



**SUMMARY OF PROCEEDINGS  
57th CONVENTION**

**November 28 - December 3, 2016**

**BC FEDERATION OF LABOUR**



# DISPOSITION OF RESOLUTIONS

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## **EMERGENCY RESOLUTIONS**

**HANDLED BY THE RESOLUTIONS COMMITTEE**

**ADOPTED AT CONVENTION**

### **EMERGENCY RESOLUTION: 1 - 2016**

**THE FEDERATION WILL** demand that the provincial government immediately call a by-election to ensure that the citizens of Vancouver, Shuswap, and North Okanagan have their right to a democratically-elected school board restored; and

**THE FEDERATION WILL** encourage all affiliates to demand that the provincial government immediately call a by-election to ensure that the citizens of Vancouver, Shuswap, and North Okanagan have their right to a democratically-elected school board restored.

### **EMERGENCY RESOLUTION: 2 - 2016**

**THE FEDERATION WILL:**

- call on government to support public long-term care on the lower Sunshine Coast and throughout the province;
- lobby to reduce and eliminate the privatization and contracting out of residential care services and infrastructure.

### **EMERGENCY RESOLUTION: 3 - 2016**

**THE FEDERATION WILL** vigorously oppose Bill C-27; and

**THE FEDERATION WILL** support any affiliates struggling to defend secure pensions by organizing a public outreach, lobbying efforts through the CLC, demonstrations and direct action up to and including a general strike.

### **EMERGENCY RESOLUTION: 4 - 2016**

**THE FEDERATION WILL**, with the assistance of the CLC, call on all levels of government to immediately fund and implement a comprehensive response to the opiate overdose crisis.

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

**“CA” COMMUNITY AND SOCIAL ACTION COMMITTEE**

**RESOLUTION CA: 1 - 2016**

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

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

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

**“CS” CONSTITUTION AND STRUCTURE COMMITTEE**

**RESOLUTION CS: 2B AMENDED - 2016**

**THE FEDERATION WILL** amend Article 5 of the Constitution to add the following phrase to the end of Section 1(a):

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

**RESOLUTION CS: 2C AMENDED - 2016**

**THE FEDERATION WILL** amend Article 5 of the Constitution to add the following phrase to the end of Section 1(a):

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

**RESOLUTION CS: 5 AMENDED - 2016**

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

"Any such appointment shall be for a maximum of six (6) years from the date of appointment; however, such appointments may be extended."

**RESOLUTIONS HANDLED BY THE**

**RESOLUTIONS COMMITTEE**

**ADOPTED AT CONVENTION**

**“ED” EDUCATION COMMITTEE**

**RESOLUTION ED: 1 - 2016**

**THE FEDERATION WILL**

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

**RESOLUTION ED: 2 - 2016**

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

**RESOLUTION ED: 3 - 2016**

**THE FEDERATION WILL**

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

**RESOLUTION ED: 5A COMPOSITE RESOLUTION TO COVER ED: 4 AND ED: 5 - 2016**

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

**RESOLUTION ED: 6 AMENDED – 2016**

**THE FEDERATION WILL** call on the provincial government to reverse the cuts and restore adequate K-12\_funding to public education in British Columbia and stop using public funding for private and independent schools.

**RESOLUTION ED: 8 - 2016**

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

**RESOLUTION ED: 9 - 2016**

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

**RESOLUTIONS HANDLED BY THE**

**RESOLUTIONS COMMITTEE**

**ADOPTED AT CONVENTION**

**“HR” HUMAN RIGHTS COMMITTEE**

**RESOLUTION HR: 1 - 2016**

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

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

**RESOLUTION HR: 2 - 2016**

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

**RESOLUTION HR: 3A COMPOSITE RESOLUTION TO COVER HR:3, HR: 4, HR: 5, HR: 6, HR: 7, HR: 8, AND HR: 18 - 2016**

**THE FEDERATION WILL** acknowledge the First Nation(s) upon whose traditional territory the Federation hosts conventions, conferences, meetings, training sessions, and other events; and arrange to have a formal welcome from a local Indigenous elder at special events such as convention and encourage affiliates to do the same; and

**THE FEDERATION WILL**, in collaboration with the CLC,

- work with Indigenous peoples to ensure that Canada recognizes and implements Indigenous peoples' inherent sovereign right to self-determination;
- work with Indigenous peoples to hold the Government of Canada to the legally binding obligations, including under Article 1 of the *International Covenant on Civil and Political Rights (ICCPR)*, the *International Covenant on Social and Economic Rights (ICESCR)* in regard to Indigenous peoples, and the *UN Declaration on the Rights of Indigenous Peoples*;
- develop a comprehensive plan to lobby all levels of government to ensure First Nations' communities, that have been irreparably damaged by the legacy of residential schools, receive immediate and significant funding for victim services and counselling, with a special focus on rural areas;

- adopt and/or act on all of the Truth and Reconciliation Commission of Canada's calls to action that are relevant to organized labour, and actively encourage affiliates to do the same;
- lobby all levels of government to adopt and/or act on all of the calls to action that are within their power to adopt or act on;
- specifically seek opportunities to work with First Nations and allies on the project of reconciliation and healing;
- create concrete opportunities for the education of union members on the TRC's work and on the broader legacy of residential schools;
- provide funding to produce an educational handbook, providing historical context of the colonization of Indigenous peoples, the legacy of residential schools, the steps needed to achieve decolonization and reconciliation, and the ways the labour movement can respond to the Truth and Reconciliation Commission's calls to action.

#### **RESOLUTION HR: 9 - 2016**

**THE FEDERATION WILL** encourage affiliates to negotiate collective agreement provisions that protect workers from discrimination on the basis of gender identity and gender expression and ensure employers are complying with the newly amended *Human Rights Code*.

#### **RESOLUTION HR: 10A COMPOSITE RESOLUTION TO COVER HR: 10 AND HR: 11 - 2016**

##### **THE FEDERATION WILL**

- publicly endorse and support the principles of Sanctuary City and Sanctuary Health, which support the right of everyone to access basic and essential services, regardless of their migration status and without fear of being reported to immigration officials;
- urge municipalities to provide compulsory training programs in city departments on these principles;
- push municipal governments to create Sanctuary Cities that become safe havens for those who are undocumented or who are without legal immigrant status; and

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

#### **RESOLUTION HR: 12 - 2016**

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

**RESOLUTION HR: 13 - 2016**

**THE FEDERATION WILL** call for legislation to establish an independent officer of the legislature to advocate for all people with disabilities and their families; and

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

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

**RESOLUTION HR: 14A COMPOSITE RESOLUTION TO COVER HR: 14, HR: 15, AND HR: 16 - 2016**

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

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

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

**RESOLUTION HR: 17 - 2016**

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

**RESOLUTIONS HANDLED BY THE**

**RESOLUTIONS COMMITTEE**

**ADOPTED AT CONVENTION**

**“OH” OCCUPATIONAL HEALTH & SAFