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BRITISH COLUMBIA FEDERATION OF LABOUR

CONVENTION 2024

November 25 to 29 | Vancouver

# PREVENTION THROUGH WORKER-CENTRIC EDUCATION



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# Welcome

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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.

## RESOLUTIONS

3. Standing committees and the resolutions committee may amend resolutions, use one resolution to cover the intent of other resolutions, or combine resolutions (composite) to cover the intent of other resolutions. 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.

## MOTIONS AND DEBATE

4. 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.
5. 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."
6. Speeches will be limited to three minutes. The timer will start after the delegate's introduction.
7. A delegate will not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
8. A delegate will not interrupt another except to call a point of order or for a question of privilege.
9. When a question is pending before the convention, no motion will be in order except to refer back to the resolutions committee for reconsideration, to postpone for a definite time (delay consideration to a specific time), 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.

10. A motion to refer back is not debatable and, when properly seconded, the question will be immediately put to the convention. A delegate cannot move a motion to refer back after they have spoken on the question at issue.
11. 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.
12. 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 motion of reconsideration is supported by two-thirds of the delegates.

## VOTING

13. 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.
14. 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.
15. The chairperson will have the same rights as other delegates to vote on any question. In case of a tie vote, they may cast the deciding vote, provided they have not already voted.

## UNPARLIAMENTARY CONDUCT

16. 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.
17. 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.
18. Bourinot's Rules of Order will govern all matters not regulated by these rules of order.

## ALTERNATE DELEGATE STATUS

19. An alternative delegate who replaces a regular delegate will have full voice and vote.
20. 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

21. Guests and observers have no voice or vote and are not allowed on the convention floor.

# Unity and Respect

## 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.

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

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. We have assigned Ombudspersons to help you.

## OMBUDSPERSON PROCESS

The BC Federation of Labour's Statement on Harassment is applied to all events and is there to ensure all delegates can fully participate in our events.

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. We have assigned Ombudspersons to help you.

The Ombuds process is a neutral process to support the BCFED's commitment to creating a safe, inclusive, respectful and harassment-free environment at the convention.

Members of the Ombuds Team are not here to monitor behaviour. Their job is to try to resolve disputes or complaints that are brought to their attention. The Ombuds process is collaborative and ideally includes all willing parties.



## HOW TO CONTACT THE OMBUDSPERSON

To contact the Ombudsperson, you can:

- email [ombudsperson@bcfed.ca](mailto:ombudsperson@bcfed.ca),
- approach any Federation staff member, or
- go to the Convention Solutions Desk and request that an Ombudsperson contact you.

Your outreach will be answered by a member of the Convention's Ombuds Team, normally within an hour of your leaving a message, during Ombuds Team hours. 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.

Your confidentiality will be respected throughout the process.

The Ombuds Team will respond to messages between Sunday, November 24 and Friday, November 29, 2024.

### *Ombuds Team hours*

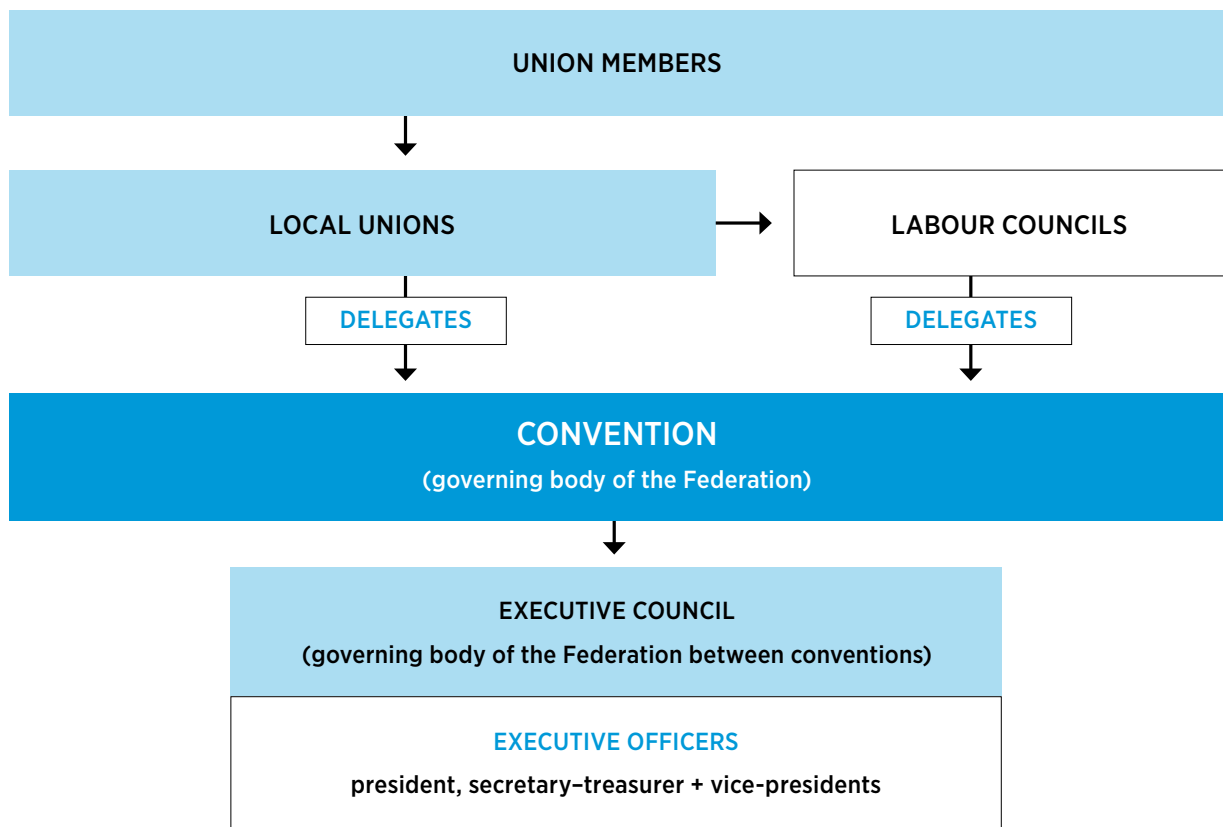
- Sunday, November 24: 9 am – 4 pm
- Monday, November 25: 10:30 – 5 pm, 7 – 9 pm
- Tuesday, November 26: 9 am – 5 pm, 7 – 9 pm
- Wednesday, November 27: 9 am – 5 pm
- Thursday, November 28: 9 am – 5 pm
- Friday, November 29: 9 am – 12:30 pm

If you send an email after hours, the Ombuds Team will return your call at the beginning of the next day. If the matter involves your immediate safety, please call 911.



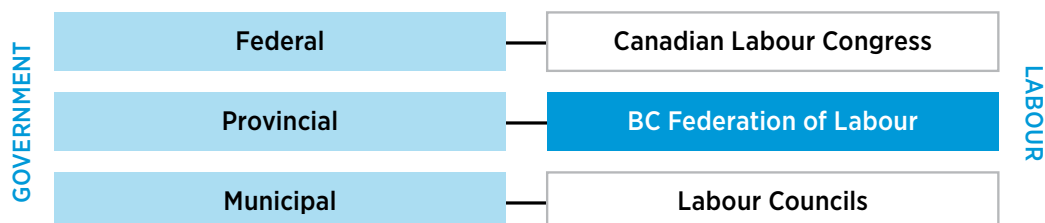
# New Delegates Guide

## FEDERATION STRUCTURE

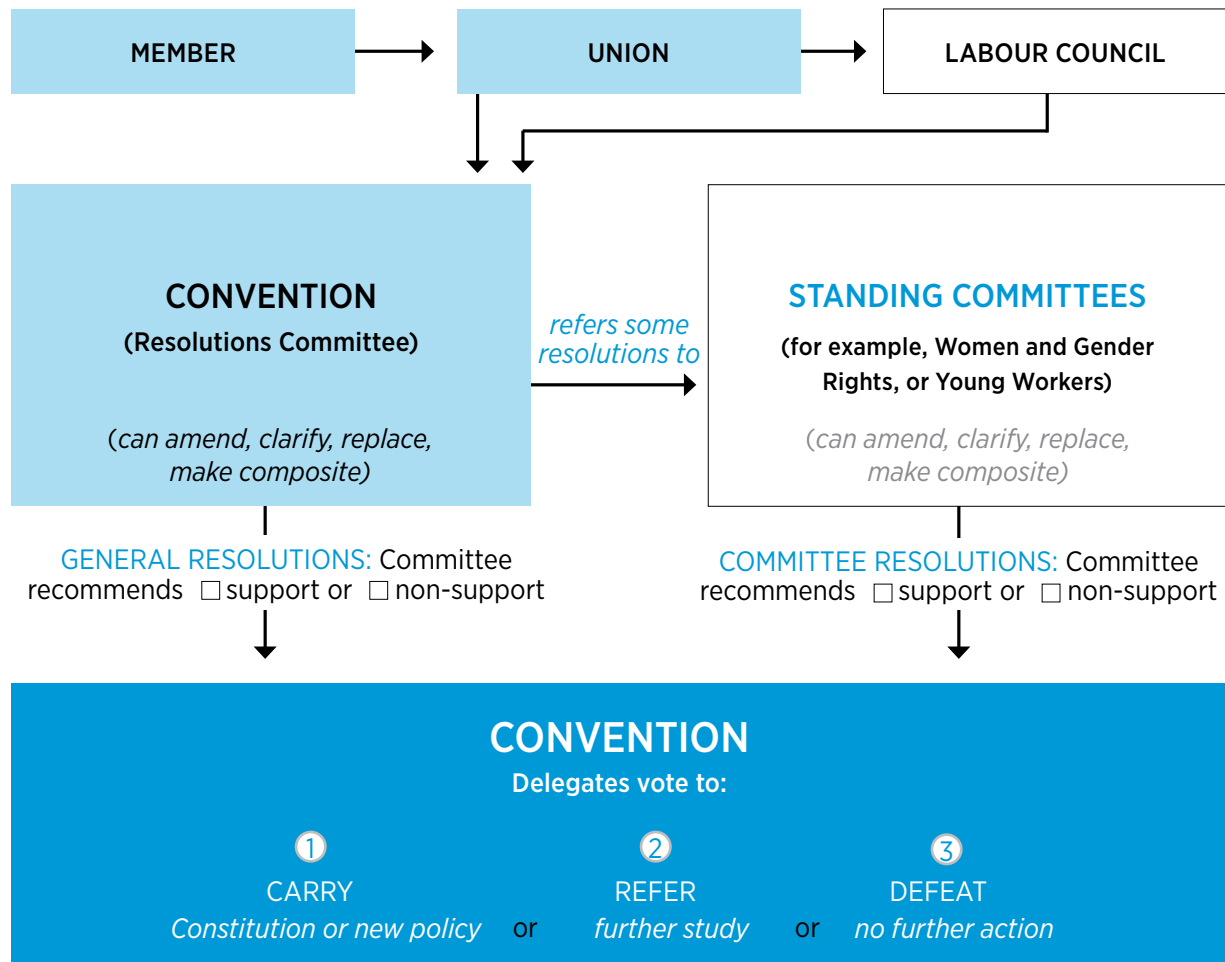


## LABOUR MOVEMENT STRUCTURE

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



## RESOLUTIONS FLOW



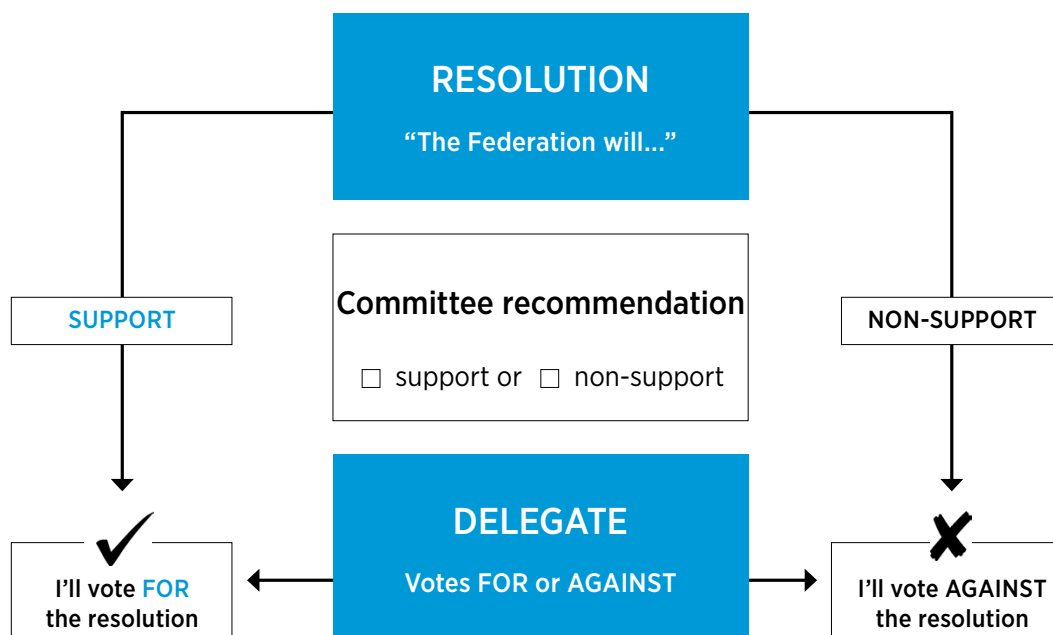
When resolutions are sent to the BC Federation of Labour, they become the property of the convention and are processed by the Resolutions Committee. The Resolutions Committee refers resolutions to the BCFED's standing committees according to their subject matter. Standing committees may form composites, prioritize, and finally decide to support or not support each resolution.

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 Resolutions 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 past BCFED conventions show how composite resolutions work. They were submitted by individual affiliates, and 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*.)

### SAMPLE 1: FROM THE 2022 CONVENTION

#### RESOLUTION 2232

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.

— USW 2009



#### RESOLUTION 2233

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.

— MoveUP



#### RESOLUTION 2234

THE FEDERATION WILL lobby to restore all privatized services back in government.

— BCGEU

#### RESOLUTION 2238

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.

— BCGEU



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

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.



**SAMPLE 2: FROM THE 2018 CONVENTION****RESOLUTION 78**

THE FEDERATION WILL, with the Canadian Labour Congress, demand that governments work together to address the lack of affordable housing. New local developments must include a plan for replenishing rental stock and new developments require a portion of the units to be designated as rentals; and

THE FEDERATION WILL demand that government develops a housing strategy that includes investments in social housing, supportive housing, assisted living and dedicated housing for people fleeing violence that will be informed by housing advocates such as tenants unions, labour unions, refugee organizations, and BC ACORN; and

THE FEDERATION WILL explore the option of increasing the supply of co-op housing and the development of community land trusts.

— BCGEU

**RESOLUTION 79**

THE FEDERATION WILL endorse Affordable BC; write to Minister of Social Development and Poverty Reduction, the Honourable Shane Simpson, in support of the campaign; and share information about Affordable BC with our delegates and more broadly via our social media.

— VDLC

**RESOLUTION 85**

THE FEDERATION WILL support the provincial government's 30-point plan for housing affordability; and

THE FEDERATION WILL encourage the BC government to work with local and federal governments to implement further measures to promote housing affordability, including those in the BC Government and Service Employees' Union's "Affordable BC" housing plan; and

THE FEDERATION WILL urge the BC government to continue to expand the supply of supportive housing around the province to provide housing, plus the health and social services required by vulnerable populations.

— HSA

**COMPOSITE RESOLUTION TO COVER 78, 79 AND 85**

THE FEDERATION WILL support the provincial government's 30-point plan for housing affordability; and

THE FEDERATION WILL work with the Canadian Labour Congress and community organizations to specifically demand that all levels of government work together and provide ongoing funding to address the lack of affordable housing by:

- replenishing rental stock;

- requiring new developments to include designated rental units;
- increasing the supply of social housing, supportive housing, assisted living and housing for people fleeing violence and the health and social services required to support vulnerable populations;
- increasing the supply of co-op housing;
- exploring the development of land trusts; and

THE FEDERATION WILL lobby the provincial government to take additional actions as outlined in the Affordable BC plan and promote the plan with affiliates and the public; and

THE FEDERATION WILL explore the ways that the labour movement and its members can fund co-op housing and/or develop land trusts to increase the supply of affordable housing.

# Constitution and Bylaws

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

Amended by Convention: November 25, 2022 | Approved by CLC Canadian Council: August 15, 2023

## 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 strike-breaking or scabbing or to have aided or assisted any employer during a strike may be suspended from affiliation by a majority vote of the Executive Council. Any decision to suspend may be appealed by the suspended union to the following Convention and if such suspension is upheld by the Convention, the suspended organization shall have the right to appeal to the Canadian Council of the Canadian Labour Congress.

### ARTICLE 4 – CONVENTIONS

#### Section 1.

- a) The Convention shall be the governing body of the Federation and, except as provided in Section 12(c) of this Article and Article 12, its decision shall be by majority vote.
- b) The Executive Officers shall adopt a tentative agenda for the Convention and make the tentative agenda available to affiliates not less than fourteen (14) days prior to the opening of Convention. The Convention shall retain the authority to adopt or revise the agenda during its deliberations.

**Section 2.** Beginning in 2010, the regular Conventions of the Federation shall be held every second year during the month of November whenever possible. The time and the place for holding the regular Conventions shall be determined by the Executive Council which shall give at least ninety (90) calendar days' notice.

**Section 3.**

- a) Special Conventions may be called by direction of a regular Convention, by order of the Executive Council, or on request of the majority of affiliated organizations representing a majority of the total membership of the Federation, as evidenced by the records of the Secretary-Treasurer to the last Convention.
- b) In the event a majority as provided in subsection (a) requests a Special Convention, the Executive Council shall issue the call for the Special Convention within thirty (30) calendar days of such request, and shall give all organizations at least forty-five (45) calendar days' notice of the time and place for holding the Special Convention, together with a statement of the business to be considered at such Convention.
- c) Representation to Special Conventions shall be on the same basis as regular Conventions.
- d) Except as provided in subsection (b), a Special Convention shall exercise the same authority as regular Conventions.
- e) Notwithstanding anything to the contrary contained in this Article, in an emergency situation, the Executive Council may order an emergency Convention, and shall provide for the issuance of credentials and the registration of delegates in a manner appropriate to the circumstances.

**Section 4.**

- a) In order to be seated as a delegate, a member shall have membership in a local union, branch or lodge affiliated with the Federation. Representation at Conventions shall be:
  - (i) From affiliated local unions, branches and lodges, one (1) delegate for the first one hundred (100) or less members and one (1) additional delegate for each additional one hundred and fifty (150) members, or major fraction thereof.
  - (ii) Local Labour Councils shall be entitled to a maximum of three (3) delegates.
  - (iii) The B.C. Federation of Retired Union Members shall be entitled to a maximum of two (2) delegates.
- b) The average per capita tax payment of the previous 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 Two Spirit, women, trans and gender diverse workers. In the event that less than seven (7) workers as stated above are designated by the affiliated organizations, the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional Two Spirit, women, trans and gender diverse workers to meet this requirement.

- 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 an accessibility worker. 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.

**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 their 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 their 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 their custody, possession or control.

**Section 12.** The Secretary-Treasurer shall assume the duties of the President in the event of their 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 equity group. For this purpose, equity groups include

women, racialized workers, Indigenous workers, accessibility workers, 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) workers.

(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) 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:

1. Racialized workers;
2. Indigenous workers (2);
3. Accessibility workers; and
4. 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) workers.

Upon election, each of the 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.”

(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).

(vi) In addition to the membership of the Executive Council set out in this Section, each affiliated organization with an affiliated membership exceeding twenty thousand (20,000) members shall be entitled to appoint an additional member for each ten thousand (10,000) affiliated members, or major fraction thereof, in excess of twenty thousand (20,000).

b) The term of office of Executive Council members shall be two (2) years.

**Section 2.** The Executive Council shall be the governing body of this Federation between Conventions. It shall take such action and render such decisions as may be necessary to carry out fully the decisions and instructions of the Convention and to enforce the provisions contained in this Constitution.

**Section 3.** The Executive Council shall meet at least five (5) times between Conventions, and at least two (2) of these meetings will be convened outside of the Lower Mainland region.

**Section 4.** It shall be the duty of the Executive Council to:

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

**Section 5.**

a) The Executive Council shall have the power to conduct an investigation of any situation in which there is reason to believe:

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

**Section 6.** The Executive Officers may, from time to time, assign to members of the committees such duties as they may determine.

**Section 7.** The decision of the Executive Officers, or of the Executive Council, or any sub-committee thereof, may be effected by a letter or 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 equity 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 equity 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 equity 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 Two Spirit, women, trans or gender diverse. 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, they

shall have the right to submit their 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 them by the Canadian Labour Congress, undertake such inquiries, hearings or meetings that they deem advisable, and report their 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 equity 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.



# Report of the Executive Council to the 2024 Convention of the BC Federation of Labour

A future worth fighting for

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JOSHUA BERSON PHOTOGRAPHY

*The Executive Council report provides an overview of the work of the BC Federation of Labour since the last convention in 2022, with details provided only where not already covered in reports by standing committees, working groups and equity representatives.*

**THE REMARKABLE ADVANCES** working people have made in BC in recent years continued since our last convention. We've made important strides in ensuring safer and fairer workplaces, stronger communities and a more equitable province — including progress toward Reconciliation with Indigenous peoples.

That progress has come for three reasons:

First, because since 2017, we've had a strong partnership with a BC NDP government that listens to working people and our movement.

Second, because we've stood together and spoken with one clear, united voice. And third, because the values that most British Columbians hold are fundamentally progressive. There is a deeply ingrained belief in justice and equity that you'll find in communities throughout our province.

Now, with the re-election of Premier David Eby and the BC NDP on October 19, we have the opportunity to push forward even farther. A fresh mandate and a renewed partnership will allow BC to continue to lead Canada in progressive change and a better deal for working people.





## 2024 PROVINCIAL ELECTION CAMPAIGN

BC's labour movement played a pivotal role in mobilizing the support that helped re-elect David Eby and the BC NDP in October. And knowing just how tiny the margin was between an NDP victory and a Conservative government, we can take real satisfaction in knowing our work made the difference.

The BCFED ran a major campaign in the pre-election period, titled *Check the Record*. Our audience was working people, both union and non-union. The campaign, developed with the insights gathered through polling and focus groups, encouraged our audience to assess the parties and leaders based on their records on the issues that matter to working people.

We knew the Conservatives and BC United couldn't withstand a head-to-head comparison with the BC NDP on that basis, and created a website at [CheckTheRecord.ca](http://CheckTheRecord.ca) juxtaposing their records. Our ad agency, The NOW Group, developed an ad campaign across multiple

channels to drive people to the site to see for themselves how the parties stacked up.

Alongside that campaign, we worked with affiliates and the Canadian Labour Congress to train members in member-to-member campaigning, and supported affiliates with an outreach campaign toolkit. Texting Tuesday events and labour canvasses mobilized labour campaigners before the election. And labour canvasses continued once the writ dropped, bringing our message to the doorstep.

That's on top of the many great labour candidates who sought election, and an even larger number of union members who volunteered directly in campaigns throughout the province. We're proud of those candidates and volunteers — and just as proud of the impact we had on the election.

For more information on the 2024 provincial election campaign, see the report of the Political Action Committee on page 107.

## PROGRESSIVE VICTORIES FOR WORKING PEOPLE

Over the past two years, BC's unions have continued pushing hard for progress, and for changes to address specific challenges working people face.

We haven't achieved everything we wanted, of course. But setting clear priorities and speaking with a united voice has achieved important victories. Premier David Eby, who had barely been in office for a month when he joined us for our last convention, proved to be a strong partner in making progressive change for working people.

That change has come despite serious headwinds facing the government:

- a health care system already strained by the pandemic and the drug poisoning crisis, now hit with workforce shortages and BC's changing demographics;
- global economic upheaval from supply chain disruptions and Russia's invasion of Ukraine;
- worldwide inflation coupled with corporate greed driving up prices; and
- soaring costs to government for everything from rising construction costs to the surge in wildfires and other climate-related emergencies.

Yet the investments the BC NDP made paid off for British Columbians, and our economy leads the country with the fastest-growing wages of any province, some of the strongest private-sector job growth in Canada and one of the lowest unemployment rates in the country.

All this despite dire warnings from big business lobbyists and commentators that a better deal for working people would be the death knell for BC's economy. Instead, we've proven to Canada — and the world — that an economy that puts working people first can not only succeed, but thrive.

Labour's partnership with government has gone well beyond an assurance someone will pick up the phone when we call. Our representation on a wide range of government boards and advisory bodies has ensured working people's voices are part of the decisions that shape the policies and actions that affect our lives. And, of course, the fact that working people and the labour movement were well represented in the BC NDP caucus and cabinet helped ensure our conversations were starting with a common understanding.

Here are some of the most important victories we've seen over the past two years, and the ways we've built on past achievements:

### CANADA'S HIGHEST PROVINCIAL MINIMUM WAGE

BC's unions fought hard to win the \$15/hour minimum wage since long before the 2017 election. The BC NDP brought our province from near the bottom of the heap to having the highest provincial minimum wage in Canada.

To ensure BC's lowest-paid workers don't fall behind as prices rise, the BC government took the important step of indexing the minimum wage to inflation in 2021. On June 1 of this year, that wage rose to \$17.40.

The benefit of a higher minimum wage isn't limited to the people earning the very least. By constantly raising the floor, it helps bring raises to low-income earners across the board, making life more affordable for many thousands of BC families.



## NEW PROTECTIONS FOR APP-BASED GIG WORKERS

App-based ride-hail and food delivery work has ballooned in BC. Giant platform employers like Uber and DoorDash have swept through the province with a business model that relies on misclassifying their workers as independent contractors.

For thousands, that has meant earning well below minimum wage, with arbitrary penalties, suspension and termination with no way to appeal, no guarantee of workers' compensation coverage, and a host of other hardships.



Sussanne Skidmore brought Uber driver Aman Sood to Victoria to tell Labour Minister Harry Bains the story of the attack by a passenger that left him injured and unable to drive, with no workers' compensation coverage. Within six months, the province announced new protections for ride-hail and food-delivery drivers — including workers' compensation.

BC's labour movement has fought alongside these workers to win them the same basic protections that other employees in BC can count on. Not only do these workers deserve those protections, but failing to protect them opens the door to employers in other sectors to adopt the same exploitive model.

The urgency of ensuring those protections became even clearer when Uber driver Aman Sood was left injured and unable to work — yet ineligible for workers' compensation — when he was viciously assaulted by a passenger in Abbotsford in April 2023. President Sussanne Skidmore brought him to Victoria to meet with Labour Minister Harry Bains and tell his story first-hand, making the case for stronger safety and employment protection.



The BCFED worked closely with ride-hail and food-delivery workers, with extensive consultation and a broad-based public campaign to mobilize support for employment protections.

This June, the province announced new rules including, among others:

- an hourly minimum wage equal to 120% of the general minimum wage, covering an app-based worker's "engaged time";
- a fairer, more open process for suspension and termination;
- trip transparency, so workers can know where they're going and what they can expect to earn before accepting an assignment;
- long-overdue workers' compensation coverage; and
- Maybe most significantly, the province formally acknowledged these workers are employees, not contractors.

These provisions don't provide the full protection app-based gig workers need — but they're a solid start. We're going to keep pushing for improvements, including minimum wage rules that reflect the whole time workers are on the job and benefits such as paid sick leave and vacation leave. And we'll fight hard to ensure the BC's labour code offers these workers a clear path to unionizing and bargaining collectively.

### PAY TRANSPARENCY LEGISLATION

In an important first step toward pay equity, the BC government introduced pay transparency legislation which became law in May 2023. The law requires employers above a certain size to post pay transparency reports disclosing how their employees' pay relates to gender.

In addition, the new law keeps employers from retaliating against workers who talk about salaries or disclose their own. That closes a loophole that employers were long able to use to keep employees from comparing salaries and uncovering discriminatory practices.

The next step BC needs to take is pay equity legislation — requiring employers not only to

The new pay transparency law closes a loophole that employers were long able to use to keep employees from comparing salaries and uncovering discriminatory practices.

disclose gender gaps in pay, but to take action to close them. The BCFED joined over 125 organizations in calling for that step in March 2023.

### PROGRESS AT THE WORKERS' COMPENSATION BOARD

Not long before our last convention, the BC government responded to the Patterson Report with a series of measures aimed at addressing some of the damage done by the BC Liberals over their year in government, and restoring balance to the WCB. Those changes included the appointment of a Fair Practices Commissioner, a ban on claims suppression, a requirement that the WCB pay interest to injured workers on delayed benefits, and indexing disability pensions to inflation.

Progress continued over the past two years, as detailed in the Occupational Health and Safety Standing Committee's report (see page 100). One particularly important note: the expansion of presumption for psychological injury claims to workers in 11 more occupations.

By expanding presumptive coverage, the WCB is removing barriers to making such claims. That's great news — now we need to work to ensure all workers can count on presumption as well.



One of the highlights of the last two years was gathering in Victoria to witness the passage into law of the *Anti-Racism Act*.

### ANTI-RACISM LEGISLATION

At our last convention, we reported on the provincial government's *Anti-Racism Data Act*, passed in June 2022 that allows the government to collect information to address systemic racism. Since then, the province built on that milestone to take its next big step: *Bill 23, the Anti-Racism Act*.

Passed in May 2024, the *Anti-Racism Act* is geared to fighting systemic racism and making our province more equitable to racialized and Indigenous people. Informed in part by the engagement sessions the BCFED held in 2023 (see the Racial Equity and Justice Representative

report, page 60), the Act requires the government to develop an anti-racism action plan for how all public bodies will address systemic racism and measure and report on progress. The Act also provides for healing for those harmed by racism and directs government to use research under the *Anti-Racism Data Act* as well as lived experiences and the priorities identified by Indigenous and racialized peoples to advance racial equity.

We're proud of the role working people played in bringing this legislation to fruition. And we'll keep pushing for stronger provisions and more action, including measures to address workplace racism.

Passed in May 2024, the *Anti-Racism Act* is geared to fighting systemic racism and making our province more equitable to racialized and Indigenous people.



## NATIONAL DAY FOR TRUTH AND RECONCILIATION

Since 2013, September 30 has been Orange Shirt Day, set aside to remember and learn about the impact of Canada's residential school system on Indigenous peoples. In 2020, the day became a federal statutory holiday: the National Day for Truth and Reconciliation.

But most BC workers had only a limited opportunity to participate, as the province hadn't yet made it a provincial statutory holiday. They couldn't take time off work... or, if they could, it would only be at the expense of lost wages.

That changed in 2023, when the BC Legislature passed a law making the day a provincial statutory holiday — and giving eligible BC workers paid time off to observe the day (or premium pay for the day if they're required to work).

By making the day a statutory holiday, the province has offered working families throughout BC a new opportunity to reflect, learn and take action toward Reconciliation. And it underlines the province's commitment to building a shared future of mutual respect and understanding with Indigenous peoples.

## GENDER-BASED VIOLENCE ACTION PLAN

For someone experiencing gender-based violence, whether it happens in the home, the workplace or anywhere else, its impact resonates in every part of their lives. In spring 2022, the BC government embarked on an engagement process to develop an action plan to address gender-based violence. The BCFED has participated actively, with President Sussanne Skidmore serving on the Gender-Based Violence Advisory Committee and providing workers' perspectives.

The resulting action plan, *Safe and Supported*, was released last December. (See the report of the Women and Gender Rights Standing Committee,

page 111.) Consultations and discussions are ongoing as the advisory committee continues working to strengthen the government's response.

## FLUSH TOILETS AT CONSTRUCTION SITES

In many BC workplaces, flush toilets and running water are taken for granted. But on construction sites, they've been the exception for a long time. Instead, employers have required that workers make do with porta-potties: poorly lit, unheated and badly ventilated, usually with no running water for handwashing afterward.

Now that's changing. After a three-year campaign (dubbed "Get Flushed") by the BC Building Trades, the province has introduced rules requiring construction sites with 25 or more workers to provide flush toilets and running water, starting October 1, 2024.

## WHOSE LINE IS IT ANYWAY? DEFENDING THE PICKET LINE

While most workers in BC are regulated under provincial law, some fall under federal jurisdiction. Traditionally, provincially regulated workers have respected the picket lines of federally regulated workers and vice versa.

But in a 2022 ruling (*Vancouver Shipyards vs. the Poly-Party Unions and the BC Federation of Labour*), the BC Labour Relations Board decided that provincially regulated workers would be engaging in an illegal strike if they honoured a federal picket line. It was a devastating ruling that put workers in an impossible position.

We lobbied hard for the provincial government to fix this loophole in the Code. And this March, the BC government brought in legislation making it unambiguous: No matter whose jurisdiction striking or locked-out workers fall under, provincially regulated workers have the right to refuse to cross a picket line.

One of the ways we effect change is through lobbying — year-round, and through a day-long Lobby Day where we bring our key issues directly to MLAs and cabinet ministers in face-to-face meetings, like these ones in 2023.



workers and made our workplaces safer. He has spent a lifetime serving working people, and we're grateful for his friendship and his tremendous contribution.

An elected officer of Steelworkers-IWA Canada Local 2171 for more than 15 years, Harry Bains was first elected as the MLA for Surrey–Newton in 2005. In 2017, he was named Minister of Labour in Premier John Horgan's new cabinet — a post he held for seven years until decided not to seek re-election in 2024. Harry brought in sweeping reforms that have strengthened BC's labour legislation, improved employment standards, introduced bold new protections for



## FIGHTING ON

With the re-election of Premier David Eby and the BC NDP — thanks in no small part to the hard work of union members throughout the province — we have the opportunity to keep moving forward. Our goal now is to make this the best government for working people it can possibly be. Here are some of the areas where we'll be pushing hard for progress.

### EVERY JOB A LIVING WAGE JOB

It's just common sense that workers should be able to live and raise a family in the community where they work. It's time for a concerted effort to close the gap between the minimum wage and the living wage — by bringing up wages

and bringing down costs. That requires action on several fronts, including raising the minimum wage and ending the exemptions that allow some employers to duck their responsibility to pay it, and expanding affordability initiatives like \$10-a-day child care, rent control and below-market housing.



### RESTORING GRANT'S LAW

The 2005 death of 24-year-old gas station attendant Grant De Patie in a gas-and-dash attempt galvanized efforts to better protect late-night retail workers, culminating in 2008 with new rules named "Grant's Law" in his memory.

Ever since they were watered down by the BC Liberals in 2012, the BCFED has campaigned to restore and strengthen those protections. In June 2023, the Young Workers Committee held their annual overnight sit-in. This year, though, the committee decided to explore paths to more lasting change. For more, see the committee report on page 115.



## A STRONGER LABOUR CODE FOR TODAY'S WORKPLACE

No legislation makes more of a difference to our movement than British Columbia's labour code (officially, the *Labour Relations Code*). It sets out the ground rules for organizing and collective bargaining.

The BC NDP government made a series of welcome and important changes to it in recent years, most notably around single-step certification. But between our changing economy and the historic inequities in the access workers have had to unionization, we need bigger changes to ensure workers can meaningfully exercise their Charter right to bargain collectively.

The most recent review of the provincial labour code began this January, and the BCFED submitted a comprehensive agenda for positive change to reflect our changing workplaces. Our recommendations include, among others:

- Explore *sectoral bargaining*, where workers can organize and bargain collectively across multiple employers. This is especially important in the growing number of workplaces with precarious employment and many barriers to unionizing;

- Expand *successorship protection*, so union certification follows a transfer of workers in situations like subcontracting and contract-flipping;
- Extend the *freeze period* for first collective agreements until the agreement is reached, to make it easier to get that all-important first contract;
- Ensure remote and digital workers can establish *virtual picket lines* and communicate with the public — and give virtual picket lines the same standing as any other;
- Confirm the rights of *online platform workers* to organize and bargain collectively, defining them as employees;
- Prevent *double breasting*, where an employer (especially in construction) spins off a non-union division and, often, gradually transfers work there; and
- Examine the impact of *automation and AI* on BC workplaces.

The full submission is available on the BCFED website.



Sussanne and Hermender delivered our recommendations to the Labour Relations Code Review Panel in May.

## STRONGER EMPLOYMENT STANDARDS PROTECTIONS

Worker protections under the *Employment Standards Act* — governing things like minimum wages, termination notice, hours of work, vacation time and more — often look great on paper. But the reality is often different. Many employers break the rules with impunity, knowing that lengthy backlogs at the Employment Standards Branch will mean employees will either give up on a complaint or not bother making it in the first place.

We need a reimagined Employment Standards Branch, one with a new mandate to prevent violations through education. That new mandate should also include proactive inspection and enforcement targeting problem sectors. And the standards they enforce need to be tighter, too, eliminating the exemptions and carve-outs that plague workers in particular sectors.

## MORE TRADES COVERED BY CERTIFICATION

The BC government has made a great start by bringing back skilled trades certification and restoring our province's apprenticeship system after it was gutted under the old BC Liberal government. Now it's time to expand beyond the first handful of trades covered under certification, and broaden it to cover more occupations. A stronger commitment to skilled trades certification means more young people can have exciting careers in these areas, while we ensure BC has the skilled labour force we need to prosper in the future.

## A WORKER-CENTRED WCB

The BC government's reforms to the Workers' Compensation Board have made a real difference to many sick and injured workers and their families. But the agenda set out in the Patterson

Report requires more extensive action, and we'll be pushing to see those changes and others implemented.

In particular, we'll keep pushing to extend presumption for psychological injury claims to all workers, regardless of their occupation. And we'll advocate lowering the barriers to those claims, so they are treated no differently than physical injury claims.

## CONNECTING BC: A VISION FOR PROVINCE-WIDE PUBLIC TRANSIT

Imagine public transit that gets you where you need to go, quickly, easily, reliably and affordably, no matter where in BC you live.

That's the vision set out in *Connecting BC*, prepared in collaboration with the Canadian Centre for Policy Alternatives' BC office. To lay the groundwork for the report, the BCFED Climate Justice and Jobs Committee engaged with grassroots, community-based and Indigenous organizations, and drew on some of the great work being done by local campaigns across BC.



The 10-year plan includes:

- connecting BC communities everywhere through a new province-wide express bus service;
- doubling the number of buses in BC Transit local services within five years and tripling it within 10;

- expanding HandyDART service province-wide with an upgraded electric fleet;
- developing new regional rail connections across the South Coast and Vancouver Island;
- restoring and expanding passenger rail services;
- creating new passenger ferry connections;
- accelerating TransLink's 10-year *Access for Everyone* plan for Metro Vancouver;
- seamless integration throughout BC; and
- expanding free transit programs to all youth up to age 18.

You can read the plan at [bcfed.ca/connecting-bc](http://bcfed.ca/connecting-bc).

### THANK YOU, JANET PATTERSON!

Labour lawyer Janet Patterson has retired after a long career of representing working people and fighting for justice for injured workers. Her groundbreaking report, commissioned by the provincial government, extensively documented how badly the workers' compensation system was failing workers. And it was the first such report to give voice extensively to injured workers and their families.



Although retired, she is still offering invaluable guidance and resources through IWRAP, the Injured Workers' Research and Advocacy Project, at [wcbadvocacybc.ca](http://wcbadvocacybc.ca).

## RECONCILIATION WITH INDIGENOUS PEOPLES

The reports of the Indigenous Rights and Reconciliation Working Group (page 67) and the Indigenous Workers Representatives (page 58) set out in detail the work the BCFED has been doing over the past two years in Reconciliation and engagement with Indigenous workers and communities.

We were glad to bring affiliates together for joint briefings on recent treaties, with officers learning about the *Haida Nation Reconciliation Act* this May and the the Indigenous Rights and Reconciliation Working Group, officers and executive council receiving a presentation on the treaty initialings of the K'ómoks, Kitselas, and Kitsumkalum First Nations. Convening these briefings is a crucial role for the BCFED, especially as misinformation and fear has been so often stoked among non-Indigenous communities; our unions can reach their members across the province and debunk these myths with accurate information.

As our relationship with First Nations and Indigenous communities have strengthened, we have begun conversations about renewing and refreshing our protocol agreement. This has always been intended as a living document, and evolving it is an important element of our Reconciliation work.

Our commitment to deeper engagement with Indigenous communities and peoples is reflected too in the changing nature of the programming at BCFED events and meetings — for example with local Elders joining our June Executive Council meetings in Prince George and Chilliwack, challenging the Federation and its affiliates to deepen our Reconciliation work.

## BUILDING OUR MOVEMENT

The past two years have been marked by a resurgence in labour organizing and activism. It's spurred in part by single-step certification, but also by the challenges facing working people and the growing understanding that labour unions can be an effective way to address them.

### ORGANIZING INSTITUTE

With the revival of the Organizing Institute, interest in this BCFED labour education program has been steadily growing. Workshops and trainings are in high demand, and we're working hard to meet it, both with stand-alone trainings and in conjunction with the CLC Winter School.

Building from the popular Basics of Organizing course, the Organizing Institute is now also offering an Advanced Organizing and the Law workshop, an intensive two-day training that helps already-experienced organizers develop next-level tactics and strategic thinking, along with a better understanding of the legal environment we work in.

We plan to expand the Organizing Institute's offerings and make the most of the renewed appetite BC workers are showing for organizing to improve their working lives.



Our headquarters may be in Greater Vancouver, but our strength lies in working people in communities throughout BC.

### REGIONAL CONFERENCES: PRINCE GEORGE AND CHILLIWACK

It's crucial for the BCFED to embody the province-wide reality of our movement. Our headquarters may be in Greater Vancouver, but our strength lies in working people in communities throughout BC.

With that recognition in mind — and in the wake of the great success of our online 2022 All Regions Conference — we returned in 2023 to holding an in-person Regional Conference, the first since the pandemic began.

That brought us back to Prince George from June 10 to 12 for a warm welcome and a packed agenda of discussion and training:

- An opening and welcome from Lheidli T'enneh 'Atsiyan Ink'E 'Atsoo Elders Society President Les Baker;
- A community organization showcase including the North Central Labour Council, Red Dress Society, Prince George Pride Society and Stand Up For The North;
- Performances by the UHNBC Traditional Drummers and Lake Babine Nation Pow-wow Dancers;





PRINCE GEORGE REGIONAL CONFERENCE

EXECUTIVE COUNCIL



CHILLIWACK REGIONAL CONFERENCE

- Panels on community responses to social and economic challenges, workplace mental health, combating hate and the far right, and effecting political change; and
- Workshops on political organizing, bystander intervention, inclusive leadership and 211 rapid training.

The June 2024 Regional Conference brought us to Chilliwack in the heart of the Fraser Valley. In parallel with election training and an election canvass, this conference included:

- An opening by Skwá First Nation Councillor Eddie Gardner;
- Panels on the upcoming provincial election, grassroots solidarity-building in the Fraser Valley, confronting fear and disinformation around SOGI and 2SLGBTQIA+ people, the impacts of climate and economic disruption on working people, and the BCFED's Connecting BC public transit vision; and
- Workshops on the basics of organizing, inclusive leadership, mental health first aid and building solidarity in the face of division and fear.

At both conferences, the energy of the labour movement was unmistakable as we shared experiences, learned new skills and discussed the most pressing issues facing workers at the community level.

## OPENING AND MOVING INTO OUR NEW HOME

With the successful sale of our 5118 Joyce Street property, the BCFED has moved into our new headquarters at 110-4259 Canada Way in Burnaby — along with BCCWITT, the BCFED H&S Centre, BC FORUM and the CLC.

We built out our new home with connection in mind. New hybrid meeting spaces are making it easier than ever before for us to connect to the whole province, and for union members and activists from outside the Lower Mainland to take part in BCFED committees, working groups and caucuses.

Along with the Health & Safety Centre's spacious new well-equipped training facility, our office allows us to collaborate and serve affiliates more effectively. And these new spaces are big enough to welcome a large complement of in-person participants as well, giving us the best of both worlds.

The BCFED has moved into our new headquarters on Canada Way in Burnaby — along with BCCWITT, the BCFED H&S Centre, BC FORUM and the CLC.

## BC LIONS NIGHTS

Through our partnership with the BC Lions, we regularly bring union activists, caucuses, leaders and allies together to enjoy games while promoting the labour movement. The result: great conversations and stronger relationships that carry on long after the final whistle







### YOUNG WORKERS' LEADERSHIP RETREAT

The renewed Young Workers' Leadership Retreat in September 2023 took place in Maple Ridge, at UBC's Loon Lake Lodge and Retreat Centre. Over three days, 50 young workers built skills in leadership, public speaking, mental health, political activism and more. (See the Young Workers Committee report on page 115.)



### POLLING CONSORTIUM

For several years, the BCFED has coordinated a consortium of affiliates who pool resources to share the cost of a quarterly opinion poll, conducted by the well-known progressive polling and strategy firm Stratcom. These surveys give us invaluable insights into public opinion in BC, including the concerns, views and priorities of workers throughout BC.

The results of these polls have helped us shape messages and hone our campaigns to maximum effect, as well as providing evidence supporting our positions on issues like gig work and paid sick leave.

Surveys give us invaluable insights into public opinion in BC, including the concerns, views and priorities of workers throughout BC.

As a newly appointed board member of the new Canadians of South Asian Heritages BC Museum, BCFED Secretary-Treasurer Hermender Singh Kailley will ensure a workers' lens and South Asian workers' contributions will be highlighted as our province's newest museum takes shape.



JOSHUA BERSON PHOTOGRAPHY

## SUCCESS OF SINGLE-STEP CERTIFICATION

With the introduction of single-step certification (also called “card check”) in 2022, the BC government met a long-outstanding need for workers to have a simpler way to form a union. The old system, brought in by the BC Liberals to thwart unionization, required a separate ballot process even after a clear majority of workers had signed membership cards. The resulting delay gave employers an opportunity to threaten, intimidate and fear-monger against unions — and often to retaliate against employees who were organizing.

With the removal of that artificial barrier two years ago, there’s been a huge surge in workers unionizing. As Adam D.K. King wrote in March in *The Maple*,<sup>1</sup>

*Between 2021 and 2023, the number of union applications received by the Board increased by almost 200 per cent, going from 108 to 323. [...] In 2023, the B.C. LRB received 323 certification applications covering more than 22,000 workers. By year’s end, 8,996 workers were members of newly certified bargaining units, while many others awaited application processing or hearings.*

The implication is obvious: There’s a lot of pent-up demand for unions among BC workers. And the old system was doing a lot to suppress it.

Today, thousands more BC workers can count on the support of their union. It’s up to us to organize and bring that same support to many thousands more.

<sup>1</sup> Adam D.K. King, “Card-Check Union Certification In B.C. Has Been A Major Success,” *The Maple*, March 18, 2024, [readthemaple.com/card-check-union-certification-in-b-c-has-been-a-major-success/](https://readthemaple.com/card-check-union-certification-in-b-c-has-been-a-major-success/)

## OBSERVATIONS AND CEREMONIES

Every worker should be able to come home from the job as safe and healthy as when they left for the day. But many don’t. One of the most important things our movement does is to honour the memories of those who’ve died, comfort those they left behind, and carry on the fight for safer workplaces.

### APRIL 28 NATIONAL DAY OF MOURNING

Since 1991, April 28 has been officially observed as the National Day of Mourning, when we remember workers who have been killed, injured or made sick because of their work. Workers throughout BC mark the day with remembrance ceremonies in their communities. In each of the past two years, President Sussanne Skidmore has spoken at the provincial ceremony, in Jack Poole Plaza on the downtown Vancouver waterfront. In 2023, Secretary-Treasurer Hermender Singh Kailley spoke at a ceremony and march at the BC Legislature in Victoria, and then the next year at Kelowna’s Ben Lee Park.

The day is a deeply moving reminder of the power of grieving together and recommitting to action in solidarity.

One of the most important things our movement does is to honour the memories of those who’ve died, comfort those they left behind, and carry on the fight for safer workplaces.





Above: Vancouver Day of Mourning ceremony, 2023. Below: Victoria Day of Mourning ceremony, 2023.







### BENTALL TOWER IV MEMORIAL

On January 7, 1981, four construction workers — Gunther Cuvieux, Brian Stevenson, Donald Davis and Yrjo Mitrinen — fell 36 floors to their deaths while working on Tower IV of the Bentall complex in downtown Vancouver. Every year, the BC Building Trades holds a commemorative service at the site to mark the anniversary and recommit to making the construction industry safer for its workers. Hermender spoke at the 2023 ceremony, while Sussanne spoke this year.

### INGENIKA MEMORIAL

Two years after the storm-swept winter waters of the Garner Canal claimed the lives of tugboat captain Troy Pearson and deckhand Charley Cragg, ILWU Local 400 held a memorial in Prince Rupert's Mariners Park. Hermender joined the event, held both to remember the men and to press for better safety for the poorly regulated tugboat industry.

### FARMWORKERS' MEMORIAL VIGIL

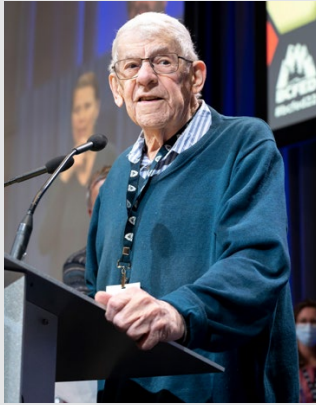
On March 7, 2007, three farmworkers — Sukhvinder Kaur Punia, Amarjit Kaur Bal and Sarabjit Kaur Sidhu — were killed in the rollover of the overloaded van taking them to work. Since then, the BCFED has worked closely with the families of the three women to highlight health and safety issues for farmworkers. One of the results of that work has been the installation of the Golden Tree Monument in Abbotsford.

We gather every March in honour of these women and all farmworkers killed and injured on the job. The ceremony, which has opened in recent years with a moving Indigenous welcome, is followed by a walk and vigil at the monument.



# IN REMEMBRANCE

## RAY HAYNES



JOSHUA BERSON PHOTOGRAPHY

Nobody who was in the room when Ray Haynes spoke at our 2022 Convention will forget that moment. After seven decades of activism and leadership, he could still bring a crowd roaring to its feet.

He began his activism during a time of intense union oppression, quickly rising through the ranks to lead the BCFED from 1966-1973 and making the Federation a powerful voice on issues like the Vietnam War and the California grape boycott. He led the successful fight against the Socred government's draconian *Mediation Commission Act* — a crucial victory. At our 60th Convention, delegates honoured Ray with multiple ovations, reflecting the deep respect for his legacy. We are all richer for having known him.

## KIM NOVAK



PHOTO: UFCW 1518

UFCW 1518 President Kim Novak was one of the warmest, most vibrant and effective voices in our movement. Her advocacy and passion — both for her union's members and for workers everywhere — helped ensure better, safer workplaces and

fairer laws throughout our province. From picket lines to boardrooms to convention stages to TikToks, Kim's eloquence and conviction were unmatched.

As a UFCW International Vice-President, she championed workers beyond our borders, embodying leadership as a way to lift up others. Thousands of working people in BC are better off today because of her legacy. Our deepest condolences go out to her family, friends and her UFCW 1518 colleagues and members. We are deeply grateful for her contributions and will miss her immensely.



## JESSIE UPPAL

Jessie Uppal was an invaluable BCFED staff member for years, helping to build our federation and our movement. She moved to USW District 3 as a staff representative more than a decade ago, quickly establishing herself as a vital voice on our Executive Council on their behalf. A passionate, forceful advocate for solidarity and a better future for working people, Jessie was a lifelong New Democrat and worked with the BC NDP government in the 1990s.

Jessie fought for the principles of our movement with near-relentless energy, warmth and tremendous humour, and we'll miss her wisdom and her compassion.



# SOLIDARITY ACTIONS

## STRIKES AND JOB ACTIONS

This latest round of inflation — driven by supply chain disruptions and corporate greed — brought with it a familiar refrain from the usual suspects: Workers should take the hit. Bank of Canada Governor Tiff Mackle encouraged employers not to price inflation into wage increases, and implied unemployment should rise so inflation can fall.

Workers weren't having any of it. This term saw workers across BC firming up their demands at

the bargaining table, especially around the rising cost of living. And management negotiators who refused to meet those demands learned that workers were willing to hit the picket lines.

Which is how the summer of 2023 came to be dubbed #HotStrikeSummer on social media. As President Sussanne Skidmore put it in a Vancouver Sun op-ed, "There is a new reality in BC and many other places today: Employers can no longer count on having the upper hand, and workers aren't prepared to cede it to them."



We're always proud to bring support and solidarity to workers on the picket line. Here are just a few of the lines we've joined, top to bottom, L to R: UNITE HERE Local 40 vs. Sheraton, CUPE 561 Fraser Valley Transit Workers vs. First Transit, CUPE 3500 vs. Kamloops-Thompson School District #73, MoveUP vs. Capilano University...





That's put a greater emphasis on the BCFED's role in coordinating solidarity during strikes and lockouts. Over the past term that work has included disputes such as:

- Unite Here Local 40 vs. Radisson Blu Vancouver Airport;
- Unite Here Local 40 vs. Sheraton Vancouver Airport, the Hilton Vancouver Airport, and Marriott Vancouver Airport;
- ILWU Canada vs. BC Marine Employers Association;
- CUPE 561 vs. First Transit;
- MoveUP vs. Capilano University;
- USW Local 1-417 vs. Kamloops HBC; and
- ATU Local 1724 vs TransDev/HandyDART.

...L to R: ATU Local 1724 vs. Transdev, USW Local 1944 vs. Rogers, PSAC vs. Government of Canada, ILWU vs. BC Maritime Employers Association.

We can expect this role to take centre stage again in the coming term as another round of public-sector bargaining begins.

For a constantly updated list of current labour disputes, visit [bcfed.ca/disputes](http://bcfed.ca/disputes).



## SOLIDARITY WITH TRANSGENDER AND 2SLGBTQIA+ COMMUNITIES

September 20, 2023 saw anti-trans rallies disrupting communities across Canada. The result of a relentless campaign of fear and disinformation targeting transgender people in particular, the rallies in BC focused on SOGI (Sexual Orientation and Gender Identity)-inclusive education, which helps to represent the diversity of families in BC.

BC's labour movement mobilized in communities throughout the province to show solidarity and counter these rallies.



## LABOUR HOLIDAY DINNER EVENT

Our traditional labour community holiday dinner has had to change in the pandemic's wake. In 2022, for safety reasons, we didn't host a sit-down meal; instead, BCFED staff and volunteers compiled food, toys and gift cards from generous donors into food hampers. We distributed them to hundreds of families from throughout the Lower Mainland at the Maritime Labour Centre on the afternoon and evening of December 22, 2022.

In 2023, we returned to the Marine Labour Centre on December 23, and held a parallel event at Surrey's Aria Banquet and Convention Centre on December 21. It marked a return to the full holiday event program: sit down dinner, food hampers, toys, clothing store and more. More than 1,000 families were served between the two events.



The two dinners marked a return to the full holiday event program: sit down dinner, food hampers, toys, clothing store and more.



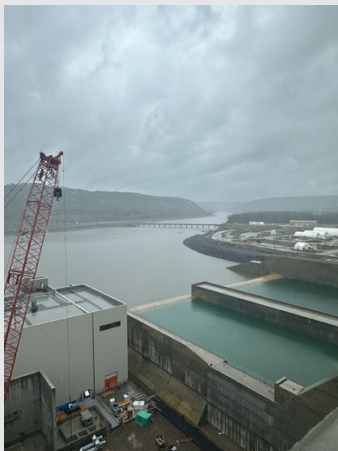
Our thanks to the remarkable team of dinner volunteers, staff, sponsors and donors for their generosity.



EXECUTIVE COUNCIL







This May, BCFED President Sussanne Skidmore joined BC Building Trades Executive Director Brynn Bourke for a visit to the LNG Canada construction site in Kitimat. It's a massive undertaking, with 30,000 workers over the course of the project on site. Then in June, Sussanne traveled to one of the biggest worksites in BC history: the Site C Project. Here, too, there are thousands of workers on the site. Each visit drove home just how critical worker health and safety are on projects this huge, along with respect for workers' rights. Many thanks to IUOE Local 115 and LiUNA Local 1611 for hosting Sussanne and Brynn in Kitimat, and to IUOE Local 115 for receiving her at Site C. And thanks to both unions for keeping workers' priorities front and centre every day.

## BC CENTRE FOR WOMEN IN THE TRADES

BCCWITT is working to create a diverse, equitable and inclusive skilled trades industry, where all feel welcome, healthy, respected and safe.

We are a partnership led by tradespeople, along with industry and labour representatives. We are committed to removing barriers faced by equity priority people, including Indigenous people, racialized people, people with disabilities, 2SLGBTIAQ+ people and women, to increase their participation in the trades and promote healthier environments in workplaces and training institutions.



BCCWITT's Trades Training and Employment Program operates as a Workforce Development Agreement through SkilledTradesBC. The program aims to:

- recruit women (cis and trans women) and nonbinary people to construction, maintenance and industrial trades occupations in which they are currently under-represented;
- address barriers to employment; and
- provide skills training to obtain sustainable employment in the trades with the goal of assisting them to achieve journey status.

The BCCWITT Career Advancement Bursary provides funding for equity priority tradespeople of all genders in British Columbia who are facing



barriers in advancing in their trades journey, to help them access training, tools, certifications, networking and educational opportunities.

The BCCWITT Project Grant provides seed funding for Leaders in Trades program participants to organize, coordinate and host initiatives that promote skilled trades careers to youth and equity priority people of all genders across British Columbia, and recruit them to the skilled trades.

Developed in partnership with the BCFED Health & Safety Centre, Stand Up for Safe Workplaces is an innovative new program that will help participants understand diversity, equity and inclusion through the lens of workplace safety, including psychological injury prevention. The program's development is funded through the BC government's Workplace Innovation Fund, part of the Stronger BC: Future Ready Action Plan announced last year. Curriculum is in development and training cohorts will launch in spring 2025.

## BCFED HEALTH & SAFETY CENTRE



Since 2001, the BCFED Health and Safety Centre has been fighting for a future where workplaces are safe, and centring the expertise and knowledge of workers to keep them that way.

Funded by WorkSafeBC, the Centre is mandated to deliver injury prevention education and consultation for BC workplaces in every sector and region, for both union and non-union worksites. Today, the Centre is one of the largest

providers of prevention education in the province, and the BC labour movement will get to celebrate 25 years of the Centre's operations in fall 2026.

The Centre has three programming streams and reached a total of 23,064 people across BC between September 2022 and March 2024.

### JOINT COMMITTEE TRAINING AND INCREASING OHS KNOWLEDGE

The Centre's OHS programs include extensive training for safety advocates and members of joint health and safety committees. In 2023, the Centre reached over 3,000 workers and supervisors with training on joint committees, including improving their effectiveness, incident investigations, ergonomics and many custom courses and workshops.

### OCCUPATIONAL MENTAL HEALTH AND PSYCHOLOGICAL INJURY PREVENTION

The Centre's mental health programs include mental health first aid in a variety of formats; training to prevent violence, bullying and harassment; and education for employers and workers on how to build psychological safety systems using resources like the Canadian National Standard for psychologically healthy workplaces.

### COMMUNITY EDUCATION PROGRAMMING

The Centre's community education programs include OHS education for young workers through the Alive After 5 program. Since its inception in 2003, the program has reached hundreds of thousands of high school students and employment centre participants.

The Centre's migrant worker program continues to bring health and safety education to agricultural worksites and other difficult-to-access workplaces where employers can use the precarious status of workers to ignore their rights to safe work.

The English as an Additional Language (EAL) program combines accessible safety education with English language training principles and benchmarks in a multi-week format. And the Centre's employment program provides safety education to people outside the traditional high-school pathway, including workers accessing services offered by pre-employment programs.

## FOCUS ON CURRICULUM INNOVATION AND TRAUMA-INFORMED ADULT LEARNING DELIVERY

As the Centre moves forward towards its second quarter century in 2026, the organization will focus on two key initiatives for its 2025 funding contract:

- adoption of a curriculum values guide that captures modern worker-centric approaches to popular education based on the values of the labour movement; and
- adoption of the Centre's first Trauma Informed Practice Guide for education delivery and our registration service delivery model to continue to remove barriers to participation in health and safety education.

## BC FORUM

The BC Federation of Retired Union Members — BC FORUM — represents thousands of retired and active workers aged 50 and up from unions affiliated to the BCFED. Its quarterly magazine, the *Advocate*, delivers valuable news and insight into the issues affecting older and retired workers in BC.

From the loss of some long-standing Board members and BC FORUM's administrative support staff member to the excitement of getting set up in our new location within the BCFED office, these past couple years have been busy. Led by President Sam Wiese, the organization has weathered many challenges

while continuing to fight for the essential rights of seniors. This term, BC FORUM has:

- joined with hundreds of senior advocacy groups to work for a UN Convention on the Rights of Older Persons. While the UN did not support a full convention, it recognized the worldwide request and a conference is forthcoming;
- joined forces with the National Institute on Ageing. And BC FORUM Past President Diane Wood has been named to the steering committee of the Canadian Coalition Against Ageism; and
- shared success with many others who have battled for universal dental care universal pharmacare. As an affiliate with both the BC and Canadian Health Coalitions, the organization takes part in actions to support public health care and the federal *Pharmacare Act*, Bill C-64.

While financial constraints have precluded



**BC FORUM's quarterly magazine delivers valuable news and insight into the issues affecting older and retired workers in BC.**

For more information on BC FORUM, visit [bcforum.ca](http://bcforum.ca). If you are an active or retired union member 50 years of age or over, you can join for just \$20 a year at [bcforum.ca/membership](http://bcforum.ca/membership).

attendance at affiliate conventions that have been held over the past year, BC FORUM's new website is alive and kicking. Go to [bcforum.ca](http://bcforum.ca) and have a wander through it. BC FORUM is also active on Facebook and hopes to be exploring other social media platforms soon.

## BCFED OFFICERS AND EXECUTIVE COUNCIL MEMBERS

### OFFICERS

Al Phillips, <b>BCBT</b>	Karen Ranalletta, <b>CUPE</b>	Brian Cochrane, <b>IUOE</b>
Hermender Singh Kailley, <b>BCFED</b>	Jennifer Savage, <b>CUPW</b>	Robert Ashton, <b>Maritime Council</b>
Sussanne Skidmore, <b>BCFED</b>	Brent Calvert, <b>FPSE</b>	Annette Toth, <b>MoveUP</b>
Paul Finch, <b>BCGEU</b>	Barb Nederpel, <b>HEU</b>	Jamey Mills, <b>PSAC</b>
Laura Snow, <b>BCGEU-CEU</b>	Kane Tse, <b>HSA</b>	Patrick Johnson, <b>UFCW</b>
Clint Johnston, <b>BCTF</b>	Crystal Braunwarth, <b>IATSE</b>	Scott Lunny, <b>USW</b>
Mary Lawrence, <b>BCTF</b>	Phil Venoit, <b>IBEW</b>	
Orion Irvine, <b>CLC</b>	Joulene Parent, <b>ILWU</b>	

### EXECUTIVE COUNCIL

Drew Curry, <b>ATU</b>	Martina Allevato Boyd, <b>CUPE</b>	Susan Sim, <b>IUOE</b>
Robert Sheck, <b>BC Insulators</b>	Sheryl Burns, <b>CUPE</b>	Dan Jajic, <b>IUPAT</b>
Sam Wiese, <b>BCFORUM</b>	Troy Coburn, <b>CUPW</b>	Jonathan Leighs, <b>IW</b>
Masoud Aminzavvar, <b>BCGEU</b>	Allen Duddridge, <b>CWA Canada</b>	Rysa Kronebusch, <b>MoveUP</b>
Maria Bennett, <b>BCGEU</b>	Robert Larson, <b>DGC</b>	Janet Andrews, <b>NWDL</b>
Desiree Cabecinha, <b>BCGEU</b>	Sean Parkinson, <b>FPSE</b>	Cliff Haman, <b>PEA</b>
Shannon Murray, <b>BCGEU</b>	Graeme Hutchison, <b>FVLC</b>	Morgan Cranny, <b>PIPSC</b>
Tristen Wybou, <b>BCGEU</b>	Meena Brisard, <b>HEU</b>	Terri-Lynne Huddlestone, <b>PRLC</b>
Eric McNeely, <b>BCGEU-BCFMWU</b>	Lynn Bueckert, <b>HEU</b>	Kirsty Havard, <b>PSAC</b>
Laura Snow, <b>BCGEU-CEU</b>	Cora Mojica, <b>HEU</b>	Raj Dhaliwal, <b>SEIU</b>
Colin Jones, <b>BCIT FSA</b>	Lynn Serhan, <b>HEU</b>	George MacPherson, <b>SGWF</b>
Todd Schierling, <b>BCPFFA</b>	Betty Valenzuela, <b>HEU</b>	Jeff Chapman, <b>UA</b>
Carole Gordon, <b>BCTF</b>	Miriam Sobrino, <b>HSA</b>	Karla Laird, <b>UBCP/ACTRA</b>
Rick Kumar, <b>BCTF</b>	Walter Gerlach, <b>IAMAW</b>	David Gutierrez, <b>UFCW</b>
Mary Lawrence, <b>BCTF</b>	Amanda Bronswyk, <b>IATSE</b>	Erica Jones, <b>UFCW</b>
Shelley Siemens, <b>CRC DLC</b>	Sean McQuillan, <b>IATSE</b>	Paul Siakaluk, <b>UNBCFA</b>
Nav Malhotra, <b>CSWU/LiUNA</b>	Chris Sherman, <b>IBEW</b>	Robert Demand, <b>UNITE HERE!</b>
Dal Benning, <b>CUPE</b>	Joulene Parent, <b>ILWU</b>	Mike Van Hellemond, <b>WKLC</b>
Ryan Boyce, <b>CUPE</b>	Robert Fraser, <b>IMA</b>	Catalin Fota, <b>WVMEA</b>

# Equity Representatives' Reports

## INDIGENOUS WORKERS REPRESENTATIVES

### SEAN MCQUILLAN AND LYNN SERHAN

The Indigenous Workers Caucus is made up of self-identified Indigenous workers in BC who belong to our affiliate unions. The caucus discusses issues faced by Indigenous workers and advises the BCFED on building a labour movement that's more inclusive of them.

Over the last term, the caucus has focused on several main objectives:

#### CREATION OF A RESOURCE ON INDIGENOUS CULTURAL SAFETY

The caucus has selected Shelley Joseph, an experienced facilitator, educator and consultant on Indigenous cultural safety, to work with the BCFED to create a handbook on Indigenous cultural safety in the labour movement.

#### RED DRESS ALERT

The caucus has spent multiple meetings discussing the National Red Dress Alert system and the need to support a campaign calling for it to be a permanent, federal-funded initiative. The Canadian Labour Congress has led engagement from the labour movement on this project, and the caucus has worked to encourage members to get BC affiliates involved. Both caucus reps are also part of the Coalition on Missing and Murdered Indigenous Women, Girls and Two-Spirit People,

where they have also discussed calling for a permanent implementation of a Red Dress Alert.

#### HEALING EVENT ON INTERGENERATIONAL TRAUMA AND INTERGENERATIONAL SURVIVORS OF RESIDENTIAL SCHOOLS

At the time of the writing of this report, the caucus is planning a healing gathering to take place in November. It will bring together healers from multiple modalities to Indigenous union members in BC to heal trauma. This will be the second Indigenous workers gathering held by the BCFED and promises to be an important day of building skills and forming connections.

#### MOVING TOWARD A CULTURALLY SAFE LABOUR MOVEMENT

In 2023, the caucus met BCFED leadership and outlined recommendations to help pave the way toward a culturally safe labour movement in which Indigenous workers can thrive.

The caucus recommended that the BCFED:

- review resolutions 183 and 189 from the 2020 BCFED Convention (regarding bargaining for employer-paid anti-racism and Indigenous cultural training and addressing racism within the labour movement's past and present) and report on progress
- in partnership with the caucus, create an Indigenous cultural safety/ethical Framework to cultivate safety in union spaces
- implement Indigenous cultural safety training (including such topics as decolonization, Indigenization, reconciliation, Indigenous



allyship and anti-Indigenous racism) for the Executive Council and staff of the BCFED

- promote healing by having trauma- and equity-informed Indigenous grief counselors in conference spaces and including Indigenous Elders/Knowledge Keepers to consult on the incorporation of Indigenous cultural safety at events.

These recommendations have been brought to the Indigenous Rights and Reconciliation Working Group for further action, and BCFED staff and leadership have worked to implement as many of them as possible at BCFED events, including Regional Conferences and Conventions.

The Indigenous Workers Caucus remains a vibrant and active group and is helping the BCFED make big steps toward our collective goals on Reconciliation. We hope to continue this work in the next term with the same robust commitment shown over the past two years.

## **TWO-SPIRIT, LESBIAN, GAY, BISEXUAL, TRANS, QUEER, INTERSEX, ASEXUAL PLUS (2S LGBTQIA+) WORKERS REPRESENTATIVE**

### **DESIREE CABECINHA**

The 2SLGBTQIA+ Workers Caucus at the BCFED brings together unionized workers who identify as two-spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual, plus. The caucus discusses issues that community members face and advises the BCFED on how to make our movement and the province a safer space for 2SLGBTQIA+ community members.

Over the past two years, this community has faced increasing attacks from alt-right groups, ranging from online harassment to physical

violence, leaving community members feeling unsafe and targeted.

In response, members of the 2SLGBTQIA+ community and allies in BC have come together to fight hate and discrimination and support each other through the BC Flying Squad against Trans Hate. Affiliates and individuals have worked to raise awareness about the dangers of extremism and promote inclusivity and acceptance. Part of this work has been the creation of the Solidarity Working Group, which is part of the Political Action Committee. You can find their report on page 69.

### **PRIDE PARADES AND COMMUNITY COLLABORATION**

The caucus has been active in supporting the planning of the BCFED delegation in both the 2023 and 2024 pride parades, and is grateful for the Flying Squad's work to help the Vancouver Pride Society create a safety plan for the 2024 parade and festival, in response to threats of disruption by alt-right groups.

2024 brought Fierté Canada Pride to BC, and members of the caucus attended the Queer Rights Summit held by the organization ahead of the Vancouver Pride Parade. Plans for future collaboration are in the works.

This September, the BCFED met with Island Health's diversity, equity and inclusion director to discuss how the labour movement and health authority can support each other with bargaining resolutions and collaboration on gender-affirming care initiatives.

### **EDUCATIONAL ACTIVITIES**

From time to time, the caucus plans educational events to further understanding of 2SLGBTQIA+ community issues and increase allyship within the broader labour community. In May 2023, the caucus held a workshop on allyship with Adrienne Smith, a well-known human rights and

labour lawyer with a long-standing history of activism within the labour movement in BC.

As well, the caucus held a healing session open to all 2SLGBTQIA+ union members in January 2024 with Kai Cheng Thom, to create greater understanding and solidarity between caucus members, and help caucus members heal from the collective trauma of responding to hate from alt-right groups. Feedback from the session was unanimous in recognizing its benefit, along with calls for a separate space for queer and trans people who are Indigenous and racially marginalized. At the time of the writing of this report, plans for that session are under way.

### TRANS WORKERS WORKING GROUP

The Trans Workers Working Group is a subgroup of the 2SLGBTQIA+ Workers Caucus, created in the last term as an affinity space specifically for trans, non-binary and gender-non-conforming union members, and has a direct relationship with the 2SLGBTQIA+ Workers Caucus as a standing agenda item at every meeting. This group advises us on trans-inclusive practices for the BCFED and the broader labour movement.

Trans representation is always important within labour leadership, and particularly during these times of increasing anti-trans hate. Options for representation have been discussed, and the group continues to work toward deciding how to seek trans representation in a formal capacity within organizational structures.

As we continue to engage in the work of healing and change-making, we are grateful for the support that has been provided to us by allies in this movement. We look forward to making more progress in the coming term and reporting on it at the next convention.

## RACIAL EQUITY AND JUSTICE REPRESENTATIVE

### CORA MOJICA

The Racial Equity and Justice Caucus brings Indigenous, Black, and racialized union members together to talk about how to dismantle the harmful colonial norms and white supremacy inherent in the BCFED and the broader labour movement. The group advises the BCFED on how to become an anti-racist organization and make the labour movement more inclusive for Indigenous, Black and racialized workers.

Over the last two years, efforts to combat racism and promote inclusivity have grown significantly in British Columbia.

With funding from the provincial government, the BCFED was excited to hold four anti-racism engagement sessions in fall 2023 to help inform the *Anti-Racism Act* — and just as excited to be invited to attend the introduction of the Act in the legislature in the spring of 2024.

The four sessions — held toward the end of September 2023, once back-to-school activities were over, to increase engagement — were designed to be as safe as possible for Indigenous, Black, and racialized union members to take part in honest, unfiltered conversation. We hired culturally appropriate counselors to be ready to assist participants if they were affected by the discussions, and ensured only racialized staff and leadership were in the room and facilitating. And we applied safety measures to secure our sessions and the participants from the possibility of interference from alt-right groups.

BCFED Secretary-Treasurer Hermender Singh Kailley welcomed participants, and Racial Equity and Justice Representative Cora Mojica invited them to continue these conversations with us in

the Racial Equity and Justice Caucus. Our primary facilitator and coordinator of the engagements was BCFED Director of Equity and Human Rights Kassandra Cordero, and BCFED Director of Organizing and Campaigns Reah Arora was the supporting facilitator.

Our counsellor for the first two sessions was Kristin Kowalko, Registered Clinical Counsellor (RCC) who is Indigenous and a at 'Noke Counselling. For the third and fourth sessions, our counsellor was Raman Cheema, RCC who identifies as South Asian and works with Collective Healing.

One in-person session was held on unceded xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and sə́lilwətaʔ (Tsleil-Waututh) territory in Vancouver and one was held on unceded qíçəy̓ (Katzie), q̓w̓ɑ:n̓á̓n̓ (Kwantlen) and Semiahmoo territory in Surrey. 200 people signed up for the sessions, with 109 active participants attending.

A number of recommendations surfaced from these sessions, including four specifically for the BCFED and affiliates:

- consider how the labour movement still carries the legacies of white supremacy and structural racism, and do deep work to rectify this reality
- make Anti-Racism training available to all union members
- consider creating a labour centre focused on healing, and fund this centre to support Indigenous, Black and Racialized workers with options for restorative justice and culturally safe healing modalities
- lobby on the need to ensure accountability is legislated for institutions causing racial harm to workers.

The engagements and the recommendations coming from these sessions inspired the BCFED to lobby the province in the fall of 2023 on strengthening worker recourse and protection

against systemic racism. We are happy to see the progress that has been made on anti-racism: both internally within the BCFED and the labour movement in general, and externally as implemented by our provincial government.

There is still much work to be done to eradicate racism in BC. Incidents of hate crimes and discrimination continue to be reported, highlighting the ongoing need for comprehensive anti-racism policies and programs. It's crucial for individuals, communities, and government institutions to continue working together to create a more inclusive and equitable society for all residents of British Columbia.

## ACCESSIBILITY WORKERS REPRESENTATIVE

### SHERYL BURNS

At the 2022 BCFED Convention, the Workers with Disabilities Caucus changed its name to the Accessibility Workers Caucus, to focus on the elimination of barriers to inclusion as well as a rights-based approach to access. The Accessibility Workers Caucus is pleased to note that since this last convention, participation in the caucus has significantly increased.

During this term, the caucus has focused much of its work on the development of provincial accessibility standards in the areas of service delivery and employment as required under the *Accessible BC Act*, through the Ministry of Social Development and Poverty Reduction. Accessibility Workers Representative Sheryl Burns was selected to represent BCFED workers on the Provincial Accessibility Committee and the Provincial Employment Accessibility Technical Standards Committee to assist in the development of these recommended standards.

The caucus met with Parliamentary Secretary Susie Chant, Assistant Deputy Minister for Accessibility Sam Turcott and Accessibility Directorate Director of Engagement Sarah Omware to provide feedback on standards as recommended by Social Development and Poverty Reduction Minister Sheila Malcolmson. The caucus also encouraged affiliated union members to participate in public consultations on the recommended standards that took place from May 31 to July 31, and thanks those who participated. These consultations have concluded, and the Provincial Accessibility Committee will determine next steps. Once these standards are developed, we hope they will contribute to the creation of a barrier-free province for workers and other British Columbians who live with disabilities.

Sheryl Burns provided workshops on behalf of the caucus for affiliated unions, the BC General Employees Union and the Public Service Alliance of Canada. Both focused on disability rights as well as the work of the Provincial Accessibility Committee in the development of service delivery and employment standards. In addition, a workshop entitled “Being Hard of Hearing in the Labour Movement and Workforce” was provided at the Canadian Hard of Hearing Annual General Meeting.

Inclusion BC arranged an interview with the BCFED to discuss employment inclusion of adults living with developmental disabilities in a unionized context. This interview took place with Inclusion BC representative Galen Exo on April 18, 2024.

The caucus has continued work on the BCFED’s Accessibility Checklist to be shared with affiliate unions upon completion, and hopes to unveil this document at the upcoming BCFED Convention.

The caucus was pleased to welcome a student living with intersecting trans and persons with disabilities identities, Cole, as a guest speaker at one of our meetings. Cole shared the challenges and barriers he has experienced as a physically disabled student trying to navigate post-secondary campuses.

The BCFED also supported the caucus in hosting a hybrid International Day of Persons with Disabilities event on November 28, 2023, geared to educating others about the challenges and successes achieved by people living with disabilities. Dr. Rheanna Robinson, Associate Professor from the Faculty of Indigenous Studies, Social Sciences and Humanities at the University of Northern BC, presented on Indigenous perspectives related to disability, and Parliamentary Secretary for Accessibility Susie Chant presented on the work of the Provincial Accessibility Committee in the areas of Service Delivery and Employment. The caucus is grateful to the presenters, and to caucus member and President of the New Westminster District Labour Council Louella Vincent for emceeding the event.



# Apprenticeship and Skills Training Working Group

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

The skilled trades offer British Columbians good family supporting jobs. The past few BC budgets have made historic investments in infrastructure projects including hospitals, schools, highways, bridges and transit, and BCFED affiliates have fought to ensure that workers, their families and our communities see direct benefits from this work.

The ASTWG's work supports the BCFED and its affiliates in fighting for quality apprenticeship programs. Apprenticeships ensure workers can turn the skills they acquire into a career with good wages, extended health benefits, a pension and job stability. Strong apprenticeship programs develop skilled trades people with a strong commitment to public and worker health and safety. And employers can rely on those workers to provide excellent value through high quality, efficient work and reduced recruitment and retention costs.

The Apprenticeship and Skills Training Working Group's work supports the BCFED and its affiliates in fighting for quality apprenticeship programs.

## EXPANDING SKILLED TRADES CERTIFICATION

Under the former BC Liberal government, skilled trades programs were deregulated, lowering on-the-job skill requirements. Fewer tradespeople received appropriate training and supervision, and apprenticeship completion rates plummeted. Workers saw their pay drop, with reduced job security and mobility.

Thanks to the advocacy of the BCFED and its affiliates, the BC government announced the return of skilled trades certification, passing legislation in 2022. The plan started with an initial set of trades including electricians, steam fitters, pipefitters, sheet metal workers, gas fitters, refrigeration and air conditioning mechanics, and three automotive trades. The Industry Training Authority was also renamed SkilledTradesBC.

In March 2023, unions won a further victory as the BC government committed to expanding skilled trades certification and created a process to add additional trades to the list. Several unions have applied to have their trades added.

## ADDRESSING UNDER-REPRESENTATION

The ASTWG discusses initiatives to increase opportunities for underrepresented groups in the skilled trades. Affiliates are seeing success in attracting and retaining workers through a multi-pronged approach: pushing for hard targets from industry through project labour agreements, offering financial support to current and prospective apprentices, providing mentorship programs, and actively shifting workplace culture. Affiliates are also calling for journey person-to-apprentice ratios to ensure apprentices have the support they need on jobsites.

Trades training schools also report they are putting an emphasis on teaching strategies to support students with learning disabilities. Sharing teaching strategies aimed at these students has also become a focus at many conferences and industry events.

## BCCWITT

The ASTWG receives regular reports on the work of the BC Centre for Women in the Trades (BCCWITT). BCCWITT advocates for the improved representation of Indigenous peoples, women and other under-represented groups in the skilled trades.

Since 2019, BCCWITT has supported hundreds of women through their Trades Training and Employment Workforce Development Agreement program, offered mentorship and other key supports to improve recruitment and retention, and provided training to help shift workplace culture to ensure that women and workers from other underrepresented groups do not face harassment on the job.

In 2024, BCCWITT was awarded funding by the BC government to launch Stand UP for Safe Workplaces, an innovative program that will help participants understand diversity, equity and inclusion through the lens of workplace safety,

including psychological injury prevention. The planned launch of the new program is scheduled for the spring of 2025.

## PUBLIC SUPPORT FOR PLAS AND INVESTMENT IN TRADES TRAINING

A project labour agreement (PLA) is a contract between government and workers, or between contractors and workers. It gives local residents priority for good, unionized jobs on public infrastructure projects like bridges, roads, hospitals, schools and more. PLAs also support the development of the construction workforce through apprenticeships, and support the employment of underrepresented groups like Indigenous workers and women.

The BC Federation of Labour, with the support of affiliates, conducted polling to assess public support for PLAs and skilled trades training. The polling demonstrated strong support for these initiatives:

- two-thirds of British Columbians support the use of PLAs
- respondents identified local employment incentives and the support for underrepresented workers as the biggest advantages of PLAs
- 84% had a positive view of increased government investment in trades training to recruit and train 50,000 new skilled trades workers in the next ten years
- 84% agreed the government should provide more funding to eliminate waitlists at trades schools.

## THE POISONED DRUG SUPPLY CRISIS

Eight years ago, death from toxic drugs was declared a public health emergency. The crisis has hit the construction industry particularly hard, with men employed in the construction industry

at a markedly higher risk of dying from opioid toxicity. The loss of colleagues, friends and family has been devastating, and advocates within the trades have been calling for better awareness, preventative measures and more funding for programs and supports to save lives.

Through the Construction Industry Rehabilitation Plan (CIRP), BC Building Trades (BCBT) members have had access to tailored support and treatment programs for more than three decades. In 2016, CIRP's programs were redesigned to incorporate the latest in evidence-based care. CIRP offers counselling, family supports, day and residential treatment options and an innovative opioid free pain management service. They have also developed the Build Strong app which provides on-demand access to mental health and substance use support. CIRP engages in proactive strategies to better understand the root cause of substance use.

Labour representatives from the BCFED, BCBT unions and CIRP were invited by the BC government to attend a roundtable of construction employers, unions and health care professionals in the spring of 2024 to develop a shared understanding of the problem, exchange information and brainstorm solutions.

Flowing from the roundtable, the Ministry of Mental Health and Addiction established a Substance Use in the Trades Working Group to make recommendations. The working group looked at education and prevention strategies, awareness of treatment processes and pain management approaches, and their recommendations will be used to develop an action plan. In the short term, the Ministry provided another year of funding to CIRP's pain-free drug clinic, developed a new public education and awareness campaign with direct input from construction workers, and began developing strategies to better monitor the impacts of substance use on workers.

## RECOMMENDATIONS

1. That the working group, with the BCBT, push to double the budget of SkilledTradesBC to improve per-seat funding for public post-secondary and union trades training programs.
2. That the working group work to support the successful implementation and full funding of skilled trades certification and its expansion to more trades.
3. That the working group push SkilledTradesBC to build a robust enforcement system to ensure compliance with certification requirements.
4. That the working group continue to advocate for journeypersons to provide on-the-job training and supervision to apprentices, and for the establishment of appropriate journeyperson-to-apprentice ratios.
5. That the working group continue to advocate for hiring quotas for Indigenous peoples, women, racialized workers and other underrepresented apprentices and journeypersons in the skilled trades.
6. That the working group continue to support the work of the BC Centre for Women in the Trades, and advocate for stable funding for their programs and services.
7. That the working group support the continued use of Project Labour Agreements on publicly funded infrastructure projects, to improve access to apprenticeships and family supporting jobs for local residents, and to increase the hiring of Indigenous peoples, women and racialized workers as apprentices and journeypersons.



## BCFED APPRENTICESHIP AND SKILLS TRAINING WORKING GROUP MEMBERS

Randy Anderson-Fennell, **ILWU-RWU 580**

Leslie Atkinson, **USW**

Brynn Bourke, **BCBT**

Dave Burton, **ILWU 502**

Frank Carr, **IUOE 115**

Layne Clark, **BCBT**

Bob Davis, **FPSE**

Phil Davis, **IBEW 213**

Karen Dearlove, **BCCWITT**

Maninder Dhesi, **BCIT FSA**

Rob Duffy, **BCGEU**

Trish Garner, **BCFED**

Walter Gerlach, **IAMAW District Lodge 250**

Jim Greenwell, **IBEW 258**

Shawn Harris, **USW**

Mark Longmore, **IUPAT 38**

Nav Malhotra, **CSWU/LiUNA 1611**

Kirk Mercer, **CUPE BC**

Tom Miller, **CSWU/LiUNA 1611**

T Mark Miller, **PSAC**

Denise Moffatt, **BCFED**

Mike Novak, **MoveUP**

Antonio Pantusa, **ILWU 500**

Allen Paterson, **BCGEU 701**

Will Schwarz, **UA 170**

Robert Sheck, **BC Insulators 118**

Hermender Singh Kailley, **BCFED**

Adam Van Steinburg, **IBEW 213**



# Indigenous Rights and Reconciliation Working Group

The Indigenous Rights and Reconciliation Working Group (IRRWG) reports directly to the Executive Council, and was created in the last term as part of the adoption of the BCFED Reconciliation Action Plan Framework. Made up of Indigenous and non-Indigenous leaders, staff, and rank and file union members appointed by their affiliates, the IRRWG collaborates on best practices in the labour movement on Indigenous rights and reconciliation.

At meetings of the working group, members share information across affiliates, including updates on resolutions passed at union conventions and news about new best practices implemented by affiliates. This is part of the work of large-scale culture shift to make our labour movement a safer place for Indigenous union members and help us create meaningful relationships with First Nations and urban Indigenous communities.

Over the past two years, the IRRWG has advised on implementation measures from the BCFED Reconciliation Plan Framework, and has met quarterly when working group members are available.

This spring, the working group held a strategic planning session to act on recommendations

received by the Indigenous Workers' Caucus of the BCFED and Calls to Action received by Elder Les Baker, president of the L'heidli T'enneh Atsiyan Inke Atsoo Elders Society at our regional conference in Prince George in 2023: Les Baker called on the BCFED and affiliates to, in no particular order:

- Actively demonstrate our commitment to reconciliation, and the importance of reconciliation by changing the Indigenous Rights and Reconciliation Group to a standing committee;
- At the beginning of each meeting, commit to ensuring that the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and reconciliation are considered throughout the agenda, and to hold each other accountable to do so;
- Allocate sufficient financial and human resources to fulfill the commitments made to Indigenous peoples, and recognize that budgetary allocations must align with the urgency and scale of the challenges faced by Indigenous communities, ensuring they receive the support necessary to overcome systemic barriers;

Created as part of the BCFED Reconciliation Action Plan Framework, the IRRWG collaborates on best practices in the labour movement on Indigenous rights and reconciliation.

- Use our influence and position to demonstrate how to be an effective ally, active bystander and advocate;
- Challenge our assumptions and beliefs, understanding that no one believes they are racist or discriminatory, and most people don't realize when they are stereotyping people;
- Be leaders, and leave a legacy by being an advocate to demand justice on behalf of Indigenous workers – in policing, in child welfare and in clean, safe water, or choose one of these important issues and focus your efforts there; and
- Perform a comprehensive, collaborative reassessment of the policies, programs, and initiatives that were meant to address the needs of Indigenous people, in close collaboration with Indigenous leaders, representatives, and organizations, ensuring their voices are at the forefront of decision-making processes.

The Indigenous Workers Caucus of the BCFED gave the following recommendations to our organization, to help guide us toward creating a culturally safe labour movement:

- Review resolutions 183 and 189 from the 2020 BCFED Convention and report on progress;
- Create, in partnership with Indigenous Workers Caucus, an Indigenous cultural safety / ethical framework to cultivate safety in union spaces, and implement Indigenous cultural safety training (including decolonization, Indigenization, Reconciliation, Indigenous allyship & anti-Indigenous racism) for the Executive Council and staff of the BCFED; and
- Promote healing by having Indigenous grief counselors who are trauma- and equity-Informed in conference spaces, and adding Indigenous elders/Knowledge Keepers for the purpose of consultation and inclusion of Indigenous cultural safety at events.

Some steps have been taken to implement these recommendations, including hiring Indigenous counselors to be available to provide emotional

support at BCFED Regional Conferences and the BCFED anti-racism engagements held in fall 2023. The BCFED has also brought in Indigenous facilitators like Elder Les Baker and Elder Eddie Gardiner to provide educational programming for the Executive Council and BCFED staff and delegates at both the 2023 and 2024 Regional Conferences held in Prince George and Chilliwack respectively.

This group will continue to meet over the next term to work toward these and other goals to further Indigenous rights and reconciliation within our movement.

## INDIGENOUS RIGHTS AND RECONCILIATION WORKING GROUP MEMBERS

Brett Bird, **IATSE 891**

Kassandra Cordero, **BCFED**

Angie Dawson, **BCGEU**

Coralie Gregoire, **BCGEU**

Christine Holowka, **UFCW 1518**

Rick Joe, **BCTF**

Heather Mandziuk, **HEU**

Danielle Marchand, **BCGEU**

Julia McKay, **USW**

Sean McQuillan, **IATSE 891**

Debra Merrier, **CUPE**

Alan Otrosina, **PSAC**

Colin Sanderson, **MoveUP**

Lynn Serhan, **HEU**

Hermender Singh Kailley, **BCFED**

Sussanne Skidmore, **BCFED**

Gail Stromquist, **BCTF**

Louella Vincent, **HEU**

Tristen Wybou, **BCGEU**

# Solidarity Working Group

Homophobic and transphobic rhetoric has increased alarmingly across the country, as right-wing politicians see an opportunity to use fear and misinformation to drive anti-trans sentiment and use it as a wedge issue at the ballot box.

Their campaign has particularly targeted BC's groundbreaking Sexual Orientation and Gender Identity (SOGI) resources, a set of age-appropriate supplementary teaching materials that support safer, more inclusive schools for students of all sexual orientations and gender identities. SOGI resources help protect all students from bullying and harassment and make our schools safer for everyone. But misinformation about what is being taught spread via social media and rumors leading to protests at schools, school board offices, libraries and teacher union offices.

At the May 2023 Canadian Labour Congress, activists identified the need for labour to coordinate an on-the-ground response to transphobic protests and passed a motion encouraging affiliates to push back and to create flying squads to support community members and organizations facing these attacks. In BC, a group of affected members, allies and community supporters formed the BC Labour Against Transphobia Flying Squad (BCFS). This informal

network began building communication tools, offering de-escalation training and providing on-the-ground support for vulnerable people in communities across the province.

In fall 2023, the BCFED's Executive Officers established the Solidarity Working Group as a subcommittee of the Political Action Committee to build responses to right-wing political attacks, receive reports and requests from the BCFS, and discuss member education and other internal strategies.

## TERMS OF REFERENCE

One of the first tasks of the new working group was to confirm its terms of reference. The working group's mandate is to:

- learn from the community about the impact of demonstrations of hate, how they are responding, the resources they are using and the support they are requesting;
- learn about, develop and support strategies for allies to create safer spaces for people from equity-deserving communities;
- support the coordination of affiliates in responding to demonstrations of hate in our communities (including coordination with

Established in fall 2023 amid rising right-wing attacks, the Solidarity Working Group builds responses, receives reports and requests from the BCFS, and discusses member education and other internal strategies.

the BCFS, identify the resources needed to respond and make recommendations to BCFED Officers;

- share information about right-wing political tactics and develop counter strategies and a positive vision that affiliates, community organizations and political parties can use and promote;
- discuss and recommend the implementation of education, resources and other strategies to promote social justice among union members; and
- affirm that social justice is at the core of the work of the labour movement.

## BC FLYING SQUAD AGAINST TRANSPHOBIA

Having mobilized allies in the September 2023 counter-protest effort, the Flying Squad has evolved into a coalition of activists and organizers supported by regional coordinators and working groups. While it does not lead counter protests, it supports grassroots activists with its members' experience as labour activists, shares information and establishes a visible and supportive presence where needed, from school board meetings and public libraries to the summer's Pride parades and events.

While the BCFS isn't part of the BCFED, it still provides regular reports and updates to the Solidarity Working Group, ensuring a valuable connection between unions and the community.

## POLLING

To better understand public sentiment, the BCFED included a series of questions around the use of SOGI resources in schools in its quarterly public opinion poll. The results of the polling were shared with the Solidarity Working Group.

The polling demonstrated many heartening trends, including strong support for efforts to prevent kids from discrimination and harassment in schools. A strong majority of respondents agree that teaching about diversity and inclusion improves learning outcomes for all students, and they support schools using educational resources that reflect the full spectrum of families in our communities, including same-sex families. The polling also highlighted the need for continued education and communication with parents and community members, to counter misinformation and build confidence in the age-appropriateness of SOGI materials.

## SAFE ACCESS TO SCHOOLS LEGISLATION

To protect students, teachers and support staff in schools, from the hostility of anti-SOGI protests, the BC NDP government passed the *Safe Access to Schools* legislation in May of 2024. The legislation establishes access zones around schools and prohibits "protests and other conduct in those zones that impedes access, disrupts the provision of educational programs or extracurricular school activities or causes concern for a person's physical or mental safety."

The legislation was welcomed by affiliates as an additional safety measure to protect workers from violence and bullying and harassment on the job.

## CONSERVATIVE TACTICS

Over the past two years provincial political parties have adopted strategies honed by federal Conservative leader Pierre Poilievre's team. Poilievre has successfully played wedge politics by stirring up emotional responses, playing up divisions, engaging in personal attacks and manipulating "facts". These same tactics are being used to spread fear and anti-trans hate.

Progressives need to understand these tactics and carefully analyze the growing movement



of conservatism across the country. To this end, the full Political Action Committee heard a presentation about the federal political landscape from Brent Farrington, the CLC's National Director, Political Action and Communications. He focused on the rise of popularity of the federal Conservative party and how unions and progressive political parties can respond.

## MEMBER EDUCATION

The Solidarity Working Group discusses strategies to support union members in developing allyship skills and countering anti-trans sentiment within workplaces. Committee members share recommended resources, names of effective facilitators and course outlines. Two course offerings are highlighted below:

### BCFS DE-ESCALATION TRAINING

The ferocity of the protests was unsettling and the BCFS quickly realized that their work needed to extend beyond mobilization. BCFS organizers worked quickly to develop de-escalation and self-defense training and offer it in various communities across the Lower Mainland and Fraser Valley where the bulk of the anti-trans protests were occurring. The training efforts are ongoing and have been supported by many affiliates, who provide financial support for the training and encourage their members to attend.

### BUILDING SOLIDARITY IN POLARIZING TIMES WORKSHOP

A new CLC workshop, *Building Solidarity in Polarizing Times*, focuses on how to prepare union leaders and members to have difficult conversations about divisive issues. These skills will be essential to defeating conservative parties in elections. The workshop looks at why these conversations are important to have, how to bridge divides, and how to manage your own reactions during the conversations. Participants learn specific conversational tactics and how

to set boundaries. The workshop also covers when and where these conversations are most effective. The course incorporates role play and hands-on activities to reinforce the learning.

The workshop was offered with very positive responses at the BCFED's June 2024 Regional Conference in Chilliwack.

## SOLIDARITY WORKING GROUP MEMBERS

Neal Adolph, **CUPE BC**

Reah Arora, **BCFED**

Dora Boyd, **BCGEU-BCFMWU**

Crystal Braunwarth, **IATSE 891**

Kassandra Cordero, **BCFED**

Rob Cottingham, **BCFED**

Trish Garner, **BCFED**

David Herrera, **BCGEU**

Clint Johnston, **BCTF**

Rysa Kronebusch, **MoveUP**

Jaime Matten, **BCFED**

Richard May, **PSAC**

Denise Moffatt, **BCFED**

Sheila Moir, **BCFED**

DJ Pohl, **BCGEU**

Sara Rozell, **HEU**

Kristin Schnider, **PSAC**

Hermender Singh Kailley, **BCFED**

Sussanne Skidmore, **BCFED**

Matt Stogran, **BCGEU-BCFMWU**

Carissa Taylor, **CUPE BC**

Leilah Thiel, **MoveUP**

Robin Toszczak, **BCTF**

Sam Wiese, **BCFORUM**

# Financial Statements

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# Trustees' Report to Convention

July 29, 2024

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 April 1, 2023, to March 31, 2024.

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.

We raised questions regarding our recommendations from our previous report:

- We note there will be a resolution at Convention to amend Article 16 Section 5 to align with current changes in the fiscal year.
- We note there will be a resolution at Convention to amend the wording in Article 11 Section 1(d) regarding the alternate trustee.
- The Executive Council Meeting Minutes were made available at the Trustee Meeting as per our recommendation.
- Lastly, the amendment of the Financial Policy is on hold pending appointment of a new member to the Finance Committee.

Signed:

A handwritten signature in black ink, appearing to read "Brenda Chu", with a stylized flourish at the end.

**Brenda Chu**

Movement of United Professionals (MoveUP)

A handwritten signature in blue ink, appearing to read "Jeane Andrews", with a stylized flourish at the end.

**Jeane Andrews**

IATSE Local 891

A handwritten signature in blue ink, appearing to read "Shane Polak", with a stylized flourish at the end.

**Shane Polak**

PSAC BC Region UVAE 20045

# 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 March 31, 2024, and the statements of operations, changes in fund balances and cash flows for the period then ended, and notes to the financial statements and schedules, 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 March 31, 2024, and the results of its operations and its cash flows for the period 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.

**MNP**

Chartered Professional Accountants

Port Moody, B.C.

T: 604.949.2088 F: 604.949.0509

June 17, 2024

## STATEMENT OF FINANCIAL POSITION *As at March 31, 2024*

	BCFED General Fund	OH&S Centre	BCCWITT	2024	2023
<b>Assets</b>					
<b>Current</b>					
Cash	1,210,558	1,743,171	2,086,651	5,040,379	2,025,618
Investments	1,088,429	2,164,091	1,157,325	4,409,845	4,264,960
Accounts receivable	375,861	126,790	143,649	646,300	681,322
Prepaid expenses	227,817	27,810	6,615	262,242	228,235
Interfund balances	693,200	(560,002)	(133,198)	-	-
	3,595,865	3,501,860	3,261,042	10,358,766	7,200,135
<b>Capital assets</b> (Note 3)	261,329	550,500		811,828	655,130
<b>Investment</b> in BCFED Holding Society (Note 4)	4,020,546			4,020,546	3,864,052
	7,877,740	4,052,360	3,261,042	15,191,140	11,719,317
<b>Liabilities</b>					
<b>Current</b>					
Accounts payable and accruals	448,172	233,208	108,170	789,548	827,494
Deferred contributions (Note 5)	1,193,989	1,744,490	3,152,872	6,091,351	3,877,749
	1,642,161	1,977,698	3,261,042	6,880,899	4,705,243
Commitments (Note 7)					
<b>Fund balances</b>	6,235,579	2,074,662		8,310,241	7,014,074
	7,877,740	4,052,360	3,261,042	15,191,140	11,719,317

Approved on behalf of the Board:

e-Signed by  
Susanne Skidmore, President  
June 27, 2024

e-Signed by  
Hermender Singh Kailley, Secretary-Treasurer  
June 27, 2024

*The accompanying notes are an integral part of these financial statements*

**STATEMENT OF OPERATIONS** for the year ended March 31, 2024

	BCFED General Fund	OH&S Centre	BCCWITT	2024	2023
<b>Revenue</b>					
BC Centre for Women in the Trades	-	-	2,079,110	2,079,110	1,427,167
Campaign and Defence	51,660	-	-	51,660	46,026
Cost neutral campaigns (Schedule 1)	226,759	-	-	226,759	257,992
Course registration fees	-	762,135	-	762,135	601,755
Interest, rent and other	383,254	197,786	-	581,040	126,363
Organizing Institute per capita	5,791	-	-	5,791	-
Per capita assessments	3,696,232	-	-	3,696,232	2,340,530
WCB project funds	-	3,799,648	-	3,799,648	1,373,756
Youth Education program	40,000	-	-	40,000	-
<b>Total revenue</b>	<b>4,403,696</b>	<b>4,759,569</b>	<b>2,079,110</b>	<b>11,242,375</b>	<b>6,173,589</b>
<b>Expenses</b>					
Amortization	48,496	80,602	-	129,098	62,446
Auto expenses	32,525	33,061	13,195	78,780	43,754
BC Centre for Women in the Trades	-	-	263,722	263,722	235,033
Campaign and Defence	116,842	-	-	116,842	46,026
Communications	24,509	325,867	35,621	385,998	195,093
Conferences and meetings (Schedule 2)	74,273	-	-	74,273	25,221
Convention (Schedule 3)	-	-	-	-	460,991
Cost neutral campaigns (Schedule 1)	226,759	-	-	226,759	257,992
Courses	-	190,698	-	190,698	98,514
Donations	13,447	-	-	13,447	26,299
Education and facilitator training	12,236	24,265	396,852	433,353	308,652
Information technology	216,053	-	-	216,053	51,328
Office (Schedule 4)	195,296	179,545	42,395	417,235	141,664
Organizing Institute expenses	5,791	-	-	5,791	2,290
Professional fees	74,106	55,701	13,186	142,993	49,960
Public relations	76,064	15,276	96,427	187,768	115,141
Rent and hydro	427,369	159,728	-	587,097	113,557
Repairs and maintenance	58,546	-	-	58,546	2,463
Salaries and benefits (Schedule 5), (Schedule 6), (Schedule 7)	2,694,926	2,490,519	1,031,710	6,217,155	3,775,937
Travel	66,895	96,130	186,002	349,027	234,471
Youth Education program	15,596	-	-	15,596	11,344
<b>Total expenses</b>	<b>4,379,729</b>	<b>3,651,392</b>	<b>2,079,110</b>	<b>10,110,231</b>	<b>6,258,176</b>

continued on next page

**STATEMENT OF OPERATIONS** *continued from previous page*

	BCFED General Fund	OH&S Centre	BCCWITT	2024	2023
<b>Excess (deficiency) of revenue over expenses before other items</b> <i>(continued from previous page)</i>	23,967	1,108,177	-	1,132,144	(84,587)
<b>Other items</b>					
Unrealized change on investments	7,529	-	-	7,529	3,543
BCFED Holding Society <i>(Note 4)</i>	156,494	-	-	156,494	77,555
	164,023	-	-	164,023	81,098
<b>Excess (deficiency) of revenue over expenses</b>	187,990	1,108,177	-	1,296,167	(3,489)

**STATEMENT OF CHANGES IN FUND BALANCES** *for the period ended March 31, 2024*

	BCFED General Fund	OH&S Centre	BCCWITT	2024	2023
<b>Fund balances, beginning of year</b>	6,047,589	966,485	-	7,014,074	7,017,563
<b>Excess of revenue over expenses</b>	187,990	1,108,177	-	1,296,167	(3,489)
<b>Fund balances, end of year</b>	6,235,579	2,074,662	-	8,310,241	7,014,074

**STATEMENT OF CASH FLOWS** *for the period ended March 31, 2024*

<b>Cash provided by (used for) the following activities</b>		
<b>Operating</b>	1,296,167	(3,489)
Excess (deficiency) of revenue over expenses		
Amortization	129,098	62,446
BCFED Holding Society equity income	(156,494)	(77,555)
	1,268,771	(18,598)
<b>Changes in working capital accounts</b>	35,022	(479,779)
Accounts receivable		
Prepaid expenses	(34,007)	84,935
Accounts payable and accruals	(37,945)	(124,282)
Deferred contributions	2,213,601	(336,002)
	3,445,442	(873,726)
<b>Investing</b>	(285,797)	(16,775)
Purchase of capital assets		
Purchase of investments	(144,884)	-
Net proceeds on disposal of investments	-	15,653
	(430,681)	(1,122)
<b>Increase (decrease) in cash</b>	3,014,761	(874,848)
<b>Cash, beginning of year</b>	2,025,618	2,900,466
<b>Cash, end of year</b>	5,040,379	2,025,618



## NOTES TO THE FINANCIAL STATEMENTS

*For the period ended March 31, 2024*

### 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 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 April 2024 through to March 2026.
- The B.C. Centre for Women in the Trades Fund (“BCCW ITT”) 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 March 31, 2024 and for the period 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
Leasehold improvements	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 period.

The BCFED subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by quoted market prices. All other financial assets and liabilities are subsequently measured at amortized cost.

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

### **Arm's length financial instruments**

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

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

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 excess (deficiency) of revenue over expenses. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

### **Related party financial instruments**

The BCFED initially measures the following financial instruments originated/acquired or issued/assumed in a related party transaction ("related party financial instruments") at cost on initial recognition. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received.

The BCFED subsequently measures related party financial instruments using the cost method less any reduction for impairment.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of related party financial instruments are immediately recognized in excess (deficiency) of revenue over expenses.

### **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 period. 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 period excess (deficiency) 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 (deficiency) of revenue over expenses in the period 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 period.

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

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

**Employee future benefits**

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

**Leases**

A lease that transfers substantially all of the benefits and risks of ownership is classified as a capital lease. At the inception of a capital lease, an asset and a payment obligation is recorded at an amount equal to the lesser of the present value of the minimum lease payments and the property's fair market value. Assets under capital leases are amortized using the declining balance method, over their estimated useful lives. All other leases are accounted for as operating leases and rental payments are expensed as incurred.

The BCFED has an operating lease with an unrelated party for use of its operating premises (see Note 7).



### 3. CAPITAL ASSETS

	Cost	Accumulated amortization	2024 Net book value	2023 Net book value
Computer software	795,360	265,120	530,240	609,776
Furniture and equipment	300,312	98,696	201,616	45,354
Leasehold improvements	85,304	5,332	79,972	-
	1,180,976	369,148	811,828	655,130

### 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 March 31, 2024 and for the period then ended are summarized as follows:

	2024	2023
<b>Financial position</b>		
Assets	4,025,834	3,867,052
Liabilities	5,288	3,000
Net assets		
Building certificates	125,000	125,000
Unrestricted net assets	3,895,546	3,739,052
Total net assets	4,020,546	3,864,052
Total liabilities and net assets	4,025,834	3,867,052
<b>Statement of operations</b>		
Revenue	161,979	79,408
Expenditures	(5,485)	(1,853)
Excess of revenue over expenditures	156,494	77,555

## 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	2024	2023
Apprenticeship program	151,255	-	-	151,255	45,124
Campaign and Defence	314,558	-	-	314,558	366,218
Contingency	127,777	-	-	127,777	90,441
Cost neutral campaigns	286,542	-	-	286,542	141,402
Deferred rent and other	167,108	-	-	167,108	71,658
Just Transition program	1,500	-	-	1,500	26,500
Organizing Institute	98,614	-	-	98,614	104,406
Polling	24,688	-	-	24,688	24,688
Scholarship Funds	21,947	-	-	21,947	18,847
DIVERSEcity Community Resources Society	-	-	-	-	48,947
Prepaid course registrations	-	75,859	-	75,859	30,084
WCB project funds	-	1,668,631	-	1,668,631	961,032
BCCWITT	-	-	3,040,569	3,040,569	1,762,493
Bystander program	-	-	112,303	112,303	109,681
Women and Gender Equality	-	-	-	-	76,228
Balance, end of period	1,193,989	1,744,490	3,152,872	6,091,351	3,877,749

## 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 period-end.

## 7. COMMITMENTS

The BCFED has entered into a lease agreement for use of its operating premises subject to minimum monthly rent of \$55,883 until November 2032, totaling \$5,811,875 over the remaining lease term.

### SCHEDULE 1: GENERAL FUND – SCHEDULE OF COST NEUTRAL CAMPAIGNS

*For the year ended March 31, 2024 (Audited)*

	12 Months Ended March 31 2024	7 Months Ended March 31 2023
Revenue		
More Than a Bystander	8,549	103,400
Public Sector Working Group	104,000	104,000
B.C. Lions Labour Night	42,000	-
Polling	72,210	50,592
	<u>226,759</u>	<u>257,992</u>
Expenses		
More Than a Bystander	8,549	103,400
Public Sector Working Group	104,000	104,000
B.C. Lions Labour Night	42,000	-
Polling	72,210	50,592
	<u>226,759</u>	<u>257,992</u>
Excess of revenue over expenses	<u>-</u>	<u>-</u>

*See Accompanying Independent Auditors' Report and Notes to Financial Statements*

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

For the year ended March 31, 2024 (Audited)

	12 Months Ended March 31 2024	7 Months Ended March 31 2023
Revenue		
Expenses		
Conferences and meetings	74,273	25,221
Deficiency of revenue over expenses	(74,273)	(25,221)

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

(Audited)

	12 Months Ended March 31 2024	7 Months Ended March 31 2023
Revenue		
Convention registration fees	-	339,150
Deferred contributions - contingency	-	180,000
Convention booth fees	-	17,771
	-	536,921
Expenses		
Facilitators and speakers	-	11,450
Rental, accommodations and meals	-	394,424
Set up hall and room	-	191,858
Sound and equipment	-	258,333
Sundry	-	14,946
Supplies and kits	-	46,607
Technical services and equipment	-	80,294
	-	917,618
Deficiency of revenue over expenses	-	(460,991)

See Accompanying Independent Auditors' Report and Notes to Financial Statements



## SCHEDULE 4: GENERAL FUND – SCHEDULE OF OFFICE EXPENSES

(Audited)

	12 Months Ended March 31 2024	7 Months Ended March 31 2023
Equipment leases	17,837	7,428
Insurance	10,260	9,662
Moving costs	8,136	796
Memberships and subscriptions	60,000	47,836
Bank charges and sundry	46,218	11,090
Office supplies, printing and stationery	52,845	20,045
	<u>195,296</u>	<u>126,179</u>

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

For the period ended March 31, 2024 (Audited)

	12 Months Ended March 31 2024	7 Months Ended March 31 2023
<b>Salaries:</b>		
Officers		
H. Kailley	156,809	54,705
L. Cronk	-	58,089
S. Skidmore	193,654	82,933
Managers and directors	897,428	515,264
Administrative support staff	625,197	364,257
	<u>1,873,088</u>	<u>1,075,248</u>
Allocated to OH&S as administrative fee	(31,655)	(17,643)
Allocated to BCCWITT as administrative fee	-	(16,303)
	<u>1,841,433</u>	<u>1,041,303</u>
<b>Employee benefits:</b>		
Medical benefits	159,574	88,138
Canada Pension Plan and Employment Insurance premiums	181,569	114,278
Retirement plan contributions	218,807	127,527
Wage loss indemnity, AD&D, Life Insurance and long-term disability	84,647	45,177
Other benefits	208,896	139,680
	<u>853,493</u>	<u>514,800</u>
Total General Fund salaries and employee benefit expenses	<u>2,694,926</u>	<u>1,556,103</u>

See Accompanying Independent Auditors' Report and Notes to Financial Statements

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

For the period ended March 31, 2024 (Audited)

	12 Months Ended March 31 2024	7 Months Ended March 31 2023
<b>Salaries:</b>		
Executive Director	26,336	68,227
Directors	315,379	196,542
Coordinators and facilitators	757,336	467,443
Administration staff	466,668	265,081
	<u>1,665,719</u>	<u>997,293</u>
<b>Employee benefits:</b>		
Medical benefits	114,582	69,510
Canada Pension Plan and Employment Insurance premiums	221,616	155,551
Retirement plan contributions	162,547	95,463
Wage loss indemnity, AD&D, Life insurance and long-term disability	78,460	44,639
Other benefits	196,734	145,782
	<u>773,939</u>	<u>510,945</u>
<b>Contractors:</b>		
EAL Program	-	-
OH&S Program	17,232	27,809
MH Program	2,890	3,795
Community Education Program	30,739	13,701
	<u>50,861</u>	<u>45,305</u>
Total OH&S Centre salaries and employee benefit expenses	<u>2,490,519</u>	<u>1,553,543</u>

See Accompanying Independent Auditors' Report and Notes to Financial Statements

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

For the period ended March 31, 2024 (Audited)

	12 Months Ended March 31 2024	7 Months Ended March 31 2023
<b>Salaries:</b>		
Executive Director	117,732	67,405
Executive Assistant	74,874	60,812
Coordinators	531,355	288,186
	<u>723,962</u>	<u>416,404</u>
<b>Employee benefits:</b>		
Medical benefits	61,585	35,212
Canada Pension Plan and Employment Insurance premiums	68,765	47,922
Retirement plan contributions	90,680	55,479
Wage loss indemnity, AD&D, Life insurance and long-term disability	34,549	19,059
Other benefits	52,169	92,215
	<u>307,748</u>	<u>249,886</u>
Total BCCWITT Fund salaries and employee benefit expenses	<u>1,031,710</u>	<u>666,290</u>

See Accompanying Independent Auditors' Report and Notes to Financial Statements

# Standing Committee Reports

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# Climate Justice and Jobs Committee

Following the 2022 Convention, the Climate Change Standing Committee spent considerable energy redefining the focus and scope of work in this area. The result was a roadmap of the work ahead, and a change in the committee name to better reflect the scope of the work ahead — from Climate Change Standing Committee to Climate Justice and Jobs Standing Committee (CJJSC).

