implement the Helps recommendations by reviewing crown counsel policies on prosecution in matters of workplace incidents involving criminal negligence; and
- encourage the BC Ministry of Attorney General to ensure prosecutorial staff are trained and up to date on the policy and its application.

RESOLUTION 2270

Submitted by: USW 2009

BECAUSE

- changes to the *Criminal Code of Canada* were made in 2004 that allow for supervisors, corporate directors and executives to be held accountable for workplace deaths;
- the United Steelworkers Stop the Killing campaign has lobbied all levels of government to ensure that the law is utilized; and
- there are still far too few charges laid and few serious penalties upon conviction under the *Criminal Code*;

THE FEDERATION WILL, along with the CLC, lobby governments to implement training programs for law enforcement and crown prosecutors to understand criminal negligence investigations/charges, and establish communications between law enforcement, health and safety regulators and the courts;

THE FEDERATION WILL ALSO:

- lobby the province to establish dedicated crown prosecutors and police officers to deal exclusively with serious workplace incidents; and finally
- develop and provide training for joint health and safety committees on documenting and preserving evidence that could lead to successful criminal convictions.

RESOLUTION 2272

Submitted by: USW 2009

BECAUSE occupational health and safety research, standards and preventative measures have been based on average men's bodies; and

BECAUSE women workers face additional risks on the job due to poorly fitting equipment, inadequate hygiene facilities, sexual harassment and lack of appropriate accommodation when pregnant, breast-feeding and during menopause;

THE FEDERATION WILL lobby the provincial government to ensure minimum standards of health and safety for women workers, including adequate number of accessible toilets, shower areas, change rooms; properly fitted personal protective equipment; clear protocols to support women workers when pregnant and nursing and when going through menopause; and effective anti-harassment policies in the workplace;

THE FEDERATION WILL develop and provide training for health and safety committees to

encourage women members to come forward with health and safety concerns, to appreciate the sex and gender differences in workplace hazards and to engage more women as health and safety activists and committee members.

RESOLUTION 2274

Submitted by: BCGEU

BECAUSE the CSA standard needs to change from policy to regulation; and

BECAUSE the 13 psychological factors should be implemented at all worksites; and

BECAUSE psychological safety is just as important as physical safety at work; and

BECAUSE employees have a right to be safe at work; and

BECAUSE it will provide increased awareness and dialogue about psychological health and safety; and

BECAUSE it demonstrates due diligence in psychological safety responsibly; and

BECAUSE it has a positive impact on employee engagement;

THE FEDERATION WILL lobby the provincial government to establish the Canadian Standards Association (CSA) standard on psychological health and safety as regulation in workplaces.

RESOLUTION 2275

Submitted by: CUPE BC

BECAUSE there is a lack of information pertaining to psychological health and safety in the workplace which impacts workers;

BECAUSE during the pandemic, there has been an increase in violence related to psychological health and safety in the workplace, especially among diversity-seeking groups;

THE FEDERATION WILL lobby the provincial government to direct WorkSafeBC to develop psychological health and safety training in all worksites and sectors in accordance with Canadian Standards Association (CSA) Group Z1003 titled “Psychological Health and Safety in the Workplace” to:

- prevent psychological harm;
- promote psychological health of workers; and
- address problems related to psychological health and safety.

RESOLUTION 2277

Submitted by: BCGEU

BECAUSE every year more and more workers are leaving the workforce as a result of psychological workplace hazards; and

BECAUSE many of these workers have been working in mental health and addiction; and

BECAUSE many of these workers are frontline workers; and

BECAUSE many of these workers have been dealing with fentanyl crises since 2015;

THE FEDERATION WILL advocate to open the presumption for psychological injury clause to add all the workers working in mental health and addiction/shelters across the province.

RESOLUTION 2285

Submitted by: USW 2009

BECAUSE self-identified women who run for public office often face significant opposition which, when examined, is based in misogyny, racism and sexism; and

BECAUSE once elected, women find that longstanding structures of oppression leave

them with little opportunity to care for their own wellbeing; and

BECAUSE women who wish to pursue a career in politics often face misogyny, sexism, bullying, harassment, loss of opportunities and blacklisting;

THE FEDERATION WILL continue to support and encourage self-identified women to run for public office;

THE FEDERATION WILL call out structures of oppression, misogyny, racism and sexism that hold women back from being full participants in politics; and

THE FEDERATION WILL encourage its affiliates to support and endorse progressive, self-identified women members who choose to run for public office.

RESOLUTION 2286

Submitted by: MoveUP

BECAUSE self-identified women who run for public office face significant opposition — often based in misogyny, racism, sexism, bullying and harassment — resulting in lost opportunities and blacklisting; and

BECAUSE, once elected, women encounter longstanding structures of oppression that leave them with little opportunity to care for their own wellbeing;

THE FEDERATION WILL continue to support and encourage self-identified women to run for public office;

THE FEDERATION WILL call out structures of oppression, misogyny, racism, sexism, homophobia and transphobia that hold women back from being full participants in politics;

THE FEDERATION WILL encourage affiliates to support and endorse progressive, self-

identified women members who choose to run for public office; and

THE FEDERATION WILL work with labour councils around the province to partner with, and host, educational opportunities such as PowHERhouse's "Your Path to Political Leadership."

RESOLUTION 2287

Submitted by: CUPE BC

BECAUSE survivors of intimate partner violence and sexual assault often experience trauma, along with physical injury, from which it may require time to recover;

BECAUSE women and gender diverse people who have experienced sexual or intimate partner violence may be faced with protracted court hearings and cannot afford to take time off work;

THE FEDERATION WILL lobby the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid leave.