The guiding principle of the committee is to ensure that working people are at the centre of any plans to address climate change and the increasing number of climate emergencies affecting our province.

Over the last two years, the BCFED has moved forward on its climate, justice and jobs initiative with great success: building trust and relationships throughout the labour movement, hosting and supporting educational events, undertaking research and polling, engaging in government advocacy, and launching public campaigns.

Committee members from across affiliates have fully participated in this work, including sub-committees that have been struck to advance specific files and projects. This collaboration has been at the core of our successes to date.

## CONNECTING BC: A 10-YEAR VISION FOR PUBLIC TRANSIT THROUGHOUT BC

In partnership with CCPA-BC, we developed and launched a province-wide plan to build a public transit system that will support British Columbians today and into the future.

On February 16, 2024, with a press release, e-newsletter, campaign website and amplification toolkit, including social media assets, we launched our report *Connecting BC: A 10-year vision for public transit throughout BC*. You can find it at [workersdeservebetter.ca/transit](https://workersdeservebetter.ca/transit).

This report and public campaign provide an inspiring and evidence-based proposal for the BC government to invest in a comprehensive, inclusive and affordable public transit system, which would meet the twin challenges of climate change and affordability, as well as provide job opportunities. Transportation is the number one sector for greenhouse gas (GHG) emissions in BC, so this proposal has the potential to make a significant difference in achieving our targets for a low-carbon future.

To date, we have received remarkable community engagement and support for the plan.

Following the release of the plan, we embarked on a focused government relations effort, to ensure that decision-makers across government departments and ministries understood the plan and the opportunities it highlights.

Special thanks to Vancity for funding this project.

## CLIMATE OCCUPATIONAL HEALTH AND SAFETY

To increase public awareness about the impacts of climate events on the workplace, we have created a Climate OH&S Subcommittee consisting of members of the BCFED's CJJSC and Occupational Health & Safety Standing Committee. This sub-committee has worked with community groups and hosted an educational event about heat stress. For more information on this sub-committee, please see the OH&S Standing Committee report.

## COLLECTIVE AGREEMENT LANGUAGE

The committee has also turned its attention to best practices in collective agreement language that promote the goals of any climate initiative having good jobs and livelihood of working people at its core. We encourage affiliates to share anything they negotiate with each other and the CJJSC.

## GOVERNMENT ENGAGEMENT

Due to the relationships we have built and the consultations we have participated in, over the two years, the BCFED and our affiliates are now seen as a critical partner by the BC government on areas of climate, jobs and the economy. Throughout these engagements, we continue to highlight the need for public investment to be connected to public benefits, including good, unionized, family- and community-supporting jobs and careers. These opportunities include:

- BC/federal partnership on the **Regional Energy and Resource Table (RERT)**: We participated in multiple meetings and engagements (provincial and federal, with the CLC), as well as coordination with affiliates to meet directly with this joint government team. Our work included an early submission on the Interim Workplan,

and we commissioned a UBC graduate student to research and write internal Climate Reality Checks (four-page briefs) on government-identified RERT priorities for affiliate education and awareness.

- **Clean Transportation Action Plan:** We held an affiliate roundtable with over 30 participants (including presentations from community groups and academics on transportation priorities), resulting in a submission to the provincial government.
- **Future Ready Action Plan and Skilled Trades Certification:** We worked to ensure labour issues and skilled trades training are meaningfully included and funded.
- **Climate Aligned Energy Framework:** The BCFED attended roundtable and ensured affiliates included in the future.
- **Sustainable Jobs Act:** We worked with the CLC to ensure labour representation and issues are adequately included in this federal initiative.
- **Environment, Social & Governance (ESG) Centre of Excellence:** We coordinated meeting with affiliates to inform the purpose of the centre and provided resources to include worker rights and employment standards in its work.

Our movement has also been well represented at the BC government's Climate Leadership Council. Labour representatives David Black (MoveUP) and DJ Pohl (BCGEU) have been committed participants at this table, as well as actively reporting back to the CJJSC so we are collectively able to support this work.

## DEVELOPING A COLLECTIVE LABOUR VISION FOR CLIMATE JUSTICE AND JOBS

All the work above is aiming towards the long-term goal of the committee: to develop and advocate for a collective vision for a labour-led, worker-centred climate justice and jobs plan. This includes building affiliate relationships, trust and engagement, particularly with affiliates representing workers in impacted energy and resource sectors.

This work will include a province-wide tour to engage with workers in impacted sectors, site visits and town hall sessions, with the goal of informing this worker-led plan for the future of our economy.

The committee thanks Scott Lunny (USW) and Karen Ranalletta (CUPE) for their commitment as co-chairs of the committee, and also thanks Lori Mayhew (MoveUP) for her time and dedication as co-chair.

## RECOMMENDATIONS

1. That the committee engage in the production of a labour-led, worker-centred Climate Justice and Jobs Plan for BC.
2. That the committee support affiliates' lobby efforts and campaigns on climate and worker transition issues.
3. That the committee continue to advocate for and lobby the provincial government on a province-wide, accessible and public transit plan for BC.
4. That the committee work with Indigenous workers and allied Indigenous organizations and individuals to discuss deeper collaboration and conversation on the impact of climate change and climate emergencies in BC, and on climate justice and jobs.
5. That the committee continue to engage working people from all backgrounds, regions and sectors of the labour movement as well as our allies throughout the province.
6. That the committee collaborate with the BCFED Occupational Health and Safety Standing Committee to address the workplace dangers created by the impacts of climate change.
7. That the committee share and promote opportunities to educate workers and the broader public about climate change and work to ensure workers do not pay a disproportionate price for progressive climate policy.

## CLIMATE JUSTICE AND JOBS COMMITTEE

Janet Andrews, **NWDL**

Hart Banack, **UNBCFA**

Hillary Bergshoeff, **IATSE**

Crystal Braunwarth, **IATSE**

Rob Cantrup, **IBEW**

Jing Chen, **UNBCFA**

Denise Chisholm, **BCFORUM**

Layne Clark, **BCBT**

Lisa Crema, **HEU**

Karen Dearlove, **BCCWITT**

Bob Dhaliwal, **ILWU**

Tara Ehrcke, **BCTF**

Trish Garner, **BCFED**

Marc Godin, **BCGEU-BCFMWU**

Naleena Gounder, **BCFED**

Kerry Ann Herron, **BCGEU-CEU**

Kerly Hitchcock, **BCIT FSA**

Kate Holowatiuk, **CUPW**

Susan Howatt, **BCGEU**

John Humphrey, **IAMAW**

Candis Johnson, **HSA**

Rosalind Kellett, **BCFORUM**

Rysa Kronebusch, **MoveUP**

Scott Lunny, **USW, Co-Chair**

Jaime Matten, **BCFED**

Jennifer McNeil, **IATSE**

Charlotte Millington, **HEU**

Jamey Mills, **PSAC**

Nicole Molinari, **PEA-HESU**

DJ Pohl, **BCGEU**

Michelle Poulsen, **HEU**

Karen Ranalletta, **CUPE**

Nicole Seguin, **HSA**

Hermender Singh Kailley, **BCFED**

Ron Thring, **UNBCFA**

Stephen Von Sychowski, **VDLC**

Megan Washington, **BCGEU**

Ishani Weera, **BCFED**

Eva Wong, **BCIT FSA**

Warren Wulff, **PSAC**



# Human Rights Committee

Over the past two years, the human rights landscape in BC has continued to shift. We have witnessed several positive initiatives from our BC NDP provincial government, while also experiencing a retrenchment from alt-right agitators against First Nations communities, the 2SLGBTQIA+ community and anti-racism initiatives. Internationally we have grappled with the trauma of war, genocide and conflict in a number of regions, including Ukraine, Palestine, Sudan and more. Taking the lead of the Canadian Labour Congress (CLC), we continue to support actions of solidarity with the peoples of those nations.

We are heartened to watch our movement fight back with acts of community solidarity, rallies, security training, healing sessions and policy and engagement work. The following is a brief overview of the work this Committee has taken on over the past two years.

## BCFED EQUITY CAUCUSES AND WORKING GROUPS

The BCFED Human Rights Standing Committee has four equity caucuses and multiple working groups that feed into its work, including:

- Indigenous Workers Caucus;
- Racial Equity and Justice Caucus;
- Accessibility Workers Caucus;
- 2SLGBTQIA+ Workers Caucus, which also includes the Trans Workers Working Group; and
- Indigenous Rights and Reconciliation Working Group.

You can find the reports of these groups in the Executive Council Report, starting on page 28.

## STRENGTHENING UNDERSTANDING AND PRACTICE ON HUMAN RIGHTS IN THE LABOUR MOVEMENT IN BC

Over the past term, the Human Rights Standing Committee has focused on education and supporting community work and integration on issues of equity and human rights in BC.

This programming began at the 2022 BCFED Convention with our Human Rights Forum on November 20. Over 150 people participated in an afternoon that featured Carleen Thomas, Special Projects Manager in the Treaty Lands and Resource Department at the Tsleil-Waututh Nation; Spring Hawes, disability and ableism education and lived experience educator and co-chair of the Provincial Accessibility Committee; Amrit Sanghe, an active member of the BC Teachers' Federation (BCTF) and a leader of the Anti-Oppression Educators Collective; and Adrienne Smith, a long-time labour movement activist and Supreme-Court-case-winning labour and human rights lawyer. The discussion was moderated by BCFED President Sussanne Skidmore and wove threads of decolonial practice, inter-sectional community building and calls to action through a dynamic and engaging discussion.

The next day, Convention delegates were treated to a panel discussion with BC Human Rights Commissioner Kasari Govender, HEU Secretary-Business Manager Meena Brisard, then-Parliamentary Secretary for Anti-Racism

Initiatives Rachna Singh, and Spring Hawes. Delegates learned about the reinstatement of the BC Human Rights Commission, the provincial government's anti-racism work, the HEU's work on bargaining for equity and human rights, and the work of the Provincial Accessibility Committee.

## UNDERSTANDING PRECARIITY IN BC MIGRANT CARE WORKER PROJECT

The BCFED has been involved in a project of the Understanding Precarity in BC (UP-BC) partnership entitled *Exploring the Intersections of Immigration Policy, Racism, and Precarity for Migrant Care Workers, Phase II: The 2024/2025 Pilots*.

Migrant care workers — especially racialized women — have experienced precarious status and unclear futures in Canada for decades. Permanent residency upon arrival has long been a demand by care worker activists and advocates, supported by the BCFED and the Migrant Rights Network of Canada. The UP-BC project investigates Canada's proposed 2024-2026 caregiver pilot programs, intended to bring 15,000 in-home care workers to Canada as permanent residents immediately on arrival. It aims to understand their experiences in these new programs, and whether/how they mitigate the precarity that comes with temporary status.

This project is an important part of furthering our understanding of the realities faced by migrant care workers and will give us the data necessary to better advocate for policy that levels the playing field for these workers.

We are excited to have been invited to be organizational co-authors on the project's report. The final report is available on the BCFED website.

## COLLABORATING WITH THE BC HUMAN RIGHTS COMMISSION

The BC Office of the Human Rights Commission invited the BCFED to participate in its Employment Equity Committee, which met over two years in 2022 and 2023, culminating in the launch of an employment equity toolkit in March of 2023. The BCFED organized engagement sessions with communities of workers with intersectional identities to inform the commission on measures to include in the toolkit for employers on hiring diverse workers and supporting them for success within the workplace.

## ANTI-RACISM

Funded by the Ministry of the Attorney General, the BCFED held four hybrid and online community engagement sessions in the summer and fall of 2023 to help inform the then-upcoming *BC Anti-Racism Act*. These sessions engaged over 100 union members who identify as Indigenous, Black, and/or Racialized. BCFED Directors Kassandra Cordero and Reah Arora and BCFED Secretary-Treasurer Hermender Singh Kailley facilitated these sessions, with registered clinical counselors available to provide any needed emotional support to participants. The BCFED delivered a report to the province in September 2023, and a second for union members and leaders that November, which is available on the BCFED website.

That same November, the BCFED Executive Council lobbied the BCNDP government to expand the scope of the pending anti-racism legislation to include all workers, explicitly name racism, including systemic racism, in the *Workers' Compensation Act* and regulations, and ensure that the proposed language defining racism as an act of violence in the draft violence-prevention regulations is implemented.

The importance of our efforts became apparent as we learned we were the only group at that point that had lobbied on worker protections against systemic racism.

This spring, a delegation of Human Rights Committee and Executive Council members accepted an invitation from the Attorney General's office to witness the introduction of the *Anti-Racism Act* in the legislature on April 11. We applauded the work of the provincial government in taking the next step to provide protections for workers and all British Columbians against systemic racism in the BC public service. We look forward to seeing more changes to come to protect workers in all sectors.

### CANADIANS OF SOUTH ASIAN HERITAGES BC MUSEUM

This spring, the BCFED successfully applied to the BC Museum Association for funding to hold community engagement sessions on the Canadians of South Asian Heritages BC Museum project. The engagement sessions are being planned at the time of writing, and we look forward to reporting on the sessions in our report at the next Convention

### SUPPORTING 2SLGBTQIA+ COMMUNITY MEMBERS

The BCFED Human Rights Committee has been actively encouraging union members to take part in and support the work of the BC Flying Squad Against Transphobia. To this end, the BCFED Officers created a Solidarity Working Group, where allies and community members strategize against anti-SOGI hate and build infrastructure to combat the broader alt-right agenda. This work is now taking place under the Political Action Committee's purview.

The BCFED coordinated a multi-union entry in the Vancouver Pride Parade for both 2023 and 2024. Fifteen affiliates marched in 2023, and 12 in 2024. Our 2023 entry float was provided through a collaboration with the film unions, and the BC Ferry and Marine Workers Union and BC Ferries provided our float for 2024. The BC Flying Squad against Transphobia worked with the Vancouver Pride Society on a safety plan in 2024.

### PROVINCIAL ACCESSIBILITY COMMITTEE

The BCFED supported the Accessible Workers Caucus in hosting a hybrid International Day of Persons with Disabilities event on November 28, 2023, discussing the challenges and successes achieved by persons living with disabilities. Dr. Rheanna Robinson, Associate Professor from the University of Northern BC's Faculty of Indigenous Studies, Social Sciences and Humanities, presented on Indigenous perspectives related to disability. Parliamentary Secretary for Accessibility Susie Chant reported on the work of the Provincial Accessibility Committee in the areas of service delivery and employment.

The Accessible Workers Caucus has continued work on the BCFED's Accessible Checklist, which they will share with affiliate unions upon completion.

We are grateful to have BCFED Accessibility Workers Representative and CUPE BC General Vice-President Sheryl Burns on the Provincial Accessibility Committee, where she ensures decisions on accessibility policy are made from a workers' lens. The committee's work has included recommending accessibility standards for service delivery and employment.

## INDIGENOUS RIGHTS AND RECONCILIATION

We have continued our work liaising with the Coalition on Missing and Murdered Indigenous Women and Girls, Two-Spirit, Plus, and one or both of the Indigenous Representatives of the BCFED attend those meetings when possible, alongside our Equity and Human Rights Director.

The BCFED Indigenous Workers Caucus and the Indigenous Rights and Reconciliation Working group have led the BCFED's work on implementing the Reconciliation Plan Framework as well as recommendations given to us by the caucus, and by Elder Les Baker, President of the L'heidli T'enneh Atsiyan Inke Atsoo Elders Society, at our 2023 Regional Conference. You can find more about this work in the Executive Council and Indigenous Workers Caucus reports.

## RECOMMENDATIONS

As we look toward the upcoming term, the Committee feels strongly about maintaining momentum in the face of retrenchment from conservatives and alt-right groups that seek to challenge human rights, create hate and build an atmosphere of fear. In this spirit, as part of our report, we recommend that the Committee:

1. Support the ongoing work of the Indigenous Workers Caucus, the Indigenous Rights and Reconciliation Working Group toward Indigenous cultural safety and wellness in BC's labour movement and the healing of Indigenous workers in BC.
2. Work with BCFORUM and community groups to advocate for rights for seniors, including but not limited to affordable housing, guaranteed basic income, adequate healthcare including universal pharmacare, and food security.
3. Along with community groups, continue to lobby, campaign and fight for gender-affirming care, housing and health care for 2SLGBTQIA+ community members.
4. Engage the Racial Equity and Justice Caucus, the CLC and other impacted groups in the labour movement and community in campaigning, lobbying and fighting for the rights of international students, and their pathways to residency and citizenship.
5. Support the work of the Provincial Accessibility Committee and promote its recommended standards in the areas of service delivery and employment.



## HUMAN RIGHTS COMMITTEE

Masoud Aminzavvar, **BCGEU**

Brett Bird, **IATSE 891**

Crystal Braunwarth, **IATSE 891**

Sheryl Burns, **CUPE**

Desiree Cabecinha, **BCGEU**

Anderson Charles, **MoveUP**

Kassandra Cordero, **BCFED**

Darren Danbrook, **IBEW 213**

Mike Duhra, **USW District 3**

Barbara Elliott, **BCGEU-BCFMWU**

Joyce Griffiths, **CUPE**

Janice Jarvis, **CUPW Pacific Region**

John Keys, **IATSE 891**

Doug Kinna, **BCGEU**

Michelle Laurie, **BCFORUM**

Cindy Lee, **USW 2009**

Matt Lensen, **CUPE**

Howard Lin, **BCGEU-CEU**

Bill McMullan, **HEU**

Sean McQuillan, **IATSE 891**

Jamey Mills, **PSAC BC**

Irma Mohammed, **BCFORUM**

Cora Mojica, **HEU**

Jing-Yi Ng, **HSA**

Amandeep Nijjar, **CLC**

Edward Parsotam, **CUPE 728**

Melissa Reeves, **BCTF**

Kyra Sekhon, **HEU**

Lynn Serhan, **HEU**

Hermender Singh Kailley, **BCFED**

Sussanne Skidmore, **BCFED, Co-Chair**

Christy Slusarenko, **MoveUP**

Ian Smith, **HEU RJH**

Krista Tebbutt, **PSAC**

Marcus Tse, **BCTF**

Kane Tse, **HSA, Co-Chair**

Joanna Veloso, **IAMAW 16**

Louella Vincent, **NWDLC**

Heather Williams, **HSA**

# Occupational Health and Safety Committee

Every worker deserves to return home from work every day healthy and safe. Every worker has the right to full and complete compensation for workplace injury and disease. These principles underpin the objectives of the BCFED Occupational Health and Safety Committee (OHSC).

As a recognized stakeholder of the Workers' Compensation Board (WCB), the BCFED and the BCFED OHSC are committed to the consultation process for improving health and safety for workers and ensuring injured workers and their families are properly compensated.

## WCB BOARD OF DIRECTORS COMPOSITION

In 2023, Lee Loftus finished his six-year term on the WCB Board of Directors. As business manager of the BC Insulators Union and past President of the BC Building Trades, Lee was a strong voice and advocate for workers, and we thank him for his work.

The government's appointment of Laird Cronk to the Board in 2024 brings us closer to balancing its composition. The past National Representative for the International Brotherhood of Electrical Workers (IBEW) and past BCFED President of the BC Federation of Labour, Laird is one of the Board's two public interest representatives.

Although this appointment and previous appointments represent progress, BCFED continues to urge the government to introduce legislation requiring equal stakeholder representation on the Board.

## COVID-19

This July, the BC Public Health Officer removed all remaining emergency public health orders in BC. Health care workers working in public health care facilities will now be required to report their immunization for COVID-19 and influenza and their immune status for other critical vaccine-preventable diseases.

The presumptive coverage the BCFED and our affiliates won in 2020 for workers filing claims for COVID-19 illness, which helped keep the claims approval rate at 95%, is no longer in place. Workers will now have to prove their illness happened at work, and eligibility will be determined case by case. The committee and the BCFED Workers' Compensation Advocacy Working Group (WCAG) will request WCB statistics on accepted claims to monitor the approval rate.

COVID-19 is continuing to evolve as new variants with varying levels of transmission emerge. As fall approaches, we will advocate for the continuation of prevention measures such as respiratory protection, ventilation improvements, and encouraging vaccination and staying home when ill.

## LAW AND POLICY CONSULTATION

The labour representatives on the WCB Policy & Practice Consultative Committee warrant special acknowledgement for their work representing workers' interests on regulatory amendments and guidelines, compensation policy and practice issues.

The committee has worked exhaustively through the issue gathering, pre-consultation, public consultation and public hearing processes for amendments to the *Occupational Health and Safety Regulation* and changes to prevention assessments and compensation policy.

Members of the BCFED OHSC also participated in the consultation process, through written submissions and public hearings.

## COMPENSATION POLICY AND PRACTICES

We are pleased the government has implemented long-awaited legislative changes to the WCB compensation system, returning it to a worker-centred approach.

The BC government's *Bill 41* introduced seven amendments to the *Workers Compensation Act* in October 2022. Three amendments took effect on November 24, 2022, and the remaining four amendments are taking effect in 2023 and 2024:

- removing the clawback of CPP benefits for seriously injured workers;
- full CPI indexing;
- paying interest to workers when wrongly denying them benefits results in lengthy delays;
- expanding WCB's ability to prohibit employers suppressing workers' compensation claims;
- enabling workers and employers at the Workers' Compensation Appeal Tribunal to request a review by independent health professionals;
- creating a Fair Practices Commissioner to deal with complaints; and
- establishing an employer's duty to cooperate and duty to maintain employment.

Our committee and the WCAG members will continue to lobby the government and the WCB to fully implement the recommendations of the Patterson Report, *New Directions*.

## CHRONIC PAIN

The BCFED participated in the review of the WCB policy on chronic pain from 2019 to 2023. We successfully lobbied the WCB to suspend the review until the 2.5% benefit rate for permanently injured workers was part of it. The WCB agreed and consultation will continue under the 2024-2026 workplan.

Despite their own report advising current chronic pain policies needed to be updated, the WCB Policy Regulation and Research Department is reluctant to move forward with the long-awaited changes.

## PSYCHOLOGICAL INJURY AND PRESUMPTIVE COVERAGE

Labour has long urged government to treat psychological injuries as seriously and compassionately as physical injuries, and to eliminate the higher standard workers must meet to show their psychological injury is work-related. This affects workers in every industry.

We are still waiting for these changes.

In September 2023, the government proposed to expand presumptive coverage for psychological injuries to a limited number of workers who have been exposed to a traumatic event or events at work.

## PRESUMPTIVE COVERAGE EXPEDITES CLAIMS

BCFED Officers wrote to Minister Bains and met with Ministers Bains and Whiteside to advocate that presumptive coverage cover all workers. On June 10, 2024, 11 new occupations were added to the psychological injury presumption. While we were pleased more workers were added to the list, we were disappointed the government didn't extend coverage to all workers.

We will continue to lobby government to remove barriers and to include all workers in presumptive coverage.

## REGULATORY CONSULTATION

Regulatory consultations in 2023 and 2024 have kept committee members very busy.

2024 sees the continuation of work started in 2020, reviewing the WCB's prevention of harassment and violence regulation. The harassment and violence sub-committee will spend the fall preparing submissions for the public hearing in early 2025.

We are very pleased with our work on these critical regulations.

- **Combustible dust:** This comes 12 years after sawmill explosions killed four workers and injured many others. Once implemented, BC will be the first nation in the world to have a regulation.
- **First aid:** Effective November 2024, these new rules for remote workplaces will require improved training for first aid attendants and for all workplaces to conduct a risk assessment for their first aid needs.
- **Tower cranes:** Effective October 2024, there will be a Notice of Project requirement for all tower crane workplaces. Work began on this requirement after five workers died in a crane collapse in Kelowna.

- **Washrooms on construction sites:** The BCFED worked with the BC Building Trades on this requirement to have plumbed washrooms on construction sites, effective early fall 2024.
- **Asbestos regulation:** Effective January 2024, all employers doing asbestos removal must be licensed and all workers must be certified, making the industry safer for workers and the public. BC is the first province to require licensing.

## ONGOING WORK

We will:

- Continue participating in consultation on wildland firefighters regulation when it resumes this fall. BC General Employees' Union (BCGEU) member Devyn Gale and four other wildland firefighters died in BC's 2023 wildfire season.
- Continue with the WCB's consultation on exposure levels for fentanyl.
- Participate in consultation on Part 8, Personal Protective Equipment, to ensure it reflects the diversity of workers, including those who are Indigenous, Black, racialized, gender-diverse, non-binary, women and seniors.
- Continue our advocacy for members of the Canadian Football League Players Association — which recently became part of the Canadian Labour Congress — to receive full WCB coverage.

## RESEARCH

The BCFED and the BCFED OHSC continue to support research work led by Parveen Bhatti, PH.D., the principal investigator with the Cancer Agency of BC.



## CLIMATE OCCUPATIONAL HEALTH AND SAFETY SUBCOMMITTEE

The BCFED Climate OHS Subcommittee (COHSC) was formed in 2023 with members from the Climate Justice and Jobs Standing Committee, the Occupational Health and Safety Standing committees and the Worker Solidarity Network.

The subcommittee was formed in recognition of the intersection between climate change and workers' physical and psychological health and safety, and to advocate on climate OH&S issues. The subcommittee co-chairs are Reagan Belan, BCGEU OHS Officer, and Naleena Gounder, Director of the BCFED Health & Safety Centre.

Heat exposures have been the focus for the subcommittee given such recent climate change events as increasing heat domes and wildfires.

In April 2024, the subcommittee held a highly successful half-day online seminar on heat exposures and heat stress. Invited speakers from the Occupational Health Centre for Ontario Workers (OHCOW) and the WCB provided information on tools to measure heat stress and on the regulatory framework preventing heat exposures in BC. Worker speakers focused on the impact of working in extreme heat, and a speaker from Washington State spoke on that state's new regulatory requirements on heat exposures.

Based on the presentations, the BCFED developed a new heat exposure resource. Thank you to our affiliates, OHCOW and the WCB for sharing their resources.

The subcommittee looks forward to continuing work on climate change impacts and improving worker health and safety.

## MELATONIN STUDY

In a one-month randomized placebo-controlled trial, researchers demonstrated that taking a 3-mg melatonin supplement before daytime sleep improved the ability of night-shift workers to repair oxidative DNA damage. Pending additional studies, melatonin supplementation may prove to be a viable intervention strategy to reduce cancer among night-shift workers.

This year the BCFED is pleased to support Parveen's work in a new study funded by the Canadian Cancer Society bringing together the research community and the labour movement to drive risk reduction and cancer prevention efforts that could save and improve the lives of workers.

## APRIL 28 NATIONAL DAY OF MOURNING AND GOLDEN TREE MEMORIAL

The committee worked with the WCB, Vancouver and District Labour Council, and the Business Council of BC to organize and co-host National Day of Mourning ceremonies in 2023 and 2024.

We gathered at Jack Poole Plaza, where the Olympic cauldron was lit for the day as we remembered the 201 workers who died in 2023 and the many workers who were injured or made ill because of work. In 2023, we welcomed speakers Tracy and Angela Phan, whose father suffered a catastrophic brain injury in a 2008 mushroom farm incident, and in 2024, Genevieve Cragg who lost her son Charley in the 2021 sinking of the tugboat Ingenika.

We gathered both years for the annual Golden Tree Memorial honouring Amarjit Kaur Bal, Sukvinder Kaur Punia and Sarabjit Kaur Sidhu, three farmworkers killed on the morning of

March 7, 2007, while being transported in an overloaded passenger van. This ceremony also honours all farmworkers in recognition of the important work they do putting food on the table of British Columbians and their ongoing struggle for dignity and safety. The committee organizes the event with the families, Archway Community Services and Progressive Intercultural Community Services. We are thankful to the City of Abbotsford for their ongoing support and maintenance of the Friendship Garden and the Golden Tree.

### CHANGES ON THE COMMITTEE

The BCFED OHSC welcomed Hospital Employees' Union (HEU) President Barb Nederpel as the new committee co-chair. We said farewell to Canadian Union of Postal Worker's (CUPW) Coleen Jones, who moved to Ottawa to take up a new position as CUPW 2<sup>nd</sup> National Vice-President. The committee thanks Coleen for her work.

### RECOMMENDATIONS

1. That the committee continue to lobby the provincial government and the WCB to implement all the recommendations of the Patterson report, *New Directions: WCB Review 2019*, to ensure the compensation system provides fair compensation and meaningful rehabilitation services, and that injured workers are treated with the dignity and respect they deserve.
2. That the committee continue to support 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-denied groups, including women, Indigenous, Black and racialized workers, immigrant workers, migrant and newcomer workers, workers who identify as 2SLGBTQIA+, and workers living with disabilities.
3. That the committee 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.
4. That the committee the BCFED Occupational Health & Safety Standing Committee will work with the BCFED Climate OHS Subcommittee to urge government and the WCB to acknowledge the health and safety risks of climate change to workers in BC.
5. That the committee lobby government for changes to the following sections of the *Workers Compensation Act* Part 2 Occupational Health and Safety:

- Division 5: Joint Committees and Worker Representatives
  - Division 6: Procedures for filing a prohibited action complaint
  - Division 10: Employer Accident Reporting and Investigation
  - Division 11: To 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.
7. Due to the health and safety impact of the ongoing COVID-19 pandemic, that the committee 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.
  7. That the committee 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*. These recommendations include a building registry, a comprehensive asbestos disease and exposure registry, and improvements to the systems for disposing of asbestos.
  8. That the committee continue to 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.
  9. That the committee work with WCB stakeholders to implement a regulation preventing psychosocial hazards at workplaces.
  10. That the committee lobby the government to expand presumptive coverage for psychological injuries to all workers in BC.
  11. That the committee lobby the government to amend the *Workers Compensation Act* Section 135 to remove barriers for workers filing claims for psychological injury.
  12. That the committee lobby government to increase the lump sum fatality benefits for survivors of workers killed at work.
  13. That the committee lobby the WCB Board of Directors 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.
  14. That the committee continue to support and increase public awareness of the June 1 Injured Workers' Day.



## OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Tracy Arrowsmith, <b>PSAC</b>	Farzad Kasad, <b>HSA</b>
Robert Ashton, <b>Maritime Council, Co-Chair</b>	Ed Kent, <b>USW</b>
Reagan Belan, <b>BCGEU</b>	Doug Kinna, <b>BCGEU</b>
Gurleen Bhatia, <b>BCIT FSA</b>	Rysa Kronebusch, <b>MoveUP</b>
Al Biekse, <b>USW 2009</b>	Karin Krueger, <b>BCTF</b>
Michael-Don Borason, <b>BCTF</b>	Steve Kwon, <b>FPSE</b>
Amanda Bronswyk, <b>IATSE 891</b>	Broadus Mattison, <b>UBCP/ACTRA</b>
Lynn Bueckert, <b>HEU</b>	Tom McKenna, <b>CUPE BC</b>
Shane Campbell, <b>BCGEU-CEU</b>	Margo McKenzie, <b>IATSE 891</b>
Casey Chan, <b>IATSE 891</b>	Karen McVeigh, <b>HEU</b>
Chris Cheung, <b>IAMAW 764</b>	Jamey Mills, <b>PSAC BC</b>
Troy Coburn, <b>CUPW</b>	Sheila Moir, <b>BCFED</b>
Darren Companion, <b>BCTF</b>	Barb Nederpel, <b>HEU, Co-Chair</b>
Andrew Duarte, <b>HSA</b>	Jackie Pierre, <b>PSAC</b>
Matt Fournier, <b>ILWU 508</b>	Michelle Poulsen, <b>HEU</b>
Stephen Gale, <b>CUPW</b>	Tony Rebelo, <b>CUPE BC</b>
Barbara Gibson, <b>MoveUP</b>	Gord Savard, <b>BCFORUM</b>
Dayna Gill, <b>IBEW 258</b>	Megan Scott, <b>BCGEU</b>
Lezlie Gorosh-Carey, <b>BCGEU-BCFMWU</b>	Bobby Sidhu, <b>BCIT FSA</b>
Erin Guy, <b>BCGEU-CEU</b>	Lori Stewart, <b>UBCP/ACTRA</b>
Georgina Hackett, <b>HEU</b>	Alexandra Thomson, <b>HSA</b>
Rolf Harrison, <b>BCBT</b>	Ron Thring, <b>UNBCFA</b>
Leanne Hughf, <b>IUOE 115</b>	Ishani Weera, <b>BCFED</b>
Jessica Isbister, <b>ILWU</b>	Linda Wilson, <b>UFCW 1518</b>



# Political Action Committee

The BCFED Political Action Committee (PAC) makes recommendations and coordinates around the pressing political events impacting workers in our province. The committee supports issues-based campaigns, organizes lobbying efforts, works to engage union members in electoral politics, and supports communication between affiliates on their legislative priorities. The PAC recommends strategies to ensure that workers' voices are front and centre when the BC government is making decisions.

Working with an BCNDP majority government has given the BCFED and its affiliates an opportunity to press for important improvements for working people. Committee members shared and received regular reports on lobbying objectives and strategies. The committee discussed progress on BCFED campaigns and identified opportunities for coordination on issues.

Building on the landmark victories won since the BCNDP's election in 2017, the labour movement made crucial progress for working people over the past two years, including:

- legislation and regulations to ensure minimum employment standards and WCB coverage for ride hail and food delivery workers;
- a \$17.40/hr. minimum wage increase, and future increases indexed to inflation;
- 11 new occupations added to the list of presumptive coverage for psychological injury;

- pay transparency legislation;
- a statutory holiday so workers can recognize National Truth and Reconciliation Day;
- improvements to picketing language;
- anti-racism legislation;
- a gender-based violence action plan, and
- improvements to the *Workers Compensation Act*.

Additionally, affiliates made significant headway on many of their own key priorities: repatriating health care workers into the public system, housing initiatives to help workers live in the communities where they work, and flush toilets for construction sites, to name only a few.

## 2024 PROVINCIAL ELECTION

In election years, the PAC forms a Provincial Election Working Group (PEWG) to work on election preparations. In the lead-up to the 2024 election, affiliates worked together to raise awareness among workers about what is at stake in the election and to train activists to get involved.

Working with the Canadian Labour Congress (CLC) and affiliates, the BCFED trained more than 380 members across the province. Participants discussed the issues that matter most to working people, learned about how to participate in their union's member-to-member campaigns and explored the key strategies to winning campaigns.

The PEWG worked with the BCFED to develop a political action campaign with both public-facing and internal components. The Check the Record campaign was developed based on information gathered through focus groups and polling. The public-facing campaign included digital billboards, social media and pre-roll ads. The ads linked to a microsite that encouraged viewers to check the record of the leading political parties on the issues affecting working people.

The campaign supported affiliates with their own member-to-member outreach through a campaign toolkit with a message guide, sample presentation, an article for their newsletters, and sample texting and calling scripts.

Based on feedback from the PEWG, the BCFED supported affiliate outreach through texting campaigns by holding Texting Tuesday events and encouraged participation in Labour Canvass nights across the province.

The PEWG received training and an accompanying FAQ sheet from labour lawyer, Rachel Roy on the provincial election rules to provide guidance to affiliates when building their member-to-member campaigns or participating in the election as third-party election advertising sponsors.

One of the labour movement's key goals in an election is to ensure that policies that support working people are included in party platforms. The PEWG discussed labour's shared priorities and the process the NDP would be using to develop its platform priorities. Affiliates were encouraged to bring their specific objectives forward to the platform committee.

The objectives PEWG identified included, among others:

- significant improvements to the *Labour Relations Code* such as expanding sectoral bargaining so all workers can access their right to unionize and bargain collectively;

- our Connecting BC Public Transit strategy with an intercommunity bus network, free transit for teens and the expansion of public, not private, transit services;
- continuing to improve workers' compensation by eliminating discrimination against workers who have experienced a psychological injury, and naming racism as a workplace hazard; and
- comprehensive reforms at the Employment Standards Branch to better support workers through proactive enforcement, education and targeted outreach.

## A NEW PREMIER AND A RISING OPPOSITION

Just prior to the 2022 BCFED Convention, David Eby took over from John Horgan who had resigned as BC's Premier. As Eby took the helm, BC's political landscape became more challenging. British Columbians were dealing with the fallout of the pandemic, including rising costs for essentials such as gas, food and rents, and strains on the health care system, as hospitals struggled to recover from delayed surgeries and staffing challenges.