RESOLUTION 2288

Submitted by: BCGEU

BECAUSE the COVID-19 pandemic has revealed how important childcare work is to society, yet childcare and elder care services have not been adequately prioritized by governments; and

BECAUSE strengthening public investments in childcare will

- facilitate women and gender diverse people to return to paid work they may have had to leave during the pandemic due to heavy caregiving burdens that men and partners who aren't principal caregiving partners have been less likely to take on;

- add millions of jobs to the economy, particularly for women and gender diverse people;

- support children's development; and
- provide significant returns to the economy;

THE FEDERATION WILL lobby the provincial government to ensure that childcare is a key element of all economic recovery plans, including coordination between the reopening of schools and childcare centres with that of the broader economy.

RESOLUTION 2290

Submitted by: BCGEU

BECAUSE many hospitals and urgent care facilities do not have available Sexual Assault Evidence Kits (SAEK); and

BECAUSE many hospitals and urgent care facilities do not have nurses or physicians trained in conducting SAEK;

THE FEDERATION WILL lobby the provincial government to ensure all hospitals have Sexual Assault Evidence Kits (SAEK), and that all hospitals will ensure staff are trained to administer the kits.

Union Acronyms of BCFED Affiliates

ACTRA	Alliance of Canadian Cinema, Television & Radio Arts
ATU	Amalgamated Transit Union
BCTGM	Bakery, Confectionery & Tobacco & Grain Millers International Union
BCFMWU	BC Ferry & Marine Workers' Union
BCGEU	BC Government and Service Employees' Union
BCTF	BC Teachers' Federation
BCIT FSA	British Columbia Institute of Technology Faculty and Staff Association
CRC DLC	Campbell River, Courtenay and DLC
COPE	Canadian Office and Professional Employee's Union
CUPW	Canadian Union of Postal Workers
CUPE	Canadian Union of Public Employees
CEU	Compensation Employees' Union
DGC	Directors' Guild of Canada
EK DLC	East Kootenay and District Labour Council
FPSE	Federation of Post-Secondary Educators of BC
FVLC	Fraser Valley Labour Council
GSU	Grain and General Services Union
GWU	Grain Workers' Union
HSA	Health Sciences Association of BC
HEU	Hospital Employees' Union
IBWU	Interior Brewery Workers' Union
IATSE	International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts
IW	International Association of Bridge Structural and Ornamental Iron Workers
IAFF	International Association of Fire Fighters
IAHFIW	International Association of Heat and Frost Insulators and Asbestos Workers
IAMAW	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
IUPAT	International Union of Painters and Allied Trades

IMA	Island Musicians Association, CFM Local 247
IW	International Association of Bridge Structural and Ornamental Iron Workers
KDLC	Kamloops and District Labour Council
KTDLC	Kitimat, Terrace and District Labour Council
LiUNA	Laborers' International Union of North America
MFHIU	Machinists, Fitters and Helpers Industrial Union
MWBIU	Marine Workers' and Boilermakers' Industrial Union
MoveUP	Movement of United Professionals
NDDLC	Nanaimo, Duncan and District Labour Council
TNG/CANADA/CWA	National Guild of Canadian Media, Manufacturing, Professional & Service Workers
NWDLC	New Westminster and District Labour Council
NCLC	North Central Labour Council
NOLC	North Okanagan Labour Council
PADLC	Port Alberni and District Labour Council
PRLC	Prince Rupert Labour Council
PEA	Professional Employees Association
PEA-HESU	Professional Employees Association – Hospital Employees' Staff Union
PSAC	Public Service Alliance of Canada
RWU	Retail Wholesale Union
SEIU	Service Employees' International Union
SJCIU	Shipwrights, Joiners and Caulkers Industrial Union
SOBLC	South Okanagan Boundary Labour Council
SDLC	Squamish and District Labour Council
SCLC	Sunshine Coast Labour Council
TWU USW	Telecommunications Workers' Union-United Steelworkers Local 1944
PIPSC	The Professional Institute of the Public Service of Canada
UBCP	Union of BC Performers
UNITE HERE!	UNITE HERE!
UA	United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry
UFCW	United Food & Commercial Workers' International Union
USW	United Steelworkers
UNBCFA	University of Northern BC Faculty Association
VDLC	Vancouver and District Labour Council
VMA	Vancouver Musicians' Association
VLC	Victoria Labour Council
WKLC	West Kootenay Labour Council
WVMEA	West Vancouver Municipal Employees' Association

BCCWITT

Working for Inclusion in the Trades

BCCWITT is a partnership led by tradespeople, along with industry and labour representatives. We are committed to removing barriers faced by equity seeking people, including Indigenous people, people of colour, people with disabilities, 2SLGBTIAQ+ people, and women, to increase their participation in the trades and promote healthier environments in workplaces and training institutions.

Our programs are focused on creating a diverse, equitable, and inclusive skilled trades industry, where all feel welcome, healthy and safe:

Training and Employment

Building an Inclusive Skilled Trades Industry

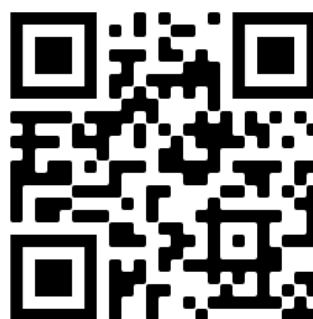


Regional Representative Program

Developing Leaders in the Skilled Trades



Be More Than a Bystander
Creating safe, healthy, respectful, dignified and inclusive workplaces for everyone



Convention website: **convention.bcfed.ca/2022/**

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