The BC Conservatives didn't hold a seat in the legislature following the 2020 election and they were not on anyone's political radar. But the party was resurrected as ex-BC Liberal MLA John Rustad joined in February and soon became its leader. Three BC United (formerly BC Liberal) MLAs crossed the floor to join him, building the party's momentum. Adopting tactics that had succeeded for far-right provincial parties as well as federal Conservatives, they dug in with polarizing stances on issues including trans rights, climate action and the toxic drug crisis.

Under new leader Kevin Falcon, the BC Liberals changed their party's name to the BC United

Party. But rather than attracting voters and uniting the right, BC United quickly dropped in the polls, ceding ground to John Rustad's BC Conservatives. In a surprise late August announcement, BC United agreed to disband their campaign.

By the fall of 2024 the BC NDP and BC Conservatives were in a tight two-party race. This rapidly-evolving landscape made the work of PEWG even more challenging — and even more important.

On October 19, British Columbians elected David Eby as Premier with 47 NDP seats, a slim majority. Workers across BC breathed a collective sigh of relief and satisfaction over labour's efforts to secure an NDP victory. It was the mobilization of workers against the rising right that made the difference in this election. Effective member-to-member campaigns motivated workers to get involved and support progressive candidates in their communities.

But there is much work to do to bridge the divisions that have been created in our communities in the wake of polarizing, fear-driving right-wing campaigns. The PAC will play an important role in advising the Executive Officers on how to do so effectively. We will also be looking ahead to next year's federal election and how we can defend against the federal Conservatives, led by Pierre Poilievre.

## RECOMMENDATIONS

1. That the committee 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. That the committee support the work of the BCFED's Human Rights Committee, equity caucuses, and Solidarity Working Group to campaign against the rising transphobia, homophobia and racism that divide our communities and undermine our democracy.
3. That the committee identify strategies to counter the spread of misinformation, repair damaged relationships in our communities and restore faith in our democratic institutions.
4. That the committee 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.
5. That the committee continue to support and participate in CLC campaigns.
6. That the committee support the CLC and Labour Councils in engaging union members around the upcoming Federal and local elections, through training initiatives, candidate recruitment and member-to-member outreach strategies.
7. That the committee continue to campaign and lobby the BC government for labour laws and economic policies that reflect our fundamental principles and priorities.



## POLITICAL ACTION COMMITTEE

Neal Adolph, **CUPE BC**

Celine Ahodekon, **PSAC**

Jeremy Allingham, **BCBT**

Masoud Aminzavvar, **BCGEU**

Corry Anderson-Fennell, **CSWU-LiUNA 1611**

Brett Barden, **USW**

Dal Benning, **CUPE BC**

Hillary Bergshoeff, **IATSE 891**

Brynn Bourke, **BCBT**

Paul Bowles, **UNBCFA**

Crystal Braunwarth, **IATSE 891**

Anna Chudnovsky, **BCTF**

Gwenne Farrell, **BCFORUM**

Stephen Gale, **CUPW**

Walter Gerlach, **IAMAW District Lodge 250**

Keith Martin Gordey, **UBCP/ACTRA**

Orion Irvine, **CLC**

Candis Johnson, **HSA**

Clint Johnston, **BCTF, Chair**

Nadja Komnenic, **BCGEU**

Maria Lugs, **HEU Richmond**

Andrea Matthews, **BCIT FSA**

Wes McIntosh, **CUPW 746 Pacific Region**

Margo McKenzie, **IATSE 891**

Jamey Mills, **PSAC BC**

Denise Moffatt, **BCFED**

Neil Monckton, **HEU**

James Morrison, **BCGEU-CEU**

Duncan Pike, **PEA**

Sara Rozell, **HEU**

Gord Savard, **BCFORUM**

Kristin Schnider, **PSAC**

Nicole Seguin, **HSA**

Shelley Siemens, **USW**

Russ Surbey, **BCGEU-BCFMWU**

Robin Toszczak, **BCTF**

Annette Toth, **MoveUP**

Louella Vincent, **HEU Richmond**

Stephen Von Sychowski, **VDLC**

Thi Vu, **HEU**

Sam Wiese, **BCFORUM**

Robin Wilde, **UFCW 1518**

# Women and Gender Rights Committee

The BCFED Women and Gender Rights Committee (WGRC) works to keep the conversation on gender rights alive in the labour movement in while working with the provincial government to ensure that safety, economic security and leadership of women and gender-diverse community members are furthered in BC and internationally.

Since November 2022, significant strides have been made in furthering women's rights in British Columbia, thanks to our BC NDP government. One of the most notable developments has been new legislation aimed at addressing gender-based violence and discrimination. The BC government's *Gender Equity Act* requires organizations to take proactive measures to promote gender equity, prevent gender-based violence and provide support for survivors. This groundbreaking legislation marks a significant step toward creating a safer, more inclusive reality for women and gender-diverse people in the province.

Another key advancement has been the increased representation of women in leadership roles. The provincial government has made a concerted effort to appoint more women to key positions, including in the cabinet and on various boards and committees. This increased representation not only helps to address gender disparities in decision-making, but serves as a powerful example for community organizations, educational institutions and employers across the province to follow.

While we will continue to work with the provincial government to further equity for women and gender-diverse British Columbians, we also work closely with our counterparts in the United States to build relationships of cross-border solidarity and resist alt-right agendas of patriarchy and the retrenchment of women's rights, bodily autonomy, and representation.

## WOMEN IN LEADERSHIP: SKILL-BUILDING AND NETWORKING THROUGH THE SUMMER INSTITUTE FOR UNION WOMEN

Each year, the BCFED WGRC collaborates with the international Planning Committee of the Western Regional Summer Institute on Union Women (SIUW). The Institute is a four- to five-day conference that brings together women and gender-diverse union members from BC, Alberta, Alaska, Washington State, California, Oregon and Hawaii.

The Institute features keynote speakers based on recommendations from the international planning committee, and highlights women in leadership at all levels of the unions who send delegates. In the classrooms, participants have one core course that offers 12 hours of instructional time in areas like collective bargaining, organizing, equity and inclusion, anti-racism, globalization and immigration, public speaking, and leadership.



In 2023, the SIUW was held in Portland, Oregon at the University Place Hotel and Conference Centre.

Prior to the start of the event, participants were invited to do a walking tour with Kent Ford, a founding member of the Portland Black Panther chapter — a highlight of the week for the participants that were able to join, and part of our broader work of centering and celebrating Indigenous, Black and Racialized workers in women's and gender rights spaces. At the opening plenary, Anjeanette Dawson from the BC General Employees' Union (BCGEU) took delegates through a session on reconciliation, Indigenous practices of honouring land we walk on, the people on whose territories we walk and protocol for how to be good guests, as well as teachings from her own homelands of the Skwxwú7mesh Úxwumixw (Squamish First Nation).

Many BCFED affiliates stepped up to support the programming of the Institute by providing staff and members to help facilitate core courses and workshops and take part in plenary presentation. This support is crucial for the success of the Institute. Many union members who attended reflect on SIUW as having been a transformative experience for them, often referring to experiences there as moments where they decided to run for office or become more involved in their unions.

The BCFED WGRC will be instrumental in planning the next SIUW in 2025, when we are hosting the Institute in BC. We are currently sourcing venues and putting the programming infrastructure in place to hold the Institute at the end of June 2025.

## SUPPORTING SEX WORKERS IN BC

The BCFED WGRC is involved in the Law and Policy Advocacy Committee of Living in Community through Cassandra Cordero, the BCFED Equity and Human Rights Director.

The Law and Policy Advocacy Committee works from the understanding that sex workers' rights are human rights, labour rights, economic rights, social rights, and collective rights. Over the past two years, the focus of this group's work has been to educate and inform community members while supporting sex workers' rights. To this end, a provincial conference was held by Living in Community in October of 2023, titled *Moving from Response to Resilience: Collaborating for a Better BC for Sex Workers*.

Attendees came to Vancouver to learn from each other, identify recommendations for needed policy and practice changes, and strengthen our collective voice for the rights and the needs of sex workers. Attendees and speakers included sex workers, sex work support and advocacy organizations, health and social service providers, elected government officials and decision makers, and allies from justice, labour, anti-violence groups and more.

Following the conference, a tool kit was created from the information and feedback received at the conference. The toolkit included an overview of how to advocate for sex workers' rights with focus on person-to-person advocacy, frontline organization advocacy and government lobbying.

## GENDER-BASED VIOLENCE ADVISORY COMMITTEE

The BCFED is represented on the provincial government's Gender-Based Violence Advisory Committee by President Sussanne Skidmore and Director of Occupational Health and Safety Sheila Moir. The committee's work, ongoing since summer 2022, has mainly centered around informing the province's Gender-Based Violence Action Plan.

On December 10, 2023, Sussanne attended a release event for the plan with Parliamentary Secretary for Gender Equity Kelli Paddon.

*Safe and Supported: B.C.'s Gender-Based Violence Action Plan* reported on vital work underway across government including actions that will continue to be implemented into 2025. They include boosting programming and supports for survivors, strengthening government's response to the crisis of missing and murdered Indigenous women, girls and two-spirit plus, and ramping up prevention and awareness campaigns. Initiatives were developed in consultation and co-operation with Indigenous partners, and with advice from community service providers and advocates.

At the time of the plan launch, the federal government committed to \$61.9 million in new investments over four years under a federal-provincial agreement to end gender-based violence. This funding will help reduce critical wait lists, build capacity for community-based services and address gaps for under-served communities. More than half of the new funding was invested in Indigenous-led initiatives announced throughout this past year.

The plan recognized that gender-based violence is pervasive. Indigenous women and girls and other racialized people, newcomers and 2SLGBTQIA+ people are especially affected by violence, as well as those living in poverty, those in rural and remote communities, and those living with disabilities.

Addressing the national crisis of missing and murdered Indigenous women, girls and two-spirit people requires commitment and action from all levels of government. The *Safe and Supported* plan made commitments to act on the 231 calls for justice from the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.

## COALITION ON MMIWG2S+

The BCFED continues to participate in the work of the Coalition on Missing and Murdered Indigenous Women and Girls and Two-Spirit, Plus (MMIWG2S+) and has been a member of the coalition since 2015.

Over the past term of this committee, the coalition met with federal and provincial government representatives to further policy initiatives that will work to end violence against Indigenous women, girls and two-spirit people. Items discussed at these meetings include conversations to inform the BC Gender-Based Violence Action Plan, to call for a National Action plan on MMIWG2S+, and to support the call for a permanent national Red Dress Alert.

The Indigenous Workers Caucus of the BCFED also takes part in this work, and you can read more about it in their report, included as an addendum of the Executive Council Report on page 58.

## RECOMMENDATIONS

To advance the safety, economic security and leadership of women and gender-diverse community members in BC, we recommend that the Committee:

1. Support the work of the Provincial Accessibility Committee and promote its recommended standards in the areas of service delivery and employment.
2. Advocate for comprehensive support for menstrual and menopausal health in all workplace benefits and health coverage plans. This can include advocating access to hormone replacement therapy (HRT) as an essential medical treatment, coverage for menstrual products, and leave for managing menopausal and menstrual symptoms. Supporting these health needs is crucial for promoting gender equity in the workplace, reducing absenteeism, and improving overall health and well-being for workers affected by these natural life processes.
3. Continue to lobby the province for improved sexual assault response services in all communities in the province.
4. Continue to support the Access BC campaigns for free contraceptives in BC.
5. Continue to support the work of the Coalition on MMIWG2S+ as an organizational member.
6. Continue to support the full implementation of the \$10aDay Plan of the Coalition of Child Care Advocates of BC.

## WOMEN AND GENDER RIGHTS COMMITTEE

Amy Anderson, **CUPW**

Kathy Anderson, **HSA**

Crystal Braunwarth, **IATSE 891, Co-Chair**

Amanda Bronswyk, **IATSE 891**

Sheryl Burns, **CUPE 1936**

Widgiz Caroline, **HSA**

Sarah Chapple, **HSA**

Kassandra Cordero, **BCFED**

Dayna Gill, **IBEW 258**

Caitlin Gilroy, **CUPE BC**

Coralie Gregoire, **BCGEU**

Scarlett Kelly, **ILWU**

Lisa Kreut, **HEU VGH**

Rysa Kronebusch, **MoveUP**

Priscilla Lam, **PSAC**

Cindy Lee, **USW 2009**

Fiona MacPhail, **UNBCFA**

Angela Marcakis, **BCTF**

Andrea Matthews, **BCIT FSA**

Jamey Mills, **PSAC BC**

Sharryn Modder, **HEU**

Kalindi Morgan, **UNBCFA**

Barb Nederpel, **HEU**

Amandeep Nijjar, **CLC**

Regie Plana-Alcuaz, **BCTF**

Marion Pollack, **BC FORUM**

Sabrina Prada, **UBCP/ACTRA**

Christy Slauenwhite, **IAMAW 764**

Christy Slusarenko, **MoveUP**

Laura Snow, **BCGEU-CEU, Co-Chair**

Monica Urrutia, **PSAC**

Megan Washington, **BCGEU**

# Young Workers Committee

Since the 60th Convention, the Young Workers Committee (YWC) has continued to hold annual events and engage with new opportunities for organizing and outreach. Events have been both virtual and in-person and we've made a significant effort to socialize with young workers around the province to build relationships and expand the committee.

These have been challenging years for young workers. They face spiraling prices for daily necessities and a shortage of affordable housing. Economic and technological change is disrupting jobs, and many young workers are stringing multiple jobs together. While the BC government has made welcome progress in reducing the cost of post-secondary education, many young people still can't afford to take the time from paid work for their studies. And international students, already paying much higher tuition than their Canadian counterparts, are especially vulnerable to exploitation in the workplace as they struggle to make ends meet.

All of this makes solidarity — and a labour movement attuned to the needs and aspirations of young workers — more important than ever.

The more that young workers engage in activism early on in their workplaces and community, the more likely that they will become lifelong activists. Our work over the past two years has drawn on that insight, with action taking place on several fronts. While we're delighted by the response from the young workers we've engaged with, we know we can do more to build youth-led collective power, create community and empower

workers. We renew our call for a concerted effort to identify young workers with diverse backgrounds and experiences across unions and appoint them to the BCFED Young Workers Committee.

## YOUNG WORKER LEADERSHIP RETREAT AT LOON LAKE

Past Young Workers' Schools have taken place at Camp Jubilee. In 2020, the committee decided to consider alternative locations as the focus of the retreat shifted and expanded.

That process re-envisioned the YWC as a Young Worker Leadership Retreat (YWLR), with all participants taking the entire course together. The YWLR's goal is to develop leadership skills in young workers and highlight the leadership qualities they already possess, determining areas for growth, all while discussing some of the most pressing issues of our time, including protecting workers' rights in the workplace, mental health, gender-based violence of women and gender diverse people, racism in the workplace and the importance of organizing across labour, social, and political movements.

Going forward, we will hold the YWLR every two years (outside of a convention year). While we would love to have the YWLR each year, we are looking at alternative one-day workshops that could be held at the BCFED office or elsewhere during convention years to ensure we continue to offer young workers a chance to build capacity and skills and to connect.

The 2023 YWLR took place at Loon Lake Lodge and Retreat Centre in Maple Ridge. We chose this location for its accessibility and for its unique, tranquil experience in a beautiful setting, surrounded by forest with Loon Lake in the centre of the retreat space. 50 young workers participated in building skills in leadership, public speaking, mental health, political activism and the Be More than a Bystander training. There were also many networking and socializing opportunities like karaoke, games, canoeing and evening campfires.

The committee worked hard to create a comprehensive agenda with a purpose and a vision that supported a safe learning environment for everyone, helped build long lasting friendships, and encouraged participants to consider leadership positions if they weren't already in them — the same way many of our current labour leaders and politicians started their journeys.

### 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. Those protections were subsequently drastically weakened after intensive corporate lobbying and have yet to be updated to meet the current needs of these precarious workers.

Our overnight sit-in on June 3, 2023, drew great community support as well as a solid turnout from affiliate members. For 2024, we took a different approach, having discussed ways to reignite the conversation with a clearer understanding of the issues.

This year, we took a step back from the sit-in to look at the issues faced by workers currently in late-night retail and beyond. We met with

Michelle Laurie, the Worker Representative at WorkSafe BC, and BCFED's Director of Occupational Health and Safety Sheila Moir at bi-monthly meetings earlier this year to discuss what a pathway of lasting change might look like.

One of our efforts involved data collection. We surveyed young workers in 2016 and again in 2022, but noticed a low response rate mainly because of the time it took to fill the survey. So, we have developed an overhauled research and data-collection campaign, with the goal of visiting worksites and undertaking our own observation surveys, with only a small portion of it being questions for the workers to help identify current needs. With a higher response rate, this information will assist in the development of our lobbying efforts to WorkSafeBC.

Additionally, the committee organized an outreach day over the summer to visit worksites and obtain data. This was a successful event with about 15 to 20 young workers around the province visiting worksites, making observations and talking with workers. We thank affiliate members and other worker-led organizations that supported our efforts.

### YOUNG WORKER OUTREACH

Since the last BCFED Convention, the committee has regularly welcomed new members from affiliates' Young Workers Committees, and we've been encouraged to see multiple YWC members forming new Young Workers Committees in their own unions. We were excited to elect a new co-chair, Kimberly Cole from the BC Ferries & Marine Workers Union (BCFMWU), earlier this year. And we're thankful to co-chair Rick Kumar for his continued dedication to the committee. We've also made a major push for more community-building through social events for young



workers, including bowling nights in Prince George and Burnaby, a board game night and movie night in Victoria, and a BC Lions game in Vancouver.

And we are continuing to advocate for more opportunities for young workers to engage in positive ways with their union structures including the creation of pathways to leadership and mentorship opportunities and ensuring that young workers are attending all union events where voices are heard and perspectives are shared.

## PLANS FOR 2025

In addition to holding another YWLR and more networking opportunities, the YWC will work to continuously gather data on late-night retail workers and their needs. We will then work with WorkSafeBC to get this issue onto their internal work list, and work with the BC government to address the increase of violent incidences and the overall health and safety of young workers in gas stations and other retail establishments.

## RECOMMENDATIONS

1. That the committee advocate for lowering the voting age in BC to 16 years old.
2. That the committee lobby the BC government and the Workers' Compensation Board to reinstate and strengthen Grant's Law.
3. That the committee invest in leadership training for young workers.



## YOUNG WORKERS COMMITTEE

Reah Arora, **BCFED**

Chelsea Bellingham, **HSA**

Cody Beyer, **CUPE**

Ernest Cacayan, **BC Insulators 118**

Kimberly Cole, **BCGEU-BCFMWU, Co-Chair**

Rhys Coulter, **MoveUP**

Jessica Dagasso, **PSAC CEIU 20947**

Cassie Deezar, **CUPE**

Noah Dettling, **BCGEU**

Terri D'Souza, **PIPSC**

Eric Gallson, **BC Insulators 118**

Donald Grant, **CUPE**

Charissa Kelly, **ILWU 502**

Deepak Kullar, **USW District 3**

Rick Kumar, **BCTF, Co-Chair**

Sheela Kumar, **MoveUP**

Olivia Lindgren, **IATSE 891**

Jordan Loverock, **PIPSC**

Sean McKenna, **ILWU-RWU 580**

Jamey Mills, **PSAC BC**

Dimitri Ossinsky, **MoveUP**

Danika Overmars, **PIPSC**

Jennifer Palmgren, **BCGEU**

Katie Poch, **CUPW 846**

Manny Randhawa, **IBEW 213**

Cole Reinbold, **BCFS**

Megan Scott, **BCFED**

Kyra Sekhon, **CLC & HEU**

Travis Tricker, **IAMAW 692**

Seyda Yalcin, **HEU**

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## PART 1

# General Resolutions

**40 RESOLUTIONS:** 2403 TO 2462; 24-131; 24-137 TO 24-138 AMENDED

### RESOLUTION 2403

*Submitted by:* IBEW 258      *Committee recommends:* Support

**BECAUSE** restrictive bargaining mandates from the Public Sector Employers' Council (PSEC) hinder unions' ability to negotiate fair wages, benefits and working conditions for public sector workers; and

**BECAUSE** broad, non-restrictive mandates are essential for meeting the diverse needs of workers and ensuring equitable negotiations; and

**BECAUSE** promoting free collective bargaining fosters respectful, collaborative relationships between unions and employers, creating positive workplace environments; and

**BECAUSE** free and fair bargaining is a fundamental right that empowers workers to advocate for improved services and safe working conditions; and

**BECAUSE** limiting bargaining undermines workers' ability to address critical issues impacting their well-being;

**THE FEDERATION WILL** lobby the Public Sector Employers' Council to adopt broad, non-restrictive bargaining mandates that respect union autonomy; and

**THE FEDERATION WILL** advocate for the protection of free collective bargaining in the public sector, ensuring meaningful negotiations that reflect workers' needs.

**CONVENTION**   ☒ Carried   ☐ Defeated

## RESOLUTION 2404

*Submitted by:* FPSE      *Committee recommends:* Support

**BECAUSE** the BC public sector is subject to a mandate structure that places limits on free and fair collective bargaining for wages; and

**BECAUSE** employer councils and unions are dependent on shared data sources to support collective bargaining and proposal costing;

**THE FEDERATION WILL** lobby the BC provincial government to ensure that financial support is provided through the Ministry of Finance to produce common data for employer councils and unions, and the Ministry of Labour to monitor the use of shared data in negotiations.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2405 AMENDED

*Submitted by:* BCGEU-BCFMWU      *Committee recommends:* Support

**BECAUSE** organized labour is under attack from employers and government(s) with back-to-work legislation; and

**BECAUSE** united we bargain, divided we beg;

**THE FEDERATION WILL** encourage affiliate members to align collective agreement expirations across the province and nationally where possible; and

**THE FEDERATION WILL**, in the event of back-to-work legislation, consider the act as an aggression against all members and will take any actions the BCFED Executive Council deems necessary to assist the ally who is victim of legislation, up to and including a declaration of a general strike.

CONVENTION   ☐ Carried   ☐ Defeated



## RESOLUTION 2406

*Submitted by:* HEU      *Committee recommends:* Support

**BECAUSE:**

- public sector unions share a common interest in defending and expanding public services; and
- sectoral bargaining has been shown to lead to superior outcomes in negotiating, implementing and administering collective agreements; and
- all public sector unions will benefit from increased collaboration during public sector bargaining;

**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. This will be achieved, in part, by holding regular meetings of public sector unions and bargaining associations to identify shared strategies and objectives.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2407

*Submitted by:* IBEW 258      *Committee recommends:* Support

**BECAUSE** the ability of employers, including those represented by bargaining councils or associations, to unilaterally withdraw from master or poly-party agreements undermines the stability and effectiveness of collective bargaining; and

**BECAUSE** such withdrawals can disrupt established working conditions, wages and benefits for employees; and

**BECAUSE** these agreements are designed to promote fair negotiations and cooperative relationships among multiple employers and unions, benefiting all parties involved; and

**BECAUSE** allowing employers and their councils to withdraw diminishes the bargaining power of unions and erodes trust in the collective bargaining process; and

**BECAUSE** legislation that protects the integrity of these agreements is essential for ensuring fairness and consistency in workplace relations;

**THE FEDERATION WILL** lobby the provincial government to enact legislation that prevents employers and their bargaining councils or associations from withdrawing from master or poly-party agreements, thereby supporting stable and equitable labour relations and protecting workers' rights.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2408

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

**BECAUSE** public services ought to be a universal good;

**BECAUSE** inequities and oppression are deeply connected to access to services;

**BECAUSE** increased barriers to public services have resulted from increased provincial and federal austerity;

**THE FEDERATION WILL** adopt an expanded understanding of contracting out and assist with co-ordination at bargaining tables.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2409

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

**BECAUSE** corporate ownership structures hinder a union's ability to bargain for wage increases by claiming individual companies are not making money while parent ownership companies earn huge profits;

**BECAUSE** the grocery industry is "low margin" but not low profit;

**BECAUSE** Canada's three largest grocers collectively reported more than \$100 billion in sales and earned more than \$3.6 billion in profits in 2022;

**BECAUSE** Sobeys parent company, Empire, reports totaling \$725.2 million dollars in 2024, despite some locations underperforming;

**THE FEDERATION WILL** lobby the provincial government to make changes to the collective bargaining provisions of the *Labour Relations Code*, sections 11 and 47, to require an employer to produce full and accurate financial records for each work site as well as the entire company and any related company (including franchisee or franchisor) for the last three years.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2410

*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** precarious workers need a path to unionization in order to advance their wages, working conditions and standard of living; and

**BECAUSE** workers need to build power in order to take on the large corporations that continue to use every tool to oppose unionization and delay fair bargaining;

**THE FEDERATION WILL:**

- build on the work that the Federation and affiliates have already done, and push the provincial government to immediately enact sectoral bargaining in British Columbia; and
- encourage the Ministry of Labour to aggressively engage in a public education campaign to inform BC workers about workers’ rights and their right to organize.

CONVENTION   ☒ Carried   ☐ Defeated

## RESOLUTION 2411

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

**BECAUSE** more staff and time needs to be allotted to children with disabilities and diverse needs so that children have access to the support they need; and

**BECAUSE** children who are supported are healthier and happier adults;

**THE FEDERATION WILL** lobby the Ministry of Education and Childcare to continue to increase funding for children with all levels of disabilities and diverse needs in public K-12 schools.

CONVENTION   ☒ Carried   ☐ Defeated

## RESOLUTION 2412

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

**BECAUSE** student loan debt is an added pressure to health care and other workers who are already struggling with the increased costs of living; and

**BECAUSE** student loan repayment assistance plans are currently determined using gross income, don't account for deductions made on income, and therefore do not accurately depict an individual's or household's ability to make the prescribed student loan payments;

**THE FEDERATION WILL** lobby the provincial government and work with the CLC to lobby the federal government to review their student loan repayment assistance programs and advocate that net income instead of gross income be used to calculate loan repayment rates.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2413A COMPOSITE TO COVER 2413 AND 2414

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

**THE FEDERATION WILL** lobby the BC provincial government and the Ministry of Post-Secondary Education and Future Skills to undertake and complete a public post-secondary funding review; and

**THE FEDERATION WILL** work with the CLC to call on the federal government, the BC provincial government and the Ministry of Post-Secondary Education and Future Skills to increase funding to adequately fund public post-secondary education.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2415

*Submitted by:* FPSE      *Committee recommends:* Support

**BECAUSE** of the federal government's announcement to restrict international student enrollment in early fall 2025; and

**BECAUSE** of institutional overreliance on tuition, particularly from international students to make up for declining public funding, there have been dramatic drops in international student enrollment and tuition revenue already being reported;

**THE FEDERATION WILL** lobby the provincial government to supply contingency funding to BC post-secondary institutions to mitigate the resulting faculty and staff job losses that occur to balance budgets as a result of declining international student enrolment and tuition revenue.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2416

*Submitted by:* FPSE      *Committee recommends:* Support

**BECAUSE** the post-secondary system was created by demand from several BC communities across the province en masse in the 1960s; and

**BECAUSE** those communities recognized the value of having accessible and affordable public post-secondary education delivered locally for residents in their communities; and

**BECAUSE** the percentage of public funding has declined annually for the past two decades, and is currently being offset by an overreliance on tuition revenue, in particular international student tuition;

**THE FEDERATION WILL** lobby the provincial government to reaffirm the commitment to accessible and affordable publicly-funded post-secondary education delivered locally for residents in their communities.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2417A COMPOSITE RESOLUTION TO COVER 2417, 2418 AND 2420

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

**THE FEDERATION WILL** continue to lobby the provincial government to implement a provincial housing strategy in consultation with communities that includes a variety of housing options to meet the diverse needs of those communities; and

**THE FEDERATION WILL** work with allied organizations to lobby the provincial government to enact real rent control, including vacancy control, and the tying of rent increases to the rental unit rather than tenants and to register all units with the appropriate authority; and

**THE FEDERATION WILL** work with the CLC to encourage labour councils to lobby municipalities who do not have supportive housing plans to work with the provincial government to create supportive housing.

CONVENTION   ☐ Carried   ☐ Defeated



## RESOLUTION 2421A COMPOSITE RESOLUTION TO COVER 2419 AND 2421

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

**THE FEDERATION WILL** lobby the provincial government to build non-market affordable social housing; and for the distribution of this social housing to be integrated; and

**THE FEDERATION WILL** continue to lobby for and support the BC government's development and delivery of a comprehensive housing strategy that includes affordable housing for different income levels, regulated rentals, vacancy control and housing for the unhoused, including ensuring viable long-term housing plans are in place before dismantling temporary housing options including "tent cities" developed out of necessity; and

**THE FEDERATION WILL** initiate a campaign in cooperation with Indigenous communities that will include letter writing, engaging rank and file workers and BC Housing union members to restructure public housing under a model that is transparent and accountable to the public, and which protects the interests of workers and tenants.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2422

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

**BECAUSE** lack of affordable housing is forcing many workers, including union members, to move farther from their work locations;

**BECAUSE** finding affordable housing is extremely difficult, stressful and time-consuming for workers; and

**BECAUSE** many affiliates have existing relationships with affordable housing initiatives including, but not limited to, social housing, co-ops, community living and other forms of affordable housing;

**THE FEDERATION WILL** work with the appropriate affiliates to create a resource hub specifically dedicated to supporting union members searching for affordable housing particularly around major employment centres;

**THE FEDERATION WILL** run a public-facing campaign showing the availability of this program for union members as a way of increasing interest from workers to unionize; and

**THE FEDERATION WILL** work with interested affiliates to identify opportunities to invest in real estate for the purpose of developing social housing opportunities for union members.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2429A COMPOSITE TO COVER 2429 AND 2448

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

**THE FEDERATION WILL** investigate the possibility of funding and creating an arms-length media outlet designed to promote progressive ideals and share the stories of the labour movement while continuing to provide support for existing progressive media outlets and journalists through subsidies and other forms of direct contributions; and

**THE FEDERATION WILL** further recruit and provide training opportunities for prospective journalists, copy editors, headline writers and other related positions for the purposes of staffing this media outlet, and look into establishing a bursary, scholarship, or other fund to support the pursuit of labour journalism; and;

**THE FEDERATION WILL** work directly with allied independent media groups (such as Resolve Media, Constellation Media, Press Progress) to educate workers on the importance of independent media in Canada and threats to independent journalism; and

**THE FEDERATION WILL** lobby the provincial government to support a more equitable independent media in BC.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2431 TO COVER 2430

*Submitted by:* IATSE 891; MoveUP      *Committee recommends:* Support

**BECAUSE** artificial intelligence (A.I.) is being actively pushed into the workplace with minimal legislative controls, oversight or concern for worker impact; and

**BECAUSE** the risk A.I. poses to workers is significant, including but not limited to job loss and displacement, devaluation of labour, theft of rights, loss of consent and control over created works, and potential loss of Name, Image, Likeness (N.I.L.) Rights; and

**BECAUSE** the inherent biases found in datasets have been proven to generate and perpetuate harmful stereotypes and misinformation - impeding progressive, democratic advancement of our society;

**THE FEDERATION WILL** form an Artificial Intelligence (A.I.) Standing Committee to develop a holistic human-centric approach to A.I. in BC. The committee will research current impact and future trends, bring recommendations to the Officers to inform lobbying strategy for legislation and worker protection, and support affiliates during bargaining when A.I. issues are presented.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2432

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

**BECAUSE** the importance of cross border solidarity is more important now than ever with the constant threat of neo-conservative politics and hate spreading across borders; and

**BECAUSE** future leaders of union organizations have developed networks by attending CRLLI. This solidarity work is vital to members;

**THE FEDERATION WILL** continue to promote and support the Cascade Region Labour Leaders Initiative (CRLLI).

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2433

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

**BECAUSE** British Columbia is facing a health care crisis with a shortage of physicians, and also family physicians who are experiencing ever-increasing workloads and high levels of burnout;

**BECAUSE** requiring medical documentation for short-term sick leave places an unnecessary, yet serious, burden on our public health care system; and

**BECAUSE** a sick note is not a medically necessary service;

**THE FEDERATION WILL** lobby the provincial government to prohibit employers from requiring medical documentation for short-term sick leave for employees;

**THE FEDERATION WILL** launch a public campaign to educate about the unnecessary burden that sick notes for short-term leave places on our public health care system;

**THE FEDERATION WILL** provide support for affiliates who are seeking to remove sick note requirements from their collective agreements.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2434

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

**BECAUSE** the province of British Columbia is in a health care crisis; and

**BECAUSE** the province of British Columbia is struggling to fill health care positions in rural British Columbia;

**THE FEDERATION WILL** lobby the provincial government to approve physician assistants to work alongside physicians and other health professionals to help produce better outcomes, access for patients and alleviate burnout.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2436

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

**BECAUSE** BC is the only Canadian province in Canada that allows tobacco sales in retail spaces that include pharmacy services; and

**BECAUSE** tobacco products are a leading cause of preventable death in Canada; and

**BECAUSE** most pharmacist-owned and operated retail locations do not sell cigarettes as part of their retail operation, but larger chain stores continue to make profit from tobacco sales; and

**BECAUSE** health care advocates including the British Columbia Lung Association, the Heart and Stroke Foundation, and Canadian Cancer Society have called for this prohibition;

**THE FEDERATION WILL** lobby the BC government to prohibit the sale of tobacco products in retail operations that include pharmacy services.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2437

*Submitted by:* PSAC 21016 UNDE      *Committee recommends:* Support

**BECAUSE** excessive alcohol consumption poses significant health risks and societal challenges, and the current control measures on liquor sales are insufficient to protect workers from dangerous situations resulting from oversales;

**BECAUSE** the existing provincial model fails to adequately provide community support systems for those facing addiction issues due to overconsumption;

**THE FEDERATION WILL** advocate for provincial governments to involve health care professionals in legislation to intervene and make medical determinations regarding the refusal of service. Additionally, ensure that privatized liquor stores adhere to the standards outlined in the legislation, with regular compliance checks and will urge the provincial government to implement legislation and policies that prioritize public health and safety, thereby reducing alcohol-related harm and saving lives, including those of our members.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2438

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

**BECAUSE** residents of British Columbia deserve reliable access to emergency and urgent health care; and

**BECAUSE** there is an increasing number of emergency department closures in hospitals throughout British Columbia, in Interior Health and Northern Health in Merritt, Oliver, Fort St. John, to name a few, and a crisis in emergency rooms in urban areas such as Surrey Memorial Hospital;

**THE FEDERATION WILL** lobby the provincial government to increase the number of seats in post-secondary health care programs; and

**THE FEDERATION WILL** advocate for the provincial government to increase recruitment of health care professionals in rural communities and among professions facing acute shortages in urban centres; and

**THE FEDERATION WILL** urge the provincial government to retain staff currently working within the public health care system; and

**THE FEDERATION WILL** implore the provincial government provide service to areas with shortages of health care staff without using for-profit staffing agencies.

CONVENTION   ☐ Carried   ☐ Defeated



## RESOLUTION 2439

*Submitted by:* HEU      *Committee recommends:* Support

**BECAUSE:**

- when public health care is privatized, history shows that the result is lower wages, poorer standards of care, and public dollars going to private profit;
- despite its failed track record, provincial governments across the country continue to expand privatized health care; and
- public delivery of health care services is critical to safe, quality health care that benefits all British Columbians;

**THE FEDERATION WILL** reaffirm its commitment to strong public health care and continue to lobby the provincial government to eliminate all forms of privatization including within government agencies like the WCB.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2440

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

**BECAUSE** most long-term disability (LTD) plans calculate payments based on a percentage of a worker's pre-disability earnings; and

**BECAUSE** without a negotiated or legislated cost-of-living adjustment (COLA) clause, LTD benefits stagnate and workers relying on them will fall further and further behind; and

**BECAUSE** the cost of living is staggeringly high for all workers in BC, but especially for those who face systemic barriers such as living with a disability;

**THE FEDERATION WILL** campaign for employers and the provincial government to implement a permanent cost-of-living adjustment (COLA) for workers receiving long-term disability (LTD) income, and encourage and support affiliates to make this a bargaining priority.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2441

*Submitted by:* CUPE 1936      *Committee recommends:* Support

**BECAUSE:**

- traditional emotional and psychological supports may not meet the needs of neurodiverse people;
- diverse racial and cultural backgrounds may require culturally appropriate support mechanisms that address their own unique needs. For example, Indigenous union members may prefer the support of an Indigenous elder or Indigenous ceremony;
- non-traditional supports are often not available as part of many health and welfare benefit packages;
- union members who live with disabilities may prefer support from someone who understands what it is like to live with a particular disability. For example, a union member who is deaf may require the support of a deaf counsellor who understands their lived experience and how this experience intersects with the union member's particular challenge;

**THE FEDERATION WILL** encourage affiliate unions to negotiate the provision of non-traditional methods of providing emotional and/or psychological support, particularly for neurodiverse and Indigenous, Black and People of Colour members who may or may not have intersecting identities.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2442

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

**BECAUSE** the BC forest industry has lost tens of thousands of jobs over the 20 years;

**BECAUSE** publicly-traded companies keep logging, taking their profits to the US and off-shore while closing manufacturing facilities in BC;

**BECAUSE** there are local companies and First Nations that want to see a sustainable forest industry that generates both logging and manufacturing jobs here in British Columbia;

**THE FEDERATION WILL:**

- support USW and forest unions' call for action on the forest crisis, including lobbying for First Nations ownership, co-management and partnerships in all phases of the industry;
- support changes to forest policy to ensure access to fibre is tied to manufacturing that generates jobs in BC communities;
- lobby that government programs, investments and forest policies require employment of unionized forest workers; and
- ensure that the softwood lumber dispute is settled fairly before any renewal of the US-Canada-Mexico free trade agreement.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2443

*Submitted by:* IBEW Provincial Council      *Committee recommends:* Support

**BECAUSE** prioritizing low cost in public sector procurement can undermine local economies and lead to substandard project outcomes; and

**BECAUSE** emphasizing value, such as contracting local businesses and employing local workers, strengthens community economies and supports sustainable development; and

**BECAUSE** requiring contractors to train and hire apprentices ensures public funds are invested in developing BC's skilled workforce, addressing labour shortages, and providing meaningful career opportunities; and

**BECAUSE** supporting local businesses through procurement policies enhances economic resilience and reduces environmental impacts; and

**BECAUSE** a focus on value encourages high-quality materials and services, benefiting taxpayers and public projects;

**THE FEDERATION WILL** lobby the provincial government to revise procurement policies to prioritize value over cost by considering local contracting, employment and apprenticeship support; and

**THE FEDERATION WILL** advocate for practices that promote economic development, high-quality public services and skilled workforce growth to ensure public investments benefit communities across BC.

**CONVENTION**   ☐ Carried   ☐ Defeated

## RESOLUTION 2444

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

**BECAUSE** trade exposed industries employ tens of thousands of workers, with four more indirect jobs for every direct job;

**BECAUSE** procuring domestically supports Canadian jobs and a lower-carbon footprint than products produced off-shore; and

**BECAUSE** Canadian producers and jobs are threatened by unfair trade;

**THE FEDERATION WILL** support a campaign to protect and grow domestic manufacturing by:

- lobbying to ensure government infrastructure programs contain “Buy Canadian” and “Buy Union” provisions, including economic and environmental impacts of domestic versus overseas procurement;
- lobbying for better trade laws that:
  - encourage complaints launched by and with full-participation of workers and their unions,
  - consider labour rights and environmental impacts,
  - impose immediate penalties for trade violations,
  - improve enforcement of the *Investment Canada Act*, and
- encouraging governments to maintain reliable, affordable access to energy to domestic producers to support jobs in British Columbia.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2445

*Submitted by:* IBEW 258      *Committee recommends:* Support

**BECAUSE** employer-backed employee associations undermine genuine worker representation by prioritizing employer interests over fair wages and working conditions; and

**BECAUSE** these associations can mislead workers into thinking they have legitimate union representation, denying them the protections of independent unions; and

**BECAUSE** such associations weaken the labour movement and erode the principles of free collective bargaining; and

**BECAUSE** many workers do not recognize the difference between true unions and employer-controlled associations, making them susceptible to misrepresentation; and

**BECAUSE** current legislation fails to adequately address employer influence, allowing these groups to mislead workers;

**THE FEDERATION WILL** launch a public awareness campaign to educate workers about the risks of employer-backed associations like the Christian Labour Association of Canada and the importance of independent unions; and

**THE FEDERATION WILL** lobby the provincial government to strengthen legislation and oversight to prevent employer influence and ensure access to democratic union representation.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2446 AMENDED

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

**BECAUSE** the Liberal Party of Canada uses the *Labour Code* and the Canadian Industrial Labour Board to interfere with the collective bargaining process of Teamsters Canada; and

**BECAUSE** using legislation to interfere with collective bargaining is union busting;

**THE FEDERATION WILL** condemn the use of legislation to interfere with collective bargaining; and

**THE FEDERATION WILL**, if it should occur, request intervenor status in any legal proceedings related to the BC government's legislative interference in collective bargaining of a BCFED affiliate or another union where the BCFED Executive Council approves the intervention; and

**THE FEDERATION WILL** call on the CLC to do the same for federally-regulated affiliates.

CONVENTION   ☐ Carried   ☐ Defeated



## RESOLUTION 2447

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

**BECAUSE** May Day has historical significance to the working class and has been celebrated in BC since 1890; and

**BECAUSE** Labour Day has been partially co-opted by the ruling class and big business since 1889;

**THE FEDERATION WILL** petition the provincial government to mark May Day as a paid statutory holiday; and

**THE FEDERATION WILL** promote May Day celebrations and implement an educational program around May Day; and

**THE FEDERATION WILL** call upon the Canadian Labour Congress to lobby the federal government to mark May Day as a federal statutory holiday.

CONVENTION    ☐ Carried    ☐ Defeated

## RESOLUTION 2449

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

**BECAUSE** recruitment and retention of professionals is an ongoing struggle in northern communities; and

**BECAUSE** lack of health care, housing, cooperative housing and poor transportation discourage people from staying in northern communities;

**THE FEDERATION WILL** lobby the provincial government to increase funding for attracting people to live in Northern British Columbia communities and for funds to improve health care, affordable housing options and transportation in Northern British Columbia.

CONVENTION    ☐ Carried    ☐ Defeated

## RESOLUTION 2450A COMPOSITE TO COVER 2450 AND 2451

*Submitted by:* BCGEU; CUPE 389      *Committee recommends:* Support

**THE FEDERATION WILL** lobby the provincial government and work with the CLC to encourage labour councils to lobby and advocate to municipal governments and regional governments for an increase to public library funding; and

**THE FEDERATION WILL** lobby the provincial government to provide additional funding to directly support the hiring of more unionized library workers to offset widespread staffing shortages;

**THE FEDERATION WILL** strategize with affiliates and support their campaigns for public library funding; and

**THE FEDERATION WILL** work with affiliates to campaign to inform the public about the value of public libraries and the contributions of unionized library workers to our communities.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2452A COMPOSITE TO COVER 2452 AND 24-135

*Submitted by:* Vancouver & District Labour Council; CUPE 1978      *Committee recommends:* Support

**THE FEDERATION WILL** reiterate its support for, and campaign to raise awareness of benefits of the expansion of public ownership and operation, and its opposition to privatization, including P3s and contracting out of public services; and

**THE FEDERATION WILL** initiate coalition building with unions, labour councils, community groups and stakeholders to end P3 public infrastructure projects; and

**THE FEDERATION WILL** call upon the provincial government to repatriate contracted out services, as has been done in health care, wherever they are found; and

**THE FEDERATION WILL** lobby the provincial government to transfer key resources and services to public ownership and democratic control.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-131 AMENDED

*Submitted by:* CUPE 1978      *Committee recommends:* Support

**BECAUSE** the progress made by recent provincial governments has not been enough to reverse health care privatization in BC;

**BECAUSE** BC hasn't curbed unlawful extra billing, hasn't brought for-profit clinics into the public system, hasn't brought all the workers back into public hospitals;

**THE FEDERATION WILL** encourage affiliates to support the BC Health Coalition and its efforts to protect the public health care system and reverse the privatization of health care services in BC;

**THE FEDERATION WILL** support the BC Health Coalition in building alliances with civic, labour, ethnic, peace and political groups who support public health care; and

**THE FEDERATION WILL** support the BC Health Coalition in building on-the-ground actions to mobilize supporters to defend socialized medicine.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-134 AMENDED

*Submitted by:* CUPE 1978      *Committee recommends:* Support

**BECAUSE** the financial restrictions that BC housing imposes on housing organizations' spending makes it difficult for the organizations to rise to the many challenges that are constantly cropping up in the midst of the continuing housing crisis;

**BECAUSE** these restrictions cause difficulties in the processes of organization planning and future preparedness. We understand the need for fiscal responsibility in the housing sector, but a balance must be struck;

**THE FEDERATION WILL** demand that the provincial government instruct BC housing to give the housing organizations in BC more freedom to make evidence-based housing decisions without fear of their funding being clawed back without due process.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-137

*Submitted by:* CUPE 1978      *Committee recommends:* Support

**BECAUSE** ongoing conflicts in regions such as Palestine, Ukraine, Sudan and others threaten global peace and stability;

**BECAUSE** the labour movement has a long history of advocating for social justice and peace;

**THE FEDERATION WILL** establish a Labour Peace Committee to promote the ideals of peace and disarmament throughout the labour movement in BC;

**THE FEDERATION WILL** encourage local unions and work with the CLC to encourage labour councils to establish links with local peace groups and assist in their work;

**THE FEDERATION WILL** call upon the Canadian Labour Congress to establish similar initiatives within the wider Canadian labour movement to promote peace and disarmament.

**CONVENTION**   ☐ Carried   ☐ Defeated

## RESOLUTION 24-138 AMENDED

*Submitted by:* CUPE 1978      *Committee recommends:* Support

**BECAUSE:**

- the Federation Constitution states Article #2 - PURPOSE SEC#1 #7 “cause of peace “ #8 “ education” #10 “preserve the independence of the labour movement from political control”;
- resolutions originate from unions and educate our members for mobilizing;
- people and poisoned environments need deliberations for internationalism, solidarity, sovereignty, and justice;
- business-dominated governments give opportunistic speeches, while allowing corporations off the tax hook with the plunder of resources to the detriment of Indigenous nations, and citizens, youth, children, pensioners;
- over the years, “profound resolutions” have not been debated for timely “delegate resolve” while “guest politicians” continue to take up space at the mics;
- necessary, democratic, consideration of resolutions has been “referred” for only the executive council to argue;

**THE FEDERATION WILL** establish an agenda for BCFED conventions that prioritizes the debate of resolutions, ensuring they make up no less than 50% of the overall agenda, so rank and file delegates can build power and raise their voice about worker issues and politics.

**CONVENTION**   ☐ Carried   ☐ Defeated

## PART 2

# Apprenticeship & Skills Training Working Group

2 RESOLUTIONS: 2401 TO 2402

### RESOLUTION 2401

*Submitted by:* IBEW 258      *Committee recommends:* Support

**BECAUSE** a certified workforce is essential for maintaining safety, quality and productivity in the trades; and

**BECAUSE** compulsory certification protects workers and the public by ensuring that only qualified individuals perform skilled work; and

**BECAUSE** enforcing certification is vital for upholding apprenticeship integrity and preventing wage and working condition undermining; and

**BECAUSE** inadequate enforcement leads to unsafe practices and a decline in skilled professionals; and

**BECAUSE** strong enforcement supports economic growth;

**THE FEDERATION WILL** advocate for the provincial government to prioritize enforcement of skilled trades certification through increased funding for inspections and stricter penalties for non-compliance; and

**THE FEDERATION WILL** call on the government to collaborate with unions, industry stakeholders, and educational institutions to ensure all workers in compulsory trades are properly trained and certified; and

**THE FEDERATION WILL** engage in a public awareness campaign to highlight the value of compulsory certification for worker safety, consumer protection and the strength of the economy.

**CONVENTION**   ☒ Carried   ☐ Defeated



## RESOLUTION 2402

*Submitted by:* IBEW Provincial Council      *Committee recommends:* Support

**BECAUSE** union apprenticeships produce a highly-skilled and safe workforce by emphasizing rigorous safety standards, mentorship and best practices; and

**BECAUSE** union training programs, developed with industry partners, are more effective and responsive to evolving workplace requirements; and

**BECAUSE** union trade schools provide superior, hands-on education that leads to better wages, job security and economic stability; and

**BECAUSE** funding these schools ensures access to high-quality training and career opportunities, contributing to a competitive and resilient economy; and

**BECAUSE** union apprenticeships promote diversity by offering opportunities to underrepresented groups, developing well-rounded tradespeople who uphold high standards;

**THE FEDERATION WILL** lobby the provincial government to provide dedicated funding for union trade schools and apprenticeship programs and collaborate with stakeholders to secure sustained support, ensuring quality training and career pathways for workers across BC.

CONVENTION   ☒ Carried   ☐ Defeated

## PART 3

# Indigenous Rights and Reconciliation Working Group

### 4 RESOLUTIONS: 2423A TO 2428

#### RESOLUTION 2423A COMPOSITE TO COVER 2423 AND 2427

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

**THE FEDERATION WILL** work with the CLC and community groups to lobby all levels of government to adequately fund seven days a week, six times per day, reliable public transportation along Highway 16 (known as the Highway of Tears); and work to ensure transportation offerings meet the needs of all communities surrounding the Highway of Tears regardless of financial status and personal identity traits protected under the *BC Human and Canadian Human Rights Codes*; and

**THE FEDERATION WILL** work with the CLC and community groups to lobby all levels of government:

- to increase funding and continue funding for improving access to digital services (including cellular) and pressure telecommunications companies to provide a viable solution(s) to the ongoing lack of services along Highway 16 also known as the Highway of Tears;
- and to create a “Red Dress Alert” patterned after the model of the Amber Alert to alert the public and mobilize emergency services in the event that Indigenous women, girls and gender-diverse individuals are reported missing, abducted or at similar risk of harm.

CONVENTION   ☒ Carried   ☐ Defeated

## RESOLUTION 2424

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

**BECAUSE** First Nations People make up 15% of the drug overdoses in BC despite having a smaller population; and

**BECAUSE** our classrooms, our hierarchies, our policies, our constitution, our bylaws are built by colonizers and need to be deconstructed for free and open communication with the Indigenous communities;

**THE FEDERATION WILL** examine provincial government reports on Indigenous health and First Nations Health Authority reports and incorporate recommendations for improved policies and practices for Indigenous peoples into its own practices; and

**THE FEDERATION WILL** support and donate to Indigenous initiatives and organizations that are aiming to reduce suicide and addiction amongst Indigenous peoples in BC particularly in communities where rates are highest.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2425A COMPOSITE TO COVER 2425 AND 2426

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

**THE FEDERATION WILL** work with the CLC to call on the federal government to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission; and

**THE FEDERATION WILL** call upon the BC provincial government to commit to either completing or having concrete, fully-funded plans of action on the remaining 81 Calls to Action prior to the ten-year anniversary of their release.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2428

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

**BECAUSE** in April 2024, media reports against the Mayor of Quesnel and his wife for distributing a book that indicates genocide did not occur at residential schools. There have been concerns that materials such as these are being distributed amongst local government circles to perpetuate racist attitudes that uphold white supremacy and deny the realities of residential schools;

**THE FEDERATION WILL** acknowledge and support the Union of British Columbia Indian Chiefs Council Resolution 2024-33 and stand with survivors of residential schools and their families, the children who never made it home and all those who are harmed by the actions of those involved with residential school racist denialism;

**THE FEDERATION WILL** work with the CLC to use the political power of all workers to call for all levels of government to uphold testimony of those who lived through the experience, and the documentation captured by both the TRC and First Nations at former residential schools sites.

**CONVENTION**   ☐ Carried   ☐ Defeated

## PART 4

# Climate Justice and Jobs Standing Committee

10 RESOLUTIONS: 2453 TO 2462 AMENDED; 24-136

### RESOLUTION 2453

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

**BECAUSE** in November 2022, the Canadian Endangered Species Conservation Council released the *Wild Species 2020: The General Status of Species in Canada* report which documents an increased risk of extinction of 700 species in British Columbia; and

**BECAUSE** in December 2022, Canada joined 195 countries in the Kunming-Montreal Global Biodiversity Framework which aims to halt and reverse global biodiversity loss by 2030; and

**BECAUSE** in 2022, the Union of BC Municipalities (UBCM) endorsed resolutions calling on the province of British Columbia to work in cooperation with First Nations to enact species-at-risk legislation;

**THE FEDERATION WILL**, with the support of the Canadian Labour Congress (CLC), Indigenous communities and community groups, call upon the province of British Columbia and the federal government to urgently proceed with legislation that enables legal and financial mechanisms for the protection of biodiversity, ecosystem health and species at risk in British Columbia.

CONVENTION   ☒ Carried   ☐ Defeated



## RESOLUTION 2454

*Submitted by:* BC Insulators 118; FPSE      *Committee recommends:* Support

**BECAUSE** the Youth Climate Corps is an employment program that provides paid work and training to young people to work on climate action projects in their communities, and connects young people with careers in unionized workplaces;

**BECAUSE** the Federation recognizes the urgent need to address climate change and the impact that climate change is having on communities through extreme weather such as wildfires, floods, extreme heat, which is causing major infrastructure damage and loss of life to residents and workers;

**BECAUSE** there is a need to recruit young and diverse people into unionized workplaces, and train the next generation of low-carbon sector workers and leaders;

**THE FEDERATION WILL** lobby the provincial government and work with the CLC to lobby the federal government to invest in an expanded Youth Climate Corps providing unionized jobs and training to young adults to support important work on climate adaptation and mitigation projects in their own communities.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2455

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

**BECAUSE** natural and environmental disasters such as wildfires and floods are becoming more prevalent in our province with each passing year; and

**BECAUSE** currently, workers who cannot safely travel between work and home during a natural or environmental disaster must take unpaid leave from work or choose to use paid leave provisions such as vacation; and

**BECAUSE** workers should not be penalized in this way for safety concerns outside of their control;

**THE FEDERATION WILL** advocate for five (5) days of paid leave for workers who are unable to safely travel between work and home during natural and environmental disasters.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2456

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

**BECAUSE** clean energy will be one of the biggest and most critical sectors of our economy;

**BECAUSE** public ownership means thousands of good-paying unionized jobs; and

**BECAUSE** public ownership also means keeping costs for essential services low for everyday people;

**THE FEDERATION WILL** create a campaign urging the BC government to investigate the feasibility to building new, or adding to our existing, clean energy generation infrastructure in as many areas as possible including, but not limited to, wind, solar, geothermal and wave energy; and

**THE FEDERATION WILL** further use this campaign to push for all new clean energy infrastructure to be publicly-owned, reliable, affordable and regulated.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2457

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

**BECAUSE** a low-carbon economy depends on critical minerals and resources to support expansion of renewables and green energy alternatives, and globally BC mines have lower emissions and better environmental and safety standards;

**BECAUSE** miners and their unions are committed to protecting our environment, and reconciliation with Indigenous communities and First Nations;

**BECAUSE** mines provide good-paying, family-supporting jobs and collective bargaining agreements provide access for under-represented workers;

**THE FEDERATION WILL:**

- work with affiliates to promote BC as a global leader in the responsible development of minerals/resources that a low-carbon future requires;
- press for government support to train workers and kickstart BC's critical mineral and recycling industry;
- lobby to protect Canada from 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 union jobs using local products in domestic, value-added manufacturing.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2458

*Submitted by:* Vancouver and District Labour Council      *Committee recommends:* Support

**BECAUSE** the BC NDP provincial government implemented the Get on Board campaign, providing free public transit for children and youth up to the age of 12; and

**BECAUSE** the Centre for Family Equity is now calling for the expansion of this program to the age of 18, through their Transit for Teens campaign; and

**BECAUSE** youth aged 13-18 are in the crucial developmental stage of adolescence, and need basic mobility more than ever to ensure access to education, services and supports, family and friends;

**THE FEDERATION WILL** endorse the Centre for Family Equity's Transit for Teens campaign, and support its efforts to bring free public transportation to all children and youth in British Columbia.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2459 TO COVER 2460

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

**BECAUSE** reliable and robust public transit is an essential component of affordability and combatting climate change;

**BECAUSE** a lack of public transit options affects everybody; and

**BECAUSE** inadequate long-term funding for public transit will result in massive service and job losses;

**THE FEDERATION WILL** increase outreach of its Connecting BC Public Transit campaign, specifically to target the general public and stress the urgent need for funding;

**THE FEDERATION WILL** lobby the provincial government and applicable political parties, to deliver sustainable public transit funding that will address both urgent and foreseeable needs for the next 100 years, including providing free transit for youth 18-and-under;

**THE FEDERATION WILL** push the provincial government to repatriate all outsourced public transit services providers; and

**THE FEDERATION WILL** support and encourage affiliates to have subsidized and/or provided public transit passes included in collective agreements, including those that cover their staff.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2461

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

**BECAUSE** BC's current system of public transit is riddled with private contracts that result in inadequate service to communities while the contractors line their pockets with the profit; and

**BECAUSE** workers employed by these private companies have repeatedly faced difficult negotiations, and their wages and benefits pale compared to those who do the same work as employees of BC Transit and TransLink; and

**BECAUSE** the people of BC benefit the most from public services when they are publicly-owned and operated;

**THE FEDERATION WILL** develop and implement a campaign and government relations strategy to advocate for the elimination of private contracts between BC Transit and private, for-profit companies that provide public transit services in our communities, and for those services to be operated directly by BC Transit, or by the provincial government itself.

CONVENTION   ☒ Carried   ☐ Defeated

## RESOLUTION 2462 AMENDED

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

**BECAUSE** in the face of climate change and a rapidly increasing population, fresh water for human consumption, agriculture, industry and ecological needs has become a precious commodity on Vancouver Island and across British Columbia; and

**BECAUSE** there are many different purveyors involved in the supply of drinking water, including governments and private companies, as well as many agencies responsible for development planning for the growing population;

**THE FEDERATION WILL** advocate to the Ministry of Water, Land, and Resource Stewardship to collaborate with regional First Nations to provide leadership and functional involvement in the creation and management of consistent regional water supply strategies. This will be done with the aim of ensuring that resilient and sustainable drinking water supplies are in place now and in the future for all reserve lands.

CONVENTION   ☒ Carried   ☐ Defeated

## RESOLUTION 24-136

*Submitted by:* CUPE 1978      *Committee recommends:* Support

**BECAUSE** the transition in Canada to an economy with net-zero emissions will entail significant changes for industry and workers alike;

**BECAUSE** Canadian-produced fossil fuels (used at home and abroad) contribute significantly and disproportionately to global fossil fuel greenhouse gas emissions;

**BECAUSE** the fossil fuel sector directly accounts for less than 1% of jobs in Canada, mostly in urban areas, powerful supports should be provided to affected workers and communities;

**THE FEDERATION WILL** work with the CLC to demand that governments implement strong policies to support economic transition, protect workers, and safeguard communities. This includes retirement for older workers, and income support and training programs for younger workers;

**THE FEDERATION WILL** work with the CLC to demand that governments implement industrial policies that achieve a transition to a cleaner economy, seizing the opportunities presented by the global clean economy. A just transition is one where workers and communities shape their futures supported by social programs and public investment in economic alternatives.

CONVENTION    ☒ Carried    ☐ Defeated



## PART 5

# Constitution and Structure Standing Committee

14 RESOLUTIONS: 2463 TO 2484

### RESOLUTION 2463

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

**BECAUSE** the role of the Trustees was established prior to the Federation undertaking annual third-party audits; and

**BECAUSE** the Trustees can benefit from direct involvement with the audit process;

**THE FEDERATION WILL** amend Article 11, Section 2. of the constitution to reflect that financial records will be examined annually to coincide with the third-party audit process.

*It shall be the duty of the Trustees to examine all financial records ~~semi-annually~~ **annually to coincide with the third-party audit process.***

CONVENTION   ☒ Carried   ☐ Defeated

## RESOLUTION 2464A COMPOSITE TO COVER 2464, 2469, 2470, 2473, 2476, 2477 AND 2480

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

**THE FEDERATION WILL** amend the constitution as follows to ensure consistency of language, style and clarity across the document:

Amend Article 16, Section 2. b) to combine subsections (i) and (ii):

*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.*

Amend Article 4, Section 2.:

*~~Beginning in 2010, t~~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.~~*

Amend Article 4, Section 6.:

*A registration fee for Convention shall be determined by the Executive Council prior to the notice of Convention required under Section 2 **5**. The stated fee shall accompany the credential being sent to the Secretary-Treasurer.*

Amend Article 11, Section 1. d) to reflect that one (1) Alternate Trustee is elected, not two:

*In the event ~~both~~ **an** Alternate Trustee positions becomes **s** vacant, the Executive Council shall elect **a** new Alternate Trustees prior to Convention provided the individuals elected ~~are~~ **is a** members in good standing of an affiliate, but not **a** members of the Executive Council.*

Amend Article 4, Section 12. c), d) and e):

- c)** 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.*
- d)** 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.*
- e)** 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.*

Amend Article 4, Section 1 (a) to reflect the new ordering of Section 12.:

*The Convention shall be the governing body of the Federation and, except as provided in Section 12 ~~(e)~~ (e) of this Article and Article 12, its decision shall be by majority vote.*

Amend Article 4, 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 Convention.~~*

Amend Article 4, Section 4. a) (ii) and (iii)

*(ii) ~~From local Labour Councils, shall be entitled to a maximum~~ entitlement of three (3) delegates.*

*(iii) ~~From the B.C. Federation of Retired Union Members, shall be entitled to a maximum~~ entitlement of two (2) delegates.*

CONVENTION ☐ Carried ☐ Defeated

## RESOLUTION 2465

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

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

**THE FEDERATION WILL** replace all references of “Racialized Workers” in the constitution to “Racial Equity and Justice Workers.”

CONVENTION ☐ Carried ☐ Defeated

## RESOLUTION 2466

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

**BECAUSE** Article 10 outlines the election and designation of executive officers and executive council; and

**BECAUSE** reference to the election of equity caucus representatives to the executive council is currently under Article 9;

**THE FEDERATION WILL** amend Article 9, Section 1. a) (iii) of the constitution to have the equity caucus election process moved to become Article 10, Section 1., Subsection d).

*Article 9, Section 1. a) (iii):*

*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:*

- 1. Racialized Workers;*
- 2. Indigenous Workers (2);*
- 3. Accessibility Workers; and*
- 4. 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) Workers.*

*Upon election, each of the 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."*

Article 10, Section 1., new Subsection d):

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

*Each caucus 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.*

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

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2468A COMPOSITE TO COVER 2467, 2468 AND 2474

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

**THE FEDERATION WILL** amend the following sections of Article 4 of the constitution to adjust key deadlines related to the calling and delivering of convention:

Amend Article 4, Section 5.:

- a) *Not less than ~~sixty (60)~~ **ninety (90)** calendar days prior to the opening of each regular Convention, and ~~forty-five (45)~~ **seventy-five (75)** days prior to any Special Convention, the Secretary-Treasurer shall **issue the Convention Call and** 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.*
- b) *No credentials shall be accepted later than ~~fifteen (15)~~ **forty-five (45)** days prior to the opening date of a regular Convention, and ~~ten (10)~~ **thirty (30)** calendar days prior to a Special Convention. Conventions may permit seating of delegates upon recommendation of the Credentials Committee.*

Amend Article 4, Section 8:

*Any organization which has not applied for and obtained a Certificate of Affiliation at least ~~one (1)~~ **three (3)** months prior to the Convention shall not be allowed representation in this Federation.*

Amend Article 4, Section 3 (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)~~ **seventy-five (75)** 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.*

CONVENTION    ☐ Carried    ☐ Defeated



## RESOLUTION 2471

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

**BECAUSE** the BCFED Constitution is routinely updated by convention resolutions; and

**BECAUSE** housekeeping errors occur in the process of these updates;

**THE FEDERATION WILL** amend the following sections of the constitution to update and correct housekeeping errors that do not affect the content or intent of the constitution:

Renumber Article 2, Section 1., Subsection 3. (a) to 3., and 3. (b) to 4., and renumber remaining subsections accordingly.

Remove “,” before “support affiliates against raiding.” in Article 2, Section 1., Subsection 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.*

Amend Article 7, Section 10. to remove the word “Annual” ahead of Convention:

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

Amend Article 10, Section 1. a), Article 10, Section 7., and Article 14, Section 3. to remove the word “Constitutional” ahead of “Convention”; and further amend Article 10, Section 7. by adding “, **Section 1.**” after “Article 9” and before “a) (iv).”:

*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, **Section 1.** a) (iv).*

Amend the order of Article 10, Section 8. 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:*

***(1)** the endorsement of the member’s affiliated organization;*

***(2)** a position as an Officer of a Labour Council; and*

***(3)** the endorsement of the member’s Labour Council.*

CONVENTION    ☐ Carried    ☐ Defeated

## RESOLUTION 2472

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

**BECAUSE** the current budget cycle year outlined in the constitution creates pressure on deadlines for convention; and

**BECAUSE** the different organizations under the BCFED should all operate on the same budget cycle;

**THE FEDERATION WILL** amend Article 16, Section 5. of the constitution:

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

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2475

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

**BECAUSE** the per capita of the Federation has not been increased since 2014; and

**BECAUSE** over that period, inflation has meant that the cost of running the organization has increased; and

**BECAUSE** it is important that the BCFED remain an active and effective collective voice for working people in BC;

**THE FEDERATION WILL** amend Article 16, Section 2. a) of the constitution:

*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¢)~~ **ninety-nine (0.99¢)** cents per member per month.*

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2478

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

**BECAUSE** the Federation wants to ensure Racial Equity and Justice Workers, Accessibility Workers, and 2SLGBTQIA+ Workers (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) voices are included in every level of decision making; and

**BECAUSE** currently these caucuses have one representative elected to the executive council, and sometimes that representative may be unable to attend a meeting;

**THE FEDERATION WILL** amend Article 9, Section 1. a) (iii) of the constitution to ensure that the elected alternate equity caucus representative can attend meetings of the executive council, with voice and vote, should the primary representative not be available:

*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:*

- 1. Racialized Workers;*
- 2. Indigenous Workers (2);*
- 3. Accessibility Workers; and*
- 4. 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) Workers.*

*Upon election, each of the 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~~ **attend a meeting**.*

CONVENTION ☐ Carried ☐ Defeated

## RESOLUTION 2479

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

**BECAUSE** our constitution defines the role of honorary delegates; and

**BECAUSE** honorary delegates have a voice but no vote on convention floor; and

**BECAUSE** resolutions must be submitted by an affiliate of the BCFED;

**THE FEDERATION WILL** amend Article 4, Section 11. of the constitution:

*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 **submitting resolutions**, voting or standing for office.*

CONVENTION ☐ Carried ☐ Defeated

## RESOLUTION 2481

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

**BECAUSE** the costs and time involved in planning a regional conference have increased significantly over the last several years; and

**BECAUSE** the challenge of running a regional conference and convention in the same year poses a strain on BCFED staff and resources; and

**BECAUSE** a yearly regional conference also strains the time and resources of the affiliates;

**THE FEDERATION WILL** amend Article 15, Section 1. (a) of the BCFED Constitution to say: *~~“Between-  
Conventions; In non-convention years, the Federation shall convene at least two (2) a regional  
conferences outside of the Lower Mainland Region.”~~*

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2482

*Submitted by:* Executive Council      *Committee recommends:* Non-support

**BECAUSE** the Federation is committed to fostering inclusivity, equity and respect for all marginalized and underrepresented groups; and

**BECAUSE** veterans, having served our country, often face unique challenges upon transitioning back into civilian life, including physical and mental health issues, unemployment and social isolation; and

**BECAUSE** recognizing veterans as an equity group will ensure their experiences and voices are represented in the Federation’s decision-making processes and programs; and

**BECAUSE** the Federation has a responsibility to advocate for fair treatment, support services and employment opportunities for all workers, including those who have served in the armed forces;

**THE FEDERATION WILL** formally recognize veterans as an equity group and integrate them into all equity-related policies, initiatives and activities; and

**THE FEDERATION WILL** amend Article 9, Section 1. a) (i) (1) and 1. a) (iii) of its constitution to include veterans.

Rationale for non-support: While the committee values the important role that veterans play in the labour movement, it proposes that work to identify and support issues specific to this group of workers may be better explored through other mechanisms already part of the Federation’s governance structure.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2483

*Submitted by:* PIPSC; BCGEU-BCFMWU      *Committee recommends:* Support

**BECAUSE** the Federation wants to ensure that a wide range of voices and perspectives are represented on the Executive Council, including those from equity seeking groups; and

**BECAUSE** currently these caucuses have one representative elected to the executive council, and sometimes that representative may be unable to attend a meeting;

**THE FEDERATION WILL** amend Article 10, Section 7. of the constitution to the following:

*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 (a) (iv)~~ **Chair to the Executive Council. The Young Workers' committee shall elect one member from the committee to act as co-chair. In the event the chair is unavailable to attend Executive Council meetings, the co-chair shall sit as an alternate on the Executive Council with voice and vote.***

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2484

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

**BECAUSE** the BC Federation of Labour should change the Indigenous Rights and Reconciliation Working Group and form an Indigenous Workers Committee;

**THE FEDERATION WILL** change the Indigenous Rights and Reconciliation Working Group into a permanent standing committee of the BC Federation of Labour.

CONVENTION   ☐ Carried   ☐ Defeated



## PART 6

# Human Rights Standing Committee

**12 RESOLUTIONS:** 2435 TO COVER 24-133; 2485 TO 2496; 24-140

### RESOLUTION 2435 TO COVER 24-133

*Submitted by:* CUPE BC; CUPE 1978      *Committee recommends:* Support

**BECAUSE** the labour movement has long been a vocal advocate for Universal Health Care, and opposed the creep of for-profit health care into Canada; and

**BECAUSE** access to low-barrier, high-quality and not-for-profit treatment services should be available to every person seeking help with their substance use; and

**BECAUSE** substance use treatment services are a vital aspect of life-saving health care for tens of thousands of Canadians, and as such must be made readily available to all; and

**BECAUSE** the treatment service industry is becoming increasingly dominated by for-profit enterprises that put profit before people;

**THE FEDERATION WILL** work with affiliated unions, the CLC, people with lived experience, and relevant drug policy organizations to advocate for the inclusion of treatment services as part of Universal Health Care, under the five core principles of the *Canada Health Act*, of publicly-administered, comprehensive, universal, portable and accessible.

**CONVENTION**   ☐ Carried   ☐ Defeated

## RESOLUTION 2485

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

**BECAUSE** a single person with a disability receives a maximum of \$1,483 per month in disability assistance from the provincial government; and

**BECAUSE** the cost of living, particularly of affordable housing, is substantially greater than current rates reflect, putting persons receiving this support at great risk of homelessness;

**THE FEDERATION WILL** lobby the provincial government to review the current Persons with Disabilities (PWD) assistance rates and increase the assistance amount to no less than \$1,800 per month for a single person, and equitable increases for PWD recipients in other categories, and that the rate be reviewed annually to keep pace with increases in cost of living.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2486

*Submitted by:* CUPE 1936      *Committee recommends:* Support

**BECAUSE:**

- there is a significant gap in statistical information regarding people who live with disabilities in BC and Canada; and
- without this information, it is difficult to determine the needs of people who live with disabilities and how best to address these needs; and
- people with disabilities remain a largely invisible component of our society, and one way to help people who live with disabilities is to work towards actively understanding and collecting data on these lived experiences;

**THE FEDERATION WILL** lobby the provincial government to advance an Anti-Ableism Data Act, similar to the *Anti-Racism Data Act*, in order to collect accurate data regarding the lived experiences of people who live with disabilities.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2487

*Submitted by:* CUPE 1936      *Committee recommends:* Support

**BECAUSE:**

- information is power and having accessible information is one way of ensuring that all union members, including union members with diverse needs, are included and have equal access to information that is readily available to the majority of union members;
- there are many website tools that allow members to choose fonts, background colours and other accessibility needs that permit them access to information afforded other union members who do not live with accessibility barriers;
- even union members who do not identify as living with a disability may find that accessible, easy-to-read information also benefits them. This can include the elimination of acronyms which often create a barrier to accessing information;

**THE FEDERATION WILL** create universally accessible documents for its staff and members.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2488

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

**BECAUSE** all participants at BC Federation of Labour events and meetings are valued, and venues should ensure they can accommodate participation by people of all abilities;

**THE FEDERATION WILL** ensure that people of all abilities, including deaf and hard of hearing people, participating in Federation events are provided the accommodations they require to allow for their full participation; and

**THE FEDERATION WILL** lobby the provincial government to introduce legislation to require operators of venues that stage large meetings and conventions in BC to meet the accommodation needs of all participants.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2489

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

**BECAUSE** the UN special rapporteur identified the Temporary Foreign Worker program in Canada as a “breeding ground for contemporary forms of slavery” pointing to deep power imbalances and discriminatory practices that cut costs for companies while exploiting vulnerable, migrant workers;

**BECAUSE** the special rapporteur identified widespread debt bondage, emotional and physical abuse, wage theft, unsafe conditions and sexual harassment;

**BECAUSE** the TFW program filled 239,646 jobs in 2023, more than the number as in the previous five years;

**THE FEDERATION WILL** lobby to scrap the current Temporary Foreign Worker program and protect migrant workers, including advocating to:

- end closed work permits, allowing all workers to change employers without restriction or discrimination;
- provide education to migrant workers about their rights and entitlements, including the right to join a union; and
- work to fill labour shortages through full immigration and providing a clear pathway to permanent residency for migrant workers.

**CONVENTION**   ☐ Carried   ☐ Defeated

## RESOLUTION 2490 AMENDED

*Submitted by:* Victoria Labour Council      *Committee recommends:* Support

**BECAUSE** a UN report from July 2024 concluded that the temporary foreign worker program serves as a breeding ground for contemporary forms of slavery, as it institutionalizes asymmetries of power that favour employers and prevent workers from exercising their rights;

**BECAUSE** employers in BC have increased their reliance on temporary foreign workers;

**BECAUSE** temporary foreign workers are tied to one employer;

**THE FEDERATION WILL** continue its membership in the Migrant Rights Network and consider aligning its recommendations with the Migrant Rights Network; and

**THE FEDERATION WILL** launch a BC Migrant Rights Solidarity Action campaign that develops educational and support materials for affiliated unions and in cooperation with the CLC, labour councils to engage with the issue of migrant workers in their regions. The campaign must build alliances with migrant worker organizations, develop educational material, organize or join demonstrations, and pressure government officials.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2491A COMPOSITE TO COVER 2491, 2492 AND 24-139

*Submitted by:* BCGEU; HSA; CUPE 1978      *Committee recommends:* Support

**THE FEDERATION WILL** work with the CLC to lobby the Canadian government to immediately suspend all trade in arms and military technology with Israel, including closing loopholes and prohibiting exports and imports;

**THE FEDERATION WILL** work with trade unions representing workers in affected industries to develop plans for a just transition that secures their livelihoods and enables them to work without fear of being complicit in Israel's crimes against Palestinians;

**THE FEDERATION WILL** take action in solidarity with unions and other organizations seeking a just and bipartite resolution to the longstanding conflict in Israel and Palestine; and

**THE FEDERATION WILL** call for an immediate ceasefire in Israel and occupied Palestine to prevent further suffering and loss of civilian life; and

**THE FEDERATION WILL** call for a release of Israeli and Palestinian hostages, and protection for all civilian lives in Israel and Palestine.

CONVENTION   ☐ Carried   ☐ Defeated



## RESOLUTION 2493

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

**BECAUSE:**

- marginalized communities (e.g., 2SLGBTQIA+) often face discrimination from their biological families, and create a chosen family, but cannot access collective agreement and *BC Employment Standards Act* benefits such as family and bereavement leaves; and
- not being able to equally access employer benefits leaves is discriminatory;

**THE FEDERATION WILL** lobby the provincial government to expand the definition of “Immediate Family Member” in the *Employment Standards Act* to add the Family Member Regulation additional definition clause of:

- (c) whether or not related to an employee by blood, adoption, marriage or common law partnership, an individual with a serious medical condition, as described in section 52.1 (2) or 52.11 (4) of the Act, who considers the employee to be, or whom the employee considers to be, like a close relative;

**THE FEDERATION WILL** encourage affiliates bargaining initiatives to include “chosen family” as part of the “immediate family definition” in their collective agreements.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2494A COMPOSITE TO COVER 2494 AND 2495

*Submitted by:* BCGEU; Victoria Labour Council      *Committee recommends:* Support

**THE FEDERATION WILL** in collaboration with relevant drug policy organizations, lobby the provincial government to provide a rapid and streamlined process for individuals to access a continuum of care including detox, stabilization, recovery-based programs, dry shelters, transitional housing, and second-stage housing; and continue to expand detox, stabilization, safe supply, and recovery options across BC; and

**THE FEDERATION WILL** advocate for access to medical support, recovery support, mental health support, and housing support for individuals wanting to change their lifestyle and use of substances.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2496

*Submitted by:* HEU      *Committee recommends:* Support

### BECAUSE:

- people who are brought to Canada for their skills and labour should have security of permanent status and employment; and
- Temporary Foreign Workers (TFWs) are vulnerable to exploitation by employers largely due to workers' tenuous immigration status. Affiliates have encountered these situations first-hand among TFW members; and
- unions need to support TFW members to better represent TFWs' interests and to aid in securing permanent residency for them;

**THE FEDERATION WILL** work with the CLC to encourage all affiliates to bargain language that requires employers to put forward all temporary foreign workers for acceptance into the provincial or federal nominee programs as soon as possible. In cases where the *National Occupation Classification Code* does not qualify under either of these programs, then the bargained language should require employers to pay for the application to secure permanent residency.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-140

*Submitted by:* CUPE 1978      *Committee recommends:* Support

**BECAUSE** the blockade is intended to strangle the Cuban economy, provoke political crisis and precipitate a coup;

**BECAUSE** the United Nations General Assembly has voted for 32 consecutive years to end the blockade on Cuba;

**BECAUSE** the Colombian government has suspended arrest warrants and extradition requests for members of the ELN Peace Delegation living in Cuba, thereby eliminating the US government's rationale for Cuba's inclusion on the SSOT list;

**BECAUSE** Cuba has never sponsored terrorism, but has been the victim of terrorist acts plotted, funded and carried out by terrorists living in the United States;

**THE FEDERATION WILL** call on the CLC to strongly oppose US interference in Cuba's right to self-determination;

**THE FEDERATION WILL** call on the CLC to call on the Canadian government to demand an immediate end to the illegal 60-year-old US economic blockade and the removal of Cuba from the State Sponsors of Terrorism List.

CONVENTION   ☐ Carried   ☐ Defeated

## PART 7

# Occupational Health and Safety Standing Committee

14 RESOLUTIONS: 2497 TO 24-111

### RESOLUTION 2497

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

**BECAUSE** British Columbia, and Canada, are facing an opioid crisis;

**BECAUSE** due to lengthy wait times to see a pain specialist, potentially even years, chronic pain sufferers often turn to self-medication; and

**BECAUSE** chronic pain has detrimental effects on all aspects of life including physical activity, social life, relationships, identity, mental health and even performing routine, everyday tasks;

**THE FEDERATION WILL**, through its Occupational Health & Safety Committee, lobby the provincial government to increase funding for pain clinics and to create independent, unionized treatment facilities which can help treat and provide resources for those suffering from the physical and emotional effects of chronic pain; and

**THE FEDERATION WILL** continue to lobby the WCB for improvements to policy related to chronic pain awards, so that workers who are affected by chronic pain from a workplace injury are assessed and compensated according to their specific permanent injury.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2498

*Submitted by:* CUPE 1936      *Committee recommends:* Support

**BECAUSE** members returning to work after extended leaves may experience a myriad of emotions upon a return to work including grief related to the original medical leave, and challenges with adapting as a result of a potentially changed workplace, job and/or adjusting to the return-to-work plan; and

**BECAUSE** experiencing change is often challenging and a return to work after an extended medical leave can be challenging; and

**BECAUSE** dealing with the medical system, the WCB and long-term disability insurance providers can be challenging, causing lasting trauma;

**THE FEDERATION WILL** encourage affiliate unions to negotiate the provision of counselling for members who are returning to work after medical or personal leaves.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 2499 AMENDED

*Submitted by:* CUPE 1936      *Committee recommends:* Support

**BECAUSE:**

- experiencing racism, ableism, homophobia or transphobia in the workplace can cause a member to feel isolated and alone and can cause significant harm, including trauma, depression and anxiety;
- experiencing racism, ableism, homophobia or transphobia in the workplace can cause a member to feel emotionally, psychologically and physically unsafe at work;
- everyone, including diverse members, has the right to feel safe, included and welcome at work; and
- not all workplaces have policies that address potential discrimination;

**THE FEDERATION WILL** lobby the provincial government to legislate any forms of discrimination, which includes ableism, racism, homophobia and transphobia as workplace hazards under the WCB.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-100

*Submitted by:* CUPE 1936      *Committee recommends:* Support

**BECAUSE:**

- workers who become disabled at work are often unable to complete the application for the WCB due to the nature of their recently acquired disability and the related trauma of experiencing a workplace injury; and
- the WCB application process can be a complex process despite the need for the WCB coverage at a time when the support is needed the most;

**THE FEDERATION WILL** lobby the provincial government and the WCB to provide workers who file a WCB claim or who intend to file a claim with navigator support to assist in the application process to the WCB as well as future processes with respect to the WCB.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-101

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

**BECAUSE** 90% of disabilities are considered invisible; and

**BECAUSE** workers with invisible disabilities are much more likely to have their needs, or their requests for accommodation dismissed versus those with visible disabilities;

**THE FEDERATION WILL** support affiliates to provide education and training on the topic of invisible disabilities and the need for accommodation; and

**THE FEDERATION WILL** lobby the provincial government to amend the *BC Human Rights Code* to strengthen the duty to accommodate.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-102

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

**BECAUSE:**

- the Centre for Research on Work Disability Policy (CRWDP) is a transdisciplinary initiative on the future of work disability policy in Canada; and
- in 2022, the disability rate for persons aged 15 years and over in Canada was 27%. This represents nearly 8 million people who were identified as having one or more disabilities; and
- 10% of persons with disabilities aged 15 years and older were living below the poverty line, compared with 7% of those without disabilities, based on the 2018-base Market Basket Measure; and
- creating an accessible and inclusive culture is important to our membership and labour organizations' work to improve workers' employment conditions;

**THE FEDERATION WILL** partner provincially with the Centre for Research on Work Disability Policy (CRWDP) ([www.crwdp.ca](http://www.crwdp.ca)) and will encourage provincial affiliates to do the same; and

**THE FEDERATION WILL** work with the CLC to call on national affiliated unions to partner with the CRWDP nationally.

CONVENTION   ☒ Carried   ☐ Defeated



## RESOLUTION 24-103 AMENDED

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

**BECAUSE** May 9, 2024, was the 30th anniversary of the Westray Mine explosion and 2024 is the 20th anniversary of the Westray amendments to the *Criminal Code* that hold corporations criminally accountable for workplace deaths; and

**BECAUSE**, despite some charges, police and prosecutors are typically not enforcing the Westray amendments, not investigating workplace fatalities criminally, and not providing the aggressive enforcement as needed; and

**BECAUSE** 1,000 Canadians are killed every year due to their work;

**THE FEDERATION WILL** continue to support the Stop the Killing campaign, including lobbying the provincial government for:

- crown attorneys be educated, trained and directed to apply Westray amendments;
- dedicated prosecutors be assigned and given responsibility for prosecuting serious workplace injuries and fatalities;
- mandatory training, with appropriate allocation of resources, for police and health and safety regulators to know how the Westray amendments apply; and
- greater coordination among regulators, police and Crowns to ensure enforcement; and

**THE FEDERATION WILL** encourage affiliates to educate their members on the Westray Mine Disaster and Bill C54, the Westray law.

**CONVENTION**   ☐ Carried   ☐ Defeated

## RESOLUTION 24-104

*Submitted by:* ILWU Canada

**BECAUSE** workers continue to be injured and killed at work;

**BECAUSE** employers use the Day of Mourning as a yearly atonement;

**BECAUSE** the Day of Mourning has become a stage for performative safety moves by employers to improve their image but NOT their workplace safety;

**BECAUSE** the Day of Mourning is meant to be a day of protest;

**BECAUSE** there is too much contradiction between this peaceful annual event and the harms experienced by workers;

**BECAUSE** workers deserve and demand safer workplaces;

**THE FEDERATION WILL** take back the Day of Mourning, for this day should be a day of warning; a warning to employers and governments alike that we, the workers, will no longer accept preventable injuries and fatalities to our fellow workers; and

**THE FEDERATION WILL** make the Day of Mourning a labour-only event.

CONVENTION ☐ Carried ☐ Defeated

## RESOLUTION 24-106 TO COVER 24-105

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

**BECAUSE** Section 135(2) of the *BC Workers Compensation Act* has been amended in 2018 and 2024 to include some (but not all) occupations under presumptive coverage for psychological injuries caused by work-related trauma;

**BECAUSE** all workers of all occupations are at risk of suffering psychological injury caused by work-related trauma;

**BECAUSE** all workers are entitled to equality in regards to working rights under the *Workers Compensation Act*;

**THE FEDERATION WILL** continue to lobby the provincial government to amend section 135(2) of the *BC Workers Compensation Act* to include all workers of all occupations in presumptive coverage of psychological injury.

CONVENTION ☐ Carried ☐ Defeated

## RESOLUTION 24-107

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

**BECAUSE** these unregulated substances are an occupational hazard, and other workplaces which have their workers exposed to occupational hazards such as industrial trades have a registry for people who suffered an exposure in the workplace (i.e., asbestos removal, oil/gas, manufacturing) have a registry for tracking purposes; and

**BECAUSE** some workers are being exposed to these substances nearly every day at work and workplaces where these exposures occur are growing and workers do not know the long-term effects of these exposures;

**THE FEDERATION WILL** lobby the government of British Columbia and the WCB to amend the exposure registry and create a defined category for unregulated substances that includes exposures to fentanyl, meth, and similar substances at work; and

**THE FEDERATION WILL** lobby the government of British Columbia and the WCB to collect data on these exposures to support the workers affected.

**CONVENTION**   ☐ Carried   ☐ Defeated

## RESOLUTION 24-108 AMENDED

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

**BECAUSE** many Community Health Workers and Mental Health workers' worksites are their clients' homes; and

**BECAUSE** there can be exposure to various chemicals from a number of substances including unregulated substances; and

**BECAUSE** workers with lived experiences and who may be in recovery, may also be put at serious risk; and

**BECAUSE** it is difficult to know possible harm from inhalation, ingestion or absorption, exposure limits, or long-term health impacts of the mix of various substances and particulate to workers, but whereas such exposure as set out herein is in all likelihood dangerous; and

**BECAUSE**, while many unions offer training in health and safety to support workers, it is the employer's responsibility to provide a safe workplace;

**THE FEDERATION WILL** lobby the WCB, the BC Minister of Health, all health authorities and affiliate employers to provide better training, testing, and protections for workers, as well as a fulsome risk management plan that includes an exposure control plan and better workplace safety and supports for workers in community health facing known or unknown toxic exposures.

**CONVENTION**   ☐ Carried   ☐ Defeated

## RESOLUTION 24-109

*Submitted by:* HEU      *Committee recommends:* Support

**BECAUSE:**

- the WCB wage loss benefits are paid at 90% of workers' net wages, resulting in a 10% net income loss; and
- the WCB doesn't consider union dues or other deductions in determining wages; and
- employers aren't required to remit union dues, income tax, CPP, EI;

**THE FEDERATION WILL:**

- lobby the BC government to amend the *Workers Compensation Act* to provide compensation that is equal to 100% of an injured worker's net earnings; and
- encourage all affiliates to bargain with the employer that the employer shall ensure employees are reimbursed 100% of their net income while on workers' compensation leave, and the employer shall not deduct any amounts that it is not required to remit to a third party while a worker is on workers' compensation leave.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-110

*Submitted by:* HEU      *Committee recommends:* Support

**BECAUSE:**

- all workers should be protected when it comes to psychological injury; and
- in 2018, amendments were made to the *Workers Compensation Act* that included a presumption for psychological injury for correctional officers, sheriffs, firefighters, police and emergency medical assistants; and
- in 2019, presumption was expanded to nurses, health care aides (public sector), wildland firefighters, dispatchers;

**THE FEDERATION WILL** lobby the provincial government to amend the *Workers Compensation Act* as follows:

- replace term “mental disorders” with “psychological injury” to capture full range of injuries;
- expand presumptive coverage to all workers;
- eliminate the higher standard of “predominately caused by work” workers must meet to show psychological injury is caused by work;
- ensure the employer exemption only applies to good faith efforts to lawfully manage the workplace; and
- expand options for a diagnosis to include a general practitioner.

**CONVENTION**   ☐ Carried   ☐ Defeated

## RESOLUTION 24-111

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

**BECAUSE** backlash against trans individuals is increasing in violence;

**BECAUSE** public sector workers are becoming the public face of equity efforts and addressing transphobia in workplaces and phobic institutions;

**THE FEDERATION WILL** work with unions to advance protections for trans workers enshrined in health and safety protections.

**CONVENTION**   ☐ Carried   ☐ Defeated

## PART 8

# Political Action Standing Committee

5 RESOLUTIONS: 24-112 TO 24-116A

### RESOLUTION 24-112

*Submitted by:* Victoria Labour Council      *Committee recommends:* Support

**BECAUSE** employers in British Columbia are increasingly pointing to lower wages in certain occupations in other provinces, such as Alberta, as a justification to limit wage increases for workers in BC, leading to a suppression of wages across sectors;

**BECAUSE** the rise of conservatism often results in policies that undermine collective bargaining rights, weaken labour standards, and reduce access to public services, creating a “race to the bottom” for wages and working conditions;

**THE FEDERATION WILL** actively oppose the rise of conservatism and will encourage its affiliates to educate their members on the threats it poses to wages, working conditions, and public services in a “race to the bottom;” and

**THE FEDERATION WILL** assist affiliates in their fights for fairness for their members; and

**THE FEDERATION WILL** call on the Canadian Labour Congress (CLC) to take similar actions across Canada.

CONVENTION   ☐ Carried   ☐ Defeated



## RESOLUTION 24-113

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

**BECAUSE** in March 2022, the federal Liberal government and NDP opposition entered into a Supply and Confidence Agreement to work together to implement policies including a dental care program, universal and national Pharmacare, and a Safe Long-Term Care Act for seniors; and

**BECAUSE** progress was made on Pharmacare, dental care, and other aspects of the agreement, but much more remains to be done to meet the objectives set out in the previous agreement;

**THE FEDERATION WILL** work actively with the Canadian Labour Congress to promote progressive social policies as vote-determining issues in the lead-up to the 2025 federal election.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-114

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

**BECAUSE** seniors are living in poverty; and

**BECAUSE** the Canadian Pension Plan (CPP) and Old Age Security (OAS) are not enough to live on;

**THE FEDERATION WILL** work with CLC to lobby the federal government to increase the Old Age Security (OAS) and Canada Pension Plan (CPP) for seniors; and

**THE FEDERATION WILL** also lobby the provincial government for Canada Pension Plan (CPP) and Old Age Security (OAS) supplements.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-115

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

**BECAUSE** public services are integral for affordability and provide thousands of unionized jobs;

**BECAUSE** the private sector's main priority is turning a profit, leading to lower quality and higher costs; and

**BECAUSE** conservative and right-wing politicians and parties actively denigrate public services as a precursor to eliminating them;

**THE FEDERATION WILL** create an ongoing public campaign demonstrating the value of public services and the high costs of privatization;

**THE FEDERATION WILL** use this campaign to condemn think tanks including, but not limited to, the Fraser Institute and the Canadian Taxpayers Federation, for their continued efforts to mislead Canadians on public services; and

**THE FEDERATION WILL** fund the efforts of progressive organizations such as the Broadbent Institute, the Centre for Future Work, and the Canadian Centre for Policy Alternatives BC Office to specifically do the work of promoting the benefits of public services and their true value for Canadians.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-116A COMPOSITE TO COVER 24-116, 24-117, 24-118 AND 24-132.

*Submitted by:* BCGEU; MoveUP; HSA; CUPE 1978      *Committee recommends:* Support

**THE FEDERATION WILL** work with the Canadian Labour Congress, progressive research groups and community organizations to campaign for tax fairness and to highlight the value of public services;

**THE FEDERATION WILL** work with the Canadian Labour Congress to call on all levels of government to implement a wealth tax and close tax loopholes abused by the wealthy that drain money from vital public services; and

**THE FEDERATION WILL** work with the Canadian Labour Congress to call on all levels of government to introduce an excess profit tax on corporations and use the revenues to invest in affordability measures such as, but not limited to, public transit, clean energy retrofits, and supports for low-income families.

CONVENTION   ☐ Carried   ☐ Defeated

## PART 9

# Women and Gender Rights Standing Committee

5 RESOLUTIONS: 24-119 TO 24-123

### RESOLUTION 24-119

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

**BECAUSE** survivors of gender-based violence often experience trauma, along with physical injury, from which they may require time to recover; and

**BECAUSE** women who have experienced such trauma often face protracted court proceedings which require them to take time away from work; and

**BECAUSE** those coping with the impacts of such violence face other substantial challenges and financial burdens and should be supported in taking time off without an additional loss of income;

**THE FEDERATION WILL** lobby, and support allied organizations in their efforts to lobby, the provincial government to provide survivors of gender-based violence with access to 10 days of paid leave.

CONVENTION   ☒ Carried   ☐ Defeated

## RESOLUTION 24-120

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

**BECAUSE** the federal government has introduced legislation affording federally regulated workers paid leave after pregnancy loss; and

**BECAUSE** Canada's EI program provides some minimal, conditional, benefits for bereaved families experiencing pregnancy loss; and

**BECAUSE** roughly 25% of pregnancies end in a miscarriage that will affect large numbers of union workers;

**THE FEDERATION WILL** demand that the provincial government implement paid leave for workers in the event of a pregnancy loss.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-121

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

**BECAUSE** the rise of the Canadian anti-choice movement following the 2022 overturning by the US Supreme Court of the Roe v. Wade decision that guaranteed Americans' constitutional right to abortion for 50 years threatens Canadians' access to reproductive health rights; and

**BECAUSE** access to abortion in Canada is limited as most abortion services are available only in urban centres;

**THE FEDERATION WILL** lobby the provincial government and work with the CLC to lobby the federal government to remedy the lack of availability of abortion services, and address the lack of funding for administration of abortion services; and

**THE FEDERATION WILL** work with the CLC to lobby the federal government to follow through with the Liberal Party of Canada 2021 platform commitment to provide up to \$10 million to Health Canada to develop an easily accessible portal that provides accurate, judgement-free, and evidence-based information on sexual and reproductive health and rights, including a section that counters misinformation about abortion.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-122

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

**BECAUSE** childcare costs are a big hurdle for families dealing with living affordability;

**BECAUSE** the \$10-a-day daycare program has proven to be a positive, lifechanging opportunity for families; and

**BECAUSE** providing a living wage for caregivers and early childhood educators is an essential component to retaining employees and expanding the \$10-a-day daycare program;

**THE FEDERATION WILL** create a campaign to support unionization in the early childhood education sector, working with affiliates with existing in-roads to expand in this area;

**THE FEDERATION WILL** lobby the BC government to significantly increase its investment in expanding the \$10-a-day childcare to as many communities as possible and to ensure all caregivers and educators working at those centres receive a living wage; and

**THE FEDERATION WILL** further lobby the BC government to increase funding for early childhood educator educational programs across post-secondary institutions around the province, including establishing new programs at institutions where none exist.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-123

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

**BECAUSE** the cost of caring for a newborn child(ren) is exorbitant, particularly for those working in low-income jobs and in non-unionized positions with few benefits;

**BECAUSE** persons giving birth are typically those who already face equity challenges in the workplace, including typically making less than their counterparts;

**BECAUSE** the burden of caring for newborn infants typically falls to the person giving birth; and

**BECAUSE** Canada has a declining birth rate due to many people delaying having children due to affordability concerns;

**THE FEDERATION WILL** work with the CLC to create a campaign on equity for people giving birth with the goal of increasing the Employment Insurance (EI) for maternity and standard parental benefit basic rate from the current 55% of average insurable weekly earnings to 100%, and encourage its affiliates to bargain a top-up policy for workers who need maternity and/or parental leave.

CONVENTION   ☐ Carried   ☐ Defeated

## PART 10

# Young Workers Standing Committee

6 RESOLUTIONS: 24-124 TO 24-130

### RESOLUTION 24-124

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

**BECAUSE** members are being demanded to perform their regular workload activities while in addition to training and/or mentoring. This role entails the worker to train/mentor the worker or student on the various facets of the job so that the worker or student gains skills and knowledge base of the job area that they are placed in; and

**BECAUSE** there is a shortage of workers, workloads are high, and being coupled with training/mentoring a worker or student adds to the demands for the job when there is already high turnover; and

**BECAUSE** wage premiums for training or mentoring are already offered in some areas such as the United Kingdom;

**THE FEDERATION WILL** lobby the provincial government to create a wage premium for training or mentoring workers or practicum students.

CONVENTION   ☒ Carried   ☐ Defeated



## RESOLUTION 24-125

*Submitted by:* PIPSC; BCGEU-BCFMWU      *Committee recommends:* Support

**BECAUSE** two-tiered contracts create inequities in the workplace by offering reduced wages, benefits, and job security for newer employees compared to more senior workers; and

**BECAUSE** two-tiered contracts disproportionately affect young workers, who are more likely to be hired under these unfair terms, perpetuating inequality in the workplace; and

**BECAUSE** equitable contracts are essential for fostering solidarity and fairness among all workers, regardless of their length of service;

**THE FEDERATION WILL** oppose the negotiation of two-tiered contracts and recommend to its affiliates that they adopt a similar policy, as these contracts disproportionately affect young workers and undermine long-term labour standards.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-126

*Submitted by:* BCTF; BCGEU-BCFMWU; PIPSC      *Committee recommends:* Support

**BECAUSE** young workers are disproportionately affected by issues such as job insecurity, rising education costs, and lack of affordable housing; and

**BECAUSE** young workers often face barriers to accessing stable, well-paying jobs with benefits, which impacts their financial security and long-term prospects; and

**BECAUSE** young workers' voices need to be amplified to ensure government policies address their specific needs and challenges;

**THE FEDERATION WILL** organize a lobby of young workers to the newly-elected government to demand policies that specifically benefit and support young workers in areas such as employment, education, and housing.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-128

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

**BECAUSE** youth houselessness is a complex issue and as a society, we have failed to provide young people and their families with the necessary and adequate support that will enable them to move forward with their lives in a safe and planned way; and

**BECAUSE** there is a need to provide safe places and programs for youth to go that are welcoming to everyone, including low barrier units or sites with safety procedures to keep everyone safe; and

**BECAUSE** the more time youth experience houselessness, the more likely they are to be exposed to risks such as sexual exploitation, economic exploitation, traumatic events, declining health and addictions;

**THE FEDERATION WILL** lobby the provincial government and call upon the CLC to lobby the federal government to take action towards ending youth houselessness and near houselessness, by funding various levels of housing for youth including high-barrier, supportive housing sites with wrap-around support services and low-barrier shelters and housing.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-129

*Submitted by:* PIPSC; BCGEU-BCFMWU      *Committee recommends:* Support

**BECAUSE** young workers face unique challenges in the workplace, such as precarious employment, lack of access to benefits and lower wages; and

**BECAUSE** young workers are often underrepresented in leadership roles and decision-making processes within the labour movement; and

**BECAUSE** fostering the involvement of young workers in union activities is crucial to ensuring the long-term strength and sustainability of the labour movement;

**THE FEDERATION WILL** include in all its conferences and conventions content specific to the needs of young workers to address the challenges they face such as precarity, lack of access to benefits, and lower wages; and promote their active engagement in the labour movement.

CONVENTION   ☐ Carried   ☐ Defeated

## RESOLUTION 24-130

*Submitted by:* PIPSC; BCGEU-BCFMWU      *Committee recommends:* Support

**BECAUSE** young workers play a crucial role in the future of the labour movement, and their continued involvement is necessary to maintain strong union representation; and

**BECAUSE** many young workers disengage from union activities as they age out of young worker committees, leading to a loss of leadership potential and union strength; and

**BECAUSE** a comprehensive training, development, and retention program can provide young workers with the skills, mentorship, and opportunities needed to stay engaged and grow within their unions;

**THE FEDERATION WILL** work with affiliates to develop a comprehensive training, development, and retention program to help prevent the attrition of young workers from union involvement as they age out of young worker committees.

CONVENTION   ☐ Carried   ☐ Defeated

## PART 11

# Original Resolutions

PRIOR TO AMENDMENTS, COMPOSITES, AND COVERS

## FOR REFERENCE ONLY

### RESOLUTION 2405

*Submitted by:* BCGEU-BCFMWU

**BECAUSE** organized labour is under attack from employers and government(s) with back-to-work legislation; and

**BECAUSE** united we bargain, divided we beg;

**THE FEDERATION WILL** encourage affiliate members to align collective agreement expirations across the province and nationally where possible; and

**THE FEDERATION WILL** create a common front alliance agreement for labour unions in BC; and

**THE FEDERATION WILL**, in the event of back-to-work legislation the alliance members will consider the act as an aggression against all members and will take any actions the BCFED Executive Council deems necessary to assist the ally who is victim of legislation, up to and including a declaration of a general strike.

### RESOLUTION 2413

*Submitted by:* BCGEU

**BECAUSE** the current funding model for BC's post-secondary sector has not been updated in more than 20 years, and has created constraints and inequities for some of BC's public post-secondary institutions; and

**BECAUSE** public post-secondary funding is a central issue for union members working in the sector and also other union members who rely on the public post-secondary education to meet the educational needs of them and their families;

**THE FEDERATION WILL** lobby the Ministry of Post-Secondary Education and Future Skills to increase funding in order to adequately fund public post-secondary education; and Canadian Labour Congress to lobby at the federal level for increased funding for public post-secondary education.

### RESOLUTION 2414

*Submitted by:* FPSE

**BECAUSE** the Ministry of Post-Secondary Education and Future Skills announced there would be a public post-secondary education public in 2022;

**BECAUSE** the review involved significant work from BC post-secondary education sector;

**BECAUSE** the review abruptly ended;

**THE FEDERATION WILL** lobby the BC provincial government and the Ministry of Post-Secondary Education and Future Skills to undertake and complete a public post-secondary funding review.

## RESOLUTION 2417

*Submitted by:* BCGEU

**BECAUSE** our province is in a housing crisis and evictions that appear motivated by a desire to raise rent are still common; and

**BECAUSE** workers deserve to be able to live where they work and move when they need to;

**THE FEDERATION WILL** lobby the provincial government for vacancy control or “real rent control” across all rental housing in BC.

## RESOLUTION 2418

*Submitted by:* BCGEU

**BECAUSE** housing is a basic human right and people are being priced out of home ownership therefore the number of renters is rising; and

**BECAUSE** BC is the most unaffordable province for housing in Canada and many union members are paying more than 50% of their income to housing;

**THE FEDERATION WILL** continue to lobby the provincial government to implement a provincial housing strategy in consultation with communities that includes a variety of housing options to meet the diverse needs of those communities; and

**THE FEDERATION WILL** lobby the provincial government to tie rent increases to the rental unit and it shall be registered with the appropriate authority; and

**THE FEDERATION WILL** lobby municipalities who do not have supportive housing plans to work with the provincial government to create supportive housing.

## RESOLUTION 2419

*Submitted by:* BCGEU

**BECAUSE** the province is in an affordable housing crisis; and

**BECAUSE** unhoused people are community members who are entitled to self-respect, and agency over their lives; and

**BECAUSE** we need to work together to advocate for worker and tenant rights;

**THE FEDERATION WILL** lobby the provincial government to:

- build non-market affordable social housing; and for the distribution of this social housing to be integrated; and
- demand that the provincial government, local governments and affiliated organizations immediately cease all efforts to decamp unhoused populations and to immediately house this population and stand in solidarity with them; and
- initiate a campaign in cooperation with Indigenous communities that will include letter writing, engaging rank and file workers and BC Housing union members to restructure public housing under a model that is transparent and accountable to the public, and which protects the interests of workers and tenants.

## RESOLUTION 2420

*Submitted by:* CUPE BC

**BECAUSE** rents are increasing faster than most workers’ wages, and 1 in 5 renters in BC currently spend half their income on rent; and

**BECAUSE** the lack of vacancy control provisions “rents tied to the unit, rather than the tenancy” has created an incentive for landlords to force out long-term tenants so

they can raise rents beyond what the current rent control regulations allow; and

**BECAUSE** vacancy controls existed previously in BC, and are currently in place in Quebec, Manitoba and Prince Edward Island, and

**BECAUSE** progress has been made to improve rules and regulations for renters in BC, but there is more to do;

**THE FEDERATION WILL** lobby, and support allied organizations in their efforts to lobby, the provincial government to enact vacancy control legislation that ties rent to the rental unit rather than the individual tenant.

#### RESOLUTION 2421

*Submitted by:* HSA

**BECAUSE** providing access to housing must be a priority for all governments; and

**BECAUSE** there is a severe shortage of affordable rental, co-op, and market housing in BC;

**THE FEDERATION WILL** continue to lobby for and support the BC government's development and delivery of a comprehensive housing strategy that includes affordable housing for different income levels, regulated rentals, vacancy control, and housing for the unhoused, including ensuring viable long-term housing plans are in place before dismantling temporary housing options including "tent cities" developed out of necessity.

#### RESOLUTION 2423

*Submitted by:* BCGEU

**BECAUSE** there has been a worrying lack of urgency surrounding the Missing and Murdered Indigenous Women and Girls along the Highway of Tears; and

**BECAUSE** to keep people safe, transportation needs to be safe, affordable, regular and accessible to all who may need it;

**THE FEDERATION WILL** work with the CLC and community groups to lobby all levels of government to adequately fund seven days a week, six times per day, reliable public transportation along Highway 16 (known as the Highway of Tears); and work to ensure transportation offerings meet the needs of all communities surrounding the Highway of Tears regardless of financial status and personal identity traits protected under the *BC Human* and *Canadian Human Rights Codes*.

#### RESOLUTION 2425

*Submitted by:* HSA

**BECAUSE** according to the Indigenous Watchdog, only 11 of the 94 Calls to Action by the Truth and Reconciliation Commission have been completed since they were released in December 2023;

**THE FEDERATION WILL** call upon the provincial government and work with the CLC to call on the federal government to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission.

#### RESOLUTION 2426

*Submitted by:* MoveUP

**BECAUSE** only 13 of the 94 Calls to Action by the Truth and Reconciliation Commission have been completed in the past nine years;

**THE FEDERATION WILL** call upon the BC provincial government to commit to either completing or having concrete, fully-funded plans of action on the remaining 81 Calls to Action prior to the ten-year anniversary of their release.



## RESOLUTION 2427

*Submitted by:* BCGEU

**BECAUSE** to keep all people safe along the Highway of Tears, digital connectivity (including cellular) needs to be reliable, affordable and accessible to all who need it; and

**BECAUSE** Indigenous women, girls and gender-diverse are disproportionally represented in the population of missing and abducted persons;

**THE FEDERATION WILL** work with the CLC and community groups to lobby all levels of government:

- to increase funding and continue funding for improving access to digital services (including cellular) and pressure telecommunications companies to provide a viable solution(s) to the ongoing lack of service(s) along Highway 16 also known as the Highway of Tears;
- and to create a “Red Dress Alert” patterned after the model of the Amber Alert to alert the public and mobilize emergency services in the event that Indigenous women, girls and gender-diverse individuals are reported missing, abducted or at similar risk of harm.

## RESOLUTION 2429

*Submitted by:* MoveUP

**BECAUSE** the bulk of mainstream media in Canada is controlled by large conservative interests; and

**BECAUSE** there has been a significant lack of proper labour reporting in mainstream media;

**BECAUSE** progressive media sources are outnumbered compared to conservative and even far-right media outlets;

**THE FEDERATION WILL** investigate the possibility of funding and creating an arms-length media outlet designed to promote

progressive ideals and share the stories of the labour movement;

**THE FEDERATION WILL** further recruit and provide training opportunities for prospective journalists, copy editors, headline writers, and other related positions for the purposes of staffing this media outlet;

**THE FEDERATION WILL** further look into establishing a bursary, scholarship or other fund to support the pursuit of labour journalism; and

**THE FEDERATION WILL** continue to provide support for existing progressive media outlets and journalists through subsidies and other forms of direct contributions.

## RESOLUTION 2430

*Submitted by:* MoveUP

**BECAUSE** 60% of the BC labour force faces either a high or medium likelihood of having their job impacted by artificial intelligence technologies (A.I.) in the near future;

**BECAUSE** the impact of A.I. in BC is significant for workers, as the decreasing costs and increasing sophistication of automated systems has the potential to displace workers and eliminate jobs across the labour market to greater degree than before;

**BECAUSE** the COVID-19 pandemic has accelerated A.I. in the labour force;

**THE FEDERATION WILL** create a standing committee to develop policies and programs to support affiliates in protecting workers from artificial intelligence technologies that displace workers and/or bolster job/wage polarization.

## RESOLUTION 2446

*Submitted by:* BCGEU

**BECAUSE** the Liberal Party of Canada uses the *Labour Code* and the Canadian Industrial Labour Board to interfere with the collective bargaining process of Teamsters Canada; and

**BECAUSE** using legislation to interfere with collective bargaining is union busting;

**THE FEDERATION WILL** condemn the use of legislation to interfere with collective bargaining; and

**THE FEDERATION WILL** request intervenor status in any legal proceedings related to the Teamsters' job action.

## RESOLUTION 2448

*Submitted by:* BCGEU

**BECAUSE** funding for media in Canada is inequitably accessible by independent community-based media outlets; and

**BECAUSE** larger medical organizations owned by corporations, wealthy elites, and foreign hedge funds devour resources excluding smaller, independent voices from the media landscape. Without independent medical, stories are driven by those at the top. This means protests, strikes, collect;

**THE FEDERATION WILL** work directly with allied independent media groups (such as Resolve Media, Constellation Media, Press progress) to educate workers on the importance of independent media in Canada and threats to independent journalism; and

**THE FEDERATION WILL** lobby the provincial government to support a more equitable independent media in BC.

## RESOLUTION 2450

*Submitted by:* CUPE 389

**BECAUSE:**

- many public libraries continue to be understaffed as limited funding often goes directly into providing community programs and services but does not address staffing concerns; and
- a significant percentage of library workers are precariously employed as auxiliaries or part-time staff, and live in financial hardship with no health plan or benefits; and
- the mental health and safety of library workers is directly affected by increased violence in the workplace and continual staffing shortages, which leads to burnout, illness or high turnover; and
- significant limits to public facing service prevents many library workers from being able to participate in work-from-home opportunities or flexible work weeks, so increased funding would allow for more flexibility with staffing and scheduling options;

**THE FEDERATION WILL** lobby the provincial government to provide additional funding for public libraries, strictly to support the hiring of more library workers to offset widespread shortages.

## RESOLUTION 2451

*Submitted by:* BCGEU

**BECAUSE** regular provincial operational funding has not increased for libraries in BC for many years and costs to provide services increase each year, thus, threatening the income and job security of library workers; and

**BECAUSE** as libraries are understaffed, library workers are overworked, and a one-time

funding is not providing sufficient funding for hiring more permanent staff; and

**BECAUSE** public libraries provide spaces to gather for free, computer and internet access, computer skills training, programming for all ages as well as supported access to information and books;

**THE FEDERATION WILL** lobby and advocate to municipal governments, regional governments and the provincial government for an increase to library funding; and

**THE FEDERATION WILL** strategize and campaign for library funding; and

**THE FEDERATION WILL** campaign to inform the public about the value of libraries and library workers in our communities.

## RESOLUTION 2452

*Submitted by:* Vancouver and District Labour Council

**BECAUSE** the Federation has a proud history of opposing privatization, contracting out, and P3s as harmful to working people and the programs and services we all rely upon; and

**BECAUSE** public enterprises such as ICBC or BC Hydro here in British Columbia, and others across the globe, demonstrate the ability of public ownership to provide superior outcomes, improve universality of access, and generate revenue and benefits for people, rather than profits for private enterprise;

**THE FEDERATION WILL** reiterate its support for the expansion of public ownership and operation, and its opposition to privatization, including P3s and contracting out of public services; and

**THE FEDERATION WILL** call upon the provincial government to repatriate contracted out services, as has been done in health care, wherever they are found.

## RESOLUTION 2460

*Submitted by:* CUPE BC

**BECAUSE** expanding public transit will improve mobility in and between communities and make life more affordable for workers and other transit users;

**BECAUSE** the lack of investment in and funding of public transit leads to higher transportation costs and makes access to work and services more difficult for those with low and middle incomes, especially those in rural, remote and Indigenous communities;

**BECAUSE** increasing public transit services and reducing reliance on personal vehicles will make a considerable contribution to addressing climate change;

**THE FEDERATION WILL** develop and execute a campaign and government relations strategy to advocate for increased public funding for public transit, with a goal of increasing services, reducing reliance on fare revenues, and moving towards free public transit; and

**THE FEDERATION WILL** advocate for operational and capital funding to support public transit systems in small communities and public inter-community transit options for rural and remote areas of BC.

## RESOLUTION 2462

*Submitted by:* BCGEU

**BECAUSE** in the face of climate change and a rapidly increasing population, fresh water for human consumption, agriculture, industry and ecological needs has become a precious commodity on Vancouver Island and across British Columbia; and

**BECAUSE** there are many different purveyors involved in the supply of drinking water, including governments and private companies,

as well as many agencies responsible for development planning for the growing population;

**THE FEDERATION WILL** advocate the Ministry of Water, Land, and Resource Stewardship to collaborate with regional First Nations to provide leadership and functional involvement in the creation and management of consistent regional water supply strategies. Following the watershed map of the province and divided by regional district with the aim of ensuring that resilient and sustainable drinking water supplies are in place now and for the future for all reserve lands.

#### RESOLUTION 2464

*Submitted by:* Executive Council

**BECAUSE** simple language in the constitution is more effective;

**THE FEDERATION WILL** amend Article 16, Section 2. b) to combine subsections (i) and (ii):

*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.~~*

#### RESOLUTION 2467

*Submitted by:* Executive Council

**BECAUSE** the deadlines for convention affect the deadlines for new affiliates who may wish to participate in convention; and

**BECAUSE** we want to ensure new affiliates have the opportunity to attend convention;

**THE FEDERATION WILL** amend Article 4, Section 8.:

*Any organization which has not applied for and obtained a Certificate of Affiliation at least ~~one~~ **(3)** months prior to the Convention shall not be allowed representation in this Federation.*

#### RESOLUTION 2468

*Submitted by:* Executive Council

**BECAUSE** the timelines set in the constitution for organizing a special convention are short; and

**BECAUSE** more time is required for registration of delegates and logistical organizing;

**THE FEDERATION WILL** amend Article 4, Section 3. 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)~~ **seventy-five (75)** 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.*

#### RESOLUTION 2469

*Submitted by:* Executive Council

**BECAUSE** Article 4 of our constitution sets out the guidelines for convention in an ordered manner and information does not need to be repeated; and

**BECAUSE** timelines for convention call are provided in Article 4, Sections 3. and 5.; and

**BECAUSE** we do not require the dates of amendments to be reflected in the language of the constitution;

**THE FEDERATION WILL** amend Article 4, 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.~~

### RESOLUTION 2470

*Submitted by:* Executive Council

**BECAUSE** it is Article 4, Section 5 that directs the deadlines for the notice of convention, not Section 2;

**THE FEDERATION WILL** amend Article 4, Section 6.:

*A registration fee for Convention shall be determined by the Executive Council prior to the notice of Convention required under Section 2 **5**. The stated fee shall accompany the credential being sent to the Secretary-Treasurer.*

### RESOLUTION 2473

*Submitted by:* Executive Council

**BECAUSE** the constitution dictates that one (1) Alternate Trustee is elected;

**THE FEDERATION WILL** amend Article 11, Section 1. d) to reflect that one (1) Alternate Trustee is elected, not two.

*In the event ~~both~~ **an** Alternate Trustee positions becomes vacant, the Executive Council shall elect **a** new Alternate Trustees prior to Convention provided the individuals elected are **is a** members in good standing of an affiliate, but not **a** members of the Executive Council.*

### RESOLUTION 2474

Executive Council

**BECAUSE** the timelines set in the constitution for registration of convention delegates and the opening of convention are tight; and

**BECAUSE** our conventions continue to grow in size as our movement grows; and

**BECAUSE** more time is required between the close of registration of delegates and the opening of convention to ensure delegates are appropriately registered and prepared for convention;

**THE FEDERATION WILL** amend Article 4, Section 5.:

***a)** Not less than ~~sixty (60)~~ **ninety (90)** calendar days prior to the opening of each regular Convention, and ~~forty-five (45)~~ **seventy-five (75)** days prior to any Special Convention, the Secretary-Treasurer shall **issue the Convention Call and** 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.*

***b)** No credentials shall be accepted later than ~~fifteen (15)~~ **forty-five (45)** days prior to the opening date of a regular Convention, and ~~ten (10)~~ **thirty (30)** calendar days prior to a Special Convention. Conventions may permit seating of delegates upon recommendation of the Credentials Committee.*

## RESOLUTION 2476

*Submitted by:* Executive Council

**BECAUSE** clarity in the constitution is important; and

**BECAUSE** through various updates, the constitution has become inconsistent; and

**BECAUSE** it is valuable to tighten up the flow of information outlined in the constitution;

**THE FEDERATION WILL** reorder and amend Article 4, Section 12. c), d) and e):

**c)** *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.*

**d)** *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.*

**e)** *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.*

AND **THE FEDERATION WILL** also amend Article 4, Section 1. a) to reflect the new ordering of Section 12.:

*The Convention shall be the governing body of the Federation and, except as provided in Section 12 (c) e) of this Article and Article 12, its decision shall be by majority vote.*

## RESOLUTION 2477

*Submitted by:* Executive Council

**BECAUSE** clarity in the constitution is important;

**THE FEDERATION WILL** amend Article 4, 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 Convention.*

## RESOLUTION 2480

*Submitted by:* Executive Council

**BECAUSE** consistent language in the constitution is important;

**THE FEDERATION WILL** amend Article 4, Section 4. a) (ii) and (iii):

(ii) **From** local Labour Councils, shall be entitled to a maximum **entitlement** of three (3) delegates.

(iii) **From** the B.C. Federation of Retired Union Members, shall be entitled to a maximum **entitlement** of two (2) delegates.

## RESOLUTION 2490

*Submitted by:* Victoria Labour Council

**BECAUSE** a UN report from July 2024 concluded that the temporary foreign worker program serves as a breeding ground for contemporary forms of slavery, as it institutionalizes asymmetries of power that favour employers and prevent workers from exercising their rights;



**BECAUSE** employers in BC have increased their reliance on temporary foreign workers;

**BECAUSE** temporary foreign workers are tied to one employer;

**THE FEDERATION WILL** take the initiative to join the Migrant Rights Network and consider aligning its recommendations with the Migrant Rights Network; and

**THE FEDERATION WILL** launch a BC Migrant Rights Solidarity Action campaign that develops educational and support materials for affiliated unions and labour councils to engage with the issue of migrant workers in their regions. The campaign must build alliances with migrant worker organizations, develop educational material, organize or join demonstrations, and pressure government officials.

#### RESOLUTION 2491

*Submitted by:* BCGEU

**BECAUSE** the United Nations warns that sending weapons or components that Israel would use in Gaza likely violates international law; and

**BECAUSE** federal law prohibits the export of military technology when there is a substantial risk it may be used in serious violations of international law or against women/children; and

**BECAUSE** the International Court of Justice ruled that Israel is committing a “plausible genocide” against the Palestinian people. As a party to the Genocide Convention, Canada is obligated to prevent genocide;

**THE FEDERATION WILL** work with the CLC to lobby the Canadian government to immediately suspend all trade in arms and military technology with Israel, including closing loopholes and prohibition of exports and imports;

**THE FEDERATION WILL** work with trade unions representing workers in affected industries to develop plans for a just transition that secures their livelihoods and enables them to work without fear of being complicit in Israel’s crimes against Palestinians.

#### RESOLUTION 2492

*Submitted by:* HSA

**BECAUSE** the labour movement and unions in general uphold a principle of solidarity among people of all ethnic and religious groups internationally; and

**BECAUSE** organized labour plays an important role in the movement for peace and justice at home and around the world;

**THE FEDERATION WILL** take action in solidarity with unions and other organizations seeking a just and bipartite resolution to the longstanding conflict in Israel and Palestine; and

**THE FEDERATION WILL** call for an immediate ceasefire in Israel and occupied Palestine to prevent further suffering and loss of civilian life; and

**THE FEDERATION WILL** call for a release of Israeli and Palestinian hostages, and protection for all civilian lives in Israel and Palestine.

#### RESOLUTION 2494

*Submitted by:* BCGEU

**BECAUSE** there are very few options and choices for individuals when they have chosen to make lifestyle changes; and

**BECAUSE** supporting individuals to access full healthcare and recovery as a pillar of harm reduction and recovery-based housing is essential to maintaining and upholding the lifestyle changes individuals have made.

**THE FEDERATION WILL** lobby the provincial government to:

- provide a rapid and streamlined process for individuals to access a continuum of care including detox, stabilization, recovery-based programs, dry shelters, transitional housing, and second-stage housing; and
- continue to expand detox, stabilization, and recovery options across BC; and
- advocate for access to medical support, recovery support, mental health support, and housing support for individuals wanting to change their lifestyle and use of substances.

## RESOLUTION 2495

*Submitted by:* Victoria Labour Council

**BECAUSE** with over 15,000 lives lost since BC declared a toxic drugs public health emergency, and a further estimated 225,000 at risk of dying, it's time to urgently act;

**BECAUSE** unregulated drug toxicity is the leading cause of death in British Columbia for those aged 10 to 59;

**BECAUSE** the current drug policy framework of prohibition is the primary driver of BC's illegal, unregulated and toxic street supply;

**THE FEDERATION WILL** in collaboration with relevant drug policy organizations, develop a campaign to lobby elected officials to rapidly expand prescribed and non-prescribed safe drug supply options;

**THE FEDERATION WILL** educate affiliates on what the toxic drug crisis is and why providing a safe, regulated, legal supply of the drugs needed by those who are dependent is an appropriate way to save lives;

**THE FEDERATION WILL** develop a community-focused issue-based campaign around destigmatization of those who use drugs.

## RESOLUTION 2499

*Submitted by:* CUPE 1936

### BECAUSE:

- experiencing racism, ableism, homophobia or transphobia in the workplace can cause a member to feel isolated and alone and can cause significant harm, including trauma, depression and anxiety;
- experiencing racism, ableism, homophobia or transphobia in the workplace can cause a member to feel emotionally, psychologically and physically unsafe at work;
- everyone, including diverse members, has the right to feel safe, included and welcome at work; and
- not all workplaces have policies that address potential ableism, racism, homophobia and transphobia;

**THE FEDERATION WILL** lobby the provincial government to legislate ableism, racism, homophobia and transphobia as workplace hazards under WorkSafeBC.

## RESOLUTION 24-103

*Submitted by:* USW District 3

**BECAUSE** May 9, 2024, was the 30th anniversary of the Westray Mine explosion and 2024 is the 20th anniversary of the Westray amendments to the *Criminal Code* that hold corporations criminally accountable for workplace deaths; and

**BECAUSE**, despite some charges, police and prosecutors are typically not enforcing the Westray amendments, not investigating workplace fatalities criminally, and not providing the aggressive enforcement as needed; and

**BECAUSE** 1,000 Canadians are killed every year due to their work;

**THE FEDERATION WILL** continue to support the Stop the Killing campaign, including lobbying for:

- crown attorneys be educated, trained and directed to apply Westray amendments;
- dedicated prosecutors be assigned and given responsibility for prosecuting serious workplace injuries and fatalities;
- mandatory training, with appropriate allocation of resources, for police and health and safety regulators to know how the Westray amendments apply; and
- greater coordination among regulators, police and Crowns to ensure enforcement.

### RESOLUTION 24-105

*Submitted by:* USW District 3

**BECAUSE** the BC government has taken positive steps to expand the classification of workers eligible for presumptive coverage when they suffer a psychological injury in the workplace; and

**BECAUSE** most BC workers do not have that coverage; and

**BECAUSE**, in particular, workers in the mining industry train and play a vital role as first responders in mine safety and rescue and should be extended presumptive coverage;

**BECAUSE** first aid attendants may be required to treat serious injury, they should be extended presumptive coverage; and

**BECAUSE** ensuring all workers are covered would address mine rescue, first aid and other workers that might not have been fully contemplated;

**THE FEDERATION WILL** lobby for presumptive coverage for all BC workers who suffer psychological injury related to their work.

### RESOLUTION 24-108

*Submitted by:* UFCW 1518

**BECAUSE** health authorities need to provide workplace training and testing for toxic exposures. Community health and mental health workers' worksites are in clients homes, where there can be exposure to various chemicals, including various forms of smoke; workers with lived experiences and who may be in recovery may also be put at risk. It is difficult to know possible harms from inhalation, ingestion or absorption, exposure limits, or long-term health impacts of the mix of various substances. Many unions offer advanced training in health and safety to support workers. It is the employers responsibility to provide a safe workplace;

**THE FEDERATION WILL** lobby the Minister of Health, all health authorities and affiliates to provide better training, testing, as well as a fulsome risk management plan that includes exposure assessments where reasonable and better workplace safety and supports for workers in Community Health facing unknown toxic exposures.

### RESOLUTION 24-116

*Submitted by:* BCGEU

**BECAUSE** of the huge gap between the rich and the poor in Canada; and

**BECAUSE** the wealthy are getting wealthier and have been accumulating enormous wealth in the last decade;

**THE FEDERATION WILL** work with the Canadian Labour Congress to start a campaign nationally and with the focus on progressive taxes on the rich; and

**THE FEDERATION WILL** call upon the CLC to campaign with full force on behalf of all labour in BC.

## RESOLUTION 24-117

*Submitted by:* MoveUP

**BECAUSE** the cost-of-living concerns is a top concern for British Columbians;

**BECAUSE** the affordability crisis has been exasperated by large conglomerates making record profits in all sectors; and

**BECAUSE** Canadians are continually bombarded with rhetoric coming from conservative and right-wing sources blaming high costs on taxes, driving focus away from the real issues of price gouging and profiteering;

**THE FEDERATION WILL** work together with organizations including, but not limited to, the Broadbent Institute, Canadians for Tax Fairness, and the Canadian Centre for Policy Alternatives to create a public-facing campaign calling on tax fairness;

**THE FEDERATION WILL** lobby the provincial government to introduce excess profit tax or caps on profit margins, and demonstrably use that money to invest in an area that is a core component of affordability such as public transit or clean energy retrofitting, or provide immediate financial relief in the form of credits for low-income families.

## RESOLUTION 24-118

*Submitted by:* HSA

**BECAUSE** the gap between the rich and everyone else is wider than ever; and

**BECAUSE** some in Canada got billions of dollars richer during a global health and economic crisis; and

**BECAUSE** it's time for the rich to pay their fair share so governments can provide better health care and social services, education for everyone, a just and clean economy, end

systemic racism, and make sure everyone has a safe place to live and grow;

**THE FEDERATION WILL** call on the BC and federal governments to implement a wealth tax, institute an excess profit tax, and close tax loopholes used by the wealthy that drain money out of the public purse.

## RESOLUTION 24-131

*Submitted by:* CUPE 1978

**BECAUSE** the progress made by recent provincial governments has not been enough to reverse healthcare privatization in BC;

**BECAUSE** BC hasn't curbed unlawful extra billing, hasn't brought for-profit clinics into the public system, hasn't brought all the workers back into public hospitals;

**THE FEDERATION WILL** organize and fund a "People's Health Coalition" tasked with protecting the public health care system and reversing the privatization of health care in BC. The Coalition must include doctors, nurses, social workers, and unionized health care workers, working together to draft proposals to reverse health care privatization and re-invest in public healthcare. The Coalition must build alliances with civic, labour, ethnic, peace, and political groups; organize educational events and demonstrations; and speak with government officials;

**THE FEDERATION WILL** ensure that the "People's Health Coalition" emphasizes on-the-ground mobilization aimed at bringing a large part of the population into action on the issue of socialized medicine.

## RESOLUTION 24-132

*Submitted by:* CUPE 1978

**BECAUSE** these destructive tax cuts cost the provincial treasury billions every year, enough to massively expand low-income housing and raise spending on health, education, and other vital social programs;

**BECAUSE** income inequality has had corrosive effects on workers' health, happiness, and community ties;

**THE FEDERATION WILL**, with the CLC, launch and fund a "Tax the Wealthy" campaign to be led by the Labour Councils. The campaign must build alliances with civic, labour, ethnic, peace movement, and political groups; organize educational events, demonstrations, and protests; and speak with government officials. In particular, these efforts should emphasize building solidarity and on-the-ground mobilisation. The campaign must highlight how tax cuts for the wealthy and corporations harm public services;

**THE FEDERATION WILL** demand that the provincial government completely reverse the tax cuts that were implemented by the BC Liberal Party during Gordon Campbell's reign.

## RESOLUTION 24-133

*Submitted by:* CUPE 1978

**BECAUSE** the labour movement has long been vocal advocate for Universal Health Care, and opposed the creep of for-profit healthcare into Canada;

**BECAUSE** access to low barrier, high quality, and not-for-profit treatment services should be available to every person seeking help with their substance use;

**BECAUSE** substance use treatment services are a vital aspect of life saving health care for tens

of thousands of Canadians, and as such must be made readily available to all;

**BECAUSE** the treatment service industry is becoming increasingly dominated by for-profit enterprises that put profit before people;

**THE FEDERATION WILL** collaborate with affiliated unions, the CLC, service user bodies, and relevant drug policy organizations to advocate for the inclusion of treatment services as part of Universal Health Care and under the five core principles of the *Canada Health Act*, of publicly administered, comprehensive, universal, portable and accessible.

## RESOLUTION 24-134

*Submitted by:* CUPE 1978

**BECAUSE** the financial restrictions that BC housing imposes on housing organization's spending makes it difficult for the organizations to rise to the many challenges that are constantly cropping up in the midst of the continuing housing crisis;

**BECAUSE** these restrictions cause difficulties in the processes of organization planning and future preparedness. We understand the need for fiscal responsibility in the housing sector, but a balance must be struck;

**THE FEDERATION WILL** demand that the provincial government to instruct BC Housing to give the housing organizations in BC more freedom to run their organizations without fear of their funding being clawed back.

## RESOLUTION 24-135

*Submitted by:* CUPE 1978

**BECAUSE** public ownership and democratic control of resources ensure that essential services and infrastructure serve the public interest rather than private profit;

**BECAUSE** Public-Private Partnerships (P3s) for public infrastructure projects often lead to higher costs and reduced public control;

**THE FEDERATION WILL** lobby the provincial government to transfer key resources and services to public ownership and democratic control;

**THE FEDERATION WILL** initiate coalition building with unions, labour councils, community groups, and stakeholders to end P3 public infrastructure projects;

**THE FEDERATION WILL** organize campaigns to raise awareness about the benefits of public ownership and the drawbacks of P3s.

#### RESOLUTION 24-138

*Submitted by:* CUPE 1978

**BECAUSE** The Fed. Constitution states Article #2 - PURPOSE SEC#1 #7 “cause of peace “ #8 “education” #10 “preserve the independence of the labour movement from political control;”

**BECAUSE** Resolutions originate from unions and educate our members for mobilizing;

**BECAUSE** People and poisoned environments need deliberations for internationalism, solidarity, sovereignty, and justice;

**BECAUSE** Business dominated governments give opportunistic speeches, while allowing corporations off the tax hook with the plunder of resources to the detriment of Indigenous nations, and citizens, youth, children, pensioners;

**BECAUSE** Over the years, “profound resolutions” have not been debated for timely “delegate resolve” while “guest politicians” continue to take up space at the mics;

**BECAUSE** Necessary, democratic, consideration of resolutions has been “referred”, for only the Executive Council to argue;

**THE FEDERATION WILL** deliver an “agenda”, with minimum of 4 hours per day for resolutions, so rank and file delegates can build powerful programs and voice toward any government.

#### RESOLUTION 24-139

*Submitted by:* CUPE 1978

**BECAUSE** international solidarity is the most powerful weapon workers have to fight for peace; war is bad for workers everywhere;

**BECAUSE** we must expose the extent of the war crimes and genocide committed against Palestine and condemn the hypocrisy of the imperialists;

**THE FEDERATION WILL** organize recurring delegations to Palestine and meetings with the Palestinian General Federation of Trade Unions with the aim of strengthening the support of the international class-oriented trade union movement with the struggling people;

**THE FEDERATION WILL** prioritize the cause of the Palestinian people in the development of actions for practical support and solidarity, such as donations, boycotts, demonstrations;

**THE FEDERATION WILL** not limit its political activities to lobbying, verbal measures, conferences, and statements, but will take measures on the ground to pressure decision-makers to stop this war of extermination.



# 2SLGBTQIA+ Glossary

*Used with kind permission of the United Steelworkers.*

2SLGBTQIA+ terminology is continuously evolving. As a result, it is important to note that this is not an exhaustive list and these definitions are a starting point to understanding 2SLGBTQIA+ identities and issues. Different 2SLGBTQIA+ individuals and communities may have broader or more specific understandings of these terms.

**2SLGBTQIA+:** An acronym for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other people in the rainbow community.

**AFAB/AMAB:** Short for “assigned female at birth” and “assigned male at birth,” or usually based on the appearance of a person’s genitals when they are born. These terms are preferable to inaccurate statements like saying someone is “biologically female” or “used to be a man.”

**AGENDER:** A person who feels that they do not have a gender identity or that their gender identity is neutral.

**ALLY:** Someone who fights alongside a marginalized identity group but who does not share that same identity. They believe in the dignity of and respect for all people and are willing to stand up in that role. For example, someone who identifies as heterosexual could be an ally for the 2SLGBTQIA+ community as a whole; or a lesbian could be an ally for the trans community.

**ANDROGYNOUS:** Identifying and/or presenting as neither distinguishably masculine nor feminine.

**ASEXUAL:** The lack of a sexual attraction/desire for other people.

**BIGENDER:** A person who identifies as two genders, either at the same time or moving back and forth between them.

**BIOLOGICAL SEX:** Includes external genitalia, internal reproductive structures, chromosomes, hormone levels and secondary sex characteristics (for example, breasts, facial and body hair). These characteristics are objective: they can be seen and measured.

Surprising to some, sex consists not just of two categories (male or female) but is a continuum. Most people exist somewhere near one end or the other. The space more in the middle is occupied by intersex people.

**BIPHOBIA:** Prejudice, fear or hatred directed toward bisexual people.

**BISEXUAL:** A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.

**CISGENDER:** A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

**CISNORMATIVITY:** The societal idea that assumes all people are cisgender, and which privileges cisgender identities and under-represents transgender and non-binary identities.

**CISSEXISM:** Prejudice and discrimination in favour of cisgender identities, including the belief that it is better to be cisgender than transgender.

**CLOSETED:** Describes an 2SLGBTQIA+ person who has not disclosed their sexual orientation or gender identity.

**COMING OUT:** The process in which a person acknowledges, accepts and appreciates their sexual orientation or gender identity and shares that with others.

**GAY:** A person who is emotionally, romantically or sexually attracted to members of the same gender.

**GENDER AFFIRMING SURGERIES (GAS) OR SEXUAL REALIGNMENT SURGERIES (SRS):** Refers to medical procedures by which an individual is surgically altered to create the physical appearance of their authentic gender. Not all trans people seek surgery.

**GENDER BINARY:** The idea that there are only two possible, opposing genders and that a person must identify as either a man or a woman.

**GENDER DYSPHORIA:** Significant distress caused when a person's assigned birth gender is not the same as the one with which they identify.

**GENDER EXPRESSION:** Is everything that we do to communicate our gender to others. For example, the type of clothing we wear, our hair styles, mannerisms, the way we speak, the roles we take in interactions, etc.

Gender expression is a continuum, with feminine at one end and masculine at the other. In between are gender expressions that are androgynous (neither masculine nor feminine) and those that combine elements of the two (sometimes called gender bending).

Sometimes we communicate our gender expression purposefully, sometimes it's accidental. Our gender expression could be forced on us as children or by dress codes at school or at work.

Gender expression can vary for an individual from day to day or in different situations, but most people can identify a range on the scale where they feel the most comfortable. Some people inhabit a wider range of gender expression than others.

**GENDER FLUID:** Describing someone whose gender is not fixed and shifts over time or depending on a situation.

**GENDER IDENTITY:** Each person's internal and individual experience of gender, their sense of being a woman, a man, both, neither or anywhere on the gender spectrum. Gender identity may develop as a person goes through life and learns more about themselves.

**GENDER NON-CONFORMING:** A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.

**GENDERQUEER:** A person whose gender identity may not align with gender binary expectations. They may identify as both a man and a woman, move between genders or reject the gender binary altogether.

**HETERONORMATIVITY:** The societal idea that assumes all people are heterosexual, and which privileges heterosexuality over other sexual orientations.

**HETEROSEXISM:** Prejudice and discrimination in favour of heterosexuality, including the belief that heterosexuality is the best sexual orientation.

**HOMOPHOBIA:** The fear, hatred of /or discomfort with people who are attracted to members of the same gender.

**INTERSECTIONALITY:** The understanding that every individual occupies many overlapping identity categories (race, gender, class, etc.) and that the combination of these categories shapes the way they experience the world and the privilege/marginalization that they encounter.

**INTERSEX:** An umbrella term used to describe a wide range of natural bodily variations. In some cases, these traits are visible at birth, and in others, they are not apparent until puberty. A person whose chromosomes, hormonal make-up or anatomy fall outside the categories of male or female. Some chromosomal variations of this type may not be physically apparent at all.

**LESBIAN:** A woman who is attracted physically and emotionally to other women.

**MTF/FTM (male to female/female to male):** An older short form indicating transition from one binary gender to another. MTF is someone who was assigned male at birth and

is transitioning to female. FTM is someone who was assigned female at birth and is transitioning to male.

**NON-BINARY:** Gender that exists outside of the gender binary (see gender binary). While many also identify as transgender, not all non-binary people do.

**PANSEXUAL:** Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree.

**QUEER:** Sometimes used as an umbrella term for the 2SLGBTQIA+ community. Some people may also identify as queer instead of or in addition to more rigid identity categories. Historically a negative term, it has been reclaimed by many in the 2SLGBTQIA+ movement in the last few decades.

**QUESTIONING:** A person who is unsure of their sexual orientation or gender identity.

**SEXUAL ORIENTATION:** An inherent or immutable enduring emotional, romantic or sexual attraction to other people. It indicates who we are attracted to/want to be intimate with.

**SEX ASSIGNED AT BIRTH:** The sex (male or female) given to a child at birth, most often based on the child's external anatomy. This is also referred to as "assigned sex at birth." (See AFAB /AMAB).

**SOGI (Sexual Orientation and Gender Identity):** Everyone has a sexual orientation and gender identity (SOGI). It's an inclusive term that applies to everyone, whether they identify as lesbian, gay, bisexual, transgender, queer, two-spirit, heterosexual or cisgender. It's important for workplaces to be inclusive and safe spaces for workers of all sexual

orientations and gender identities. Being SOGI-inclusive means speaking about SOGI in a way that makes all workers feel like they belong, not limiting a person's potential based on their biological sex and how they understand or express their gender, and welcoming everyone without discrimination, regardless of their sexual orientation or gender identity.

**TRANSGENDER:** An umbrella term for people whose gender identity is different from cultural expectations based on the sex they were assigned at birth. Often shortened to trans.

**TRANSITION:** The process of changing one's gender presentation and/or sex characteristics to align with one's internal sense of gender identity. Transitioning can mean lots of different things. It can involve medical treatment and hormones. It can involve changing your name and pronouns. It can involve changing your appearance and dress. It can involve coming out to your friends and family. It can be a long and ongoing process, or it can be something that happens over a short period of time.

**TRANSPHOBIA:** The fear and hatred of/ or discomfort with transgender and gender non-conforming people. Like all prejudices, it is based on negative stereotypes and misconceptions that are then used to justify and support hatred, discrimination, harassment and violence toward trans people.

**TWO-SPIRIT** (also Two Spirit or Two-Spirited (2S)): Some Indigenous people identify themselves as Two-Spirit rather than as lesbian, gay, bisexual or transgender. Historically, in many Indigenous cultures, Two-Spirit persons were respected leaders and medicine people. Two-Spirit persons were often accorded special status based upon their unique abilities to understand both male and female perspectives. Note that this term is specific to Indigenous peoples and should not be used by those who are not Indigenous to describe themselves.

Find this resource and more at [usw.ca/resources/2slgbtqia-glossary-list-of-definitions/](https://usw.ca/resources/2slgbtqia-glossary-list-of-definitions/)

# 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 General Employees' Union
BC Insulators	BC Insulators Union (IAHFIAW Local 118)
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
EKDLC	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
IW	International Association of Bridge Structural and Ornamental Iron Workers
IAFF	International Association of Fire Fighters
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
KDLC	Kamloops and District Labour Council
KTDL	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
NDDL	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
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



# TRAVEL POOL CLAIM FORM

## OUT-OF-TOWN DELEGATES ONLY

Out-of-town delegates, please complete this form and turn it in to the BC Federation of Labour Convention Office (at the Vancouver Convention Centre (East), November 25-29, 2024. Travel Pool claim forms will not be considered unless handed in **before the end of the convention**.

UNION NAME

LOCAL NUMBER

DELEGATE'S NAME (LAST, FIRST)

ADDRESS (STREET, CITY, PROVINCE, POSTAL CODE)

TRAVELLED FROM  
AND RETURNING TO

VIA AIR FARE (RETURN)

VIA BUS FARE (RETURN)

VIA CAR\* DISTANCE (RETURN)

KM

VIA FERRY CAR & DRIVER FARE (RETURN)

ADDITIONAL FERRY PASSENGER(S)\*

## CAR TRAVELLERS ONLY

ONLY CAR DRIVERS SHOULD FILL OUT THE TRAVEL POOL CLAIM FORM.

\*LIST NAME(S) OF PASSENGER(S) BELOW:

1.
2.
3.
4.

**For the purposes of this travel pool, out-of-town delegates will be those travelling from points except:** Vancouver • North Vancouver • West Vancouver • Richmond • New Westminster • Burnaby & surrounding districts • Coquitlam • Port Coquitlam • Port Moody & surrounding districts • Maple Ridge • Port Hammond • Haney & surrounding districts • Mission • Abbotsford • Clearbrook & surrounding districts • Langley • Cloverdale • Aldergrove • White Rock and surrounding districts • Surrey • Delta and surrounding districts • Chilliwack & surrounding districts • Squamish & surrounding districts.



## EXPLANATION OF THE TRAVEL POOL

The Travel Pool is required by the BCFED Constitution. It is an assessment placed on all local unions attending the convention which is used to assist out-of-town locals in recovering some of the travel expenses incurred.

Claims can be submitted by presenting completed travel pool claim forms to the convention office **prior to the closing of the last day of convention.**

All forms received are totalled and then divided by the number of registered delegates, to determine average cost per delegate. All registered local unions are then assessed the amount of one portion multiplied by their number of delegates. Each local will then be assessed either an amount owing or a refund, depending on their number of delegates and claimed travel costs.

As a result of the method of calculating the pool, claims will not be accepted once the deadline for submissions has passed (close of convention). Please note that all locals will be included in the assessment, regardless of whether or not their forms were submitted on time.

# ALTERNATE DELEGATE FORM

See *Transferring a convention credential (badge) to an alternate delegate* on the back of this form.

In the event a DELEGATE is unable to attend, complete this form and provide to alternate delegate for presentation at the convention registration desk.

**NOTE:** The ALTERNATE MUST identify the delegate they are replacing and provide the badge of the regular delegate, if the regular delegate has been given the badge. The alternate badge must be returned in order for the regular delegate to be re-granted a badge.

## Alternate delegate information

COMPLETE IN FULL USING THE ALTERNATE DELEGATE'S HOME AND PERSONAL E-MAIL ADDRESS.

UNION & LOCAL/LABOUR COUNCIL: AS IT APPEARS ON DELEGATE ENTITLEMENT FORM			
LAST NAME	FIRST NAME		PRONOUNS
ADDRESS	CITY	PROVINCE	POSTAL CODE
TELEPHONE (PERSONAL)	TELEPHONE (MOBILE)	PERSONAL EMAIL ADDRESS	
EQUITY-SEEKING GROUP (CHECK ALL THAT APPLY)			
<input type="checkbox"/> 2SLGBTQIA+ WORKER	<input type="checkbox"/> RACIAL EQUITY & JUSTICE WORKER	<input type="checkbox"/> INDIGENOUS WORKER	<input type="checkbox"/> ACCESSIBILITY WORKER

## Registered delegate information and verification by affiliate/labour council/BC FORUM

\_\_\_\_\_ has been elected in compliance with the Constitution of the BC Federation  
(name of registered delegate)

of Labour to represent \_\_\_\_\_ as a delegate at the sixty-first convention of the  
(name of affiliate/labour council/BC FORUM)

BC Federation of Labour, opening Monday, November 25, 2024, at 10:30 am in Vancouver, BC.

PRESIDING OFFICER (PRINT)	PRESIDING OFFICER (SIGNATURE)	DATE SIGNED (YYYY/MM/DD)
SECRETARY (PRINT)	SECRETARY (SIGNATURE)	DATE SIGNED (YYYY/MM/DD)

## Office use only

RECEIVED BY	DELEGATE IS ALTERNATE FOR:	CREDENTIALS ISSUED:	CREDENTIALS CANCELLED FOR PRIMARY DELEGATE:
OTHER NOTES			

## TRANSFERRING A CONVENTION CREDENTIAL (BADGE) TO AN ALTERNATE DELEGATE

In the event a DELEGATE is unable to attend, complete this form and provide to alternate delegate for presentation at the convention registration desk.

NOTE: The ALTERNATE MUST identify the delegate they are replacing and provide the badge of the regular delegate, if the regular delegate has been given the badge. The alternate badge must be returned in order for the regular delegate to be re-granted a badge.

### PROCEDURE:

An alternate delegate replaces a regular delegate.

If an alternate delegate is replacing a regular delegate, the regular delegate must present their badge to the convention office before the office can issue an alternate badge to the replacement.

The regular delegate and their replacement (alternate) delegate may not be on the floor at the same time.

If different alternate delegates are attending each day for a union, the same procedure is followed.

Each alternate delegate must turn their badge in to the convention office if they are not returning the following day.

Alternate delegates have full voice and vote.

## LOST BADGE FORM

See *Procedure to deal with a lost convention credential (badge)* on the back of this form.

Date: \_\_\_\_\_

I, (delegate name) \_\_\_\_\_,

a delegate representing (union and local) \_\_\_\_\_,

have lost my convention delegate badge and request that I receive a replacement one.

Delegate email: \_\_\_\_\_ Phone: \_\_\_\_\_

1. The following section must be completed and signed by a signing officer of your local union.

Signing officer name: \_\_\_\_\_

Position: \_\_\_\_\_

Signature: \_\_\_\_\_

2. After the union officer has signed the form, the union officer then will take the signed form to the Solutions Desk. Before a new badge can be issued, one of the Credentials Committee Co-chairs will authorize the form. The Solutions Desk will then contact the delegate to advise they can pick up their new badge.

Credential Committee Co-chair name: \_\_\_\_\_

Signature: \_\_\_\_\_

3. The Solutions Desk will then contact the delegate to advise they can pick up their new badge.



## PROCEDURE TO DEAL WITH A LOST CONVENTION CREDENTIAL (BADGE)

A delegate who loses their convention credential (badge) can replace it by completing the attached Lost Delegate Badge Authorization form (found on the next page). The delegate must then contact their local union officer or executive member to have them complete the “Signing officer” portion of the form.

After the union officer has signed the form, the union officer will take it to the Solutions Desk. Before a new badge can be issued, one of the Credentials Committee Co-chairs will authorize the form. The Solutions Desk will then contact the delegate to advise they can pick up their new badge.

This process may take up to an hour or more to complete.



# BC Centre for Women in the Trades

## 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 priority people—including Indigenous people, people of colour, people with disabilities, 2SLGBTQIA+ 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.



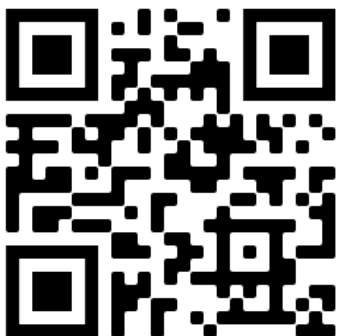
### ConnectHER

Developing mentors in the skilled trades.



### Stand Up for Safe Workplaces

Organizational and cultural shifts towards more inclusive, safer and respectful workplaces.



Interested in our programs or want to learn more? Scan the QR code or email us at [info@bccwitt.ca](mailto:info@bccwitt.ca)

SKILLEDTRADES<sup>BC</sup>





A future worth fighting for

Convention website: **[convention.bcfed.ca/2024/](https://convention.bcfed.ca/2024/)**



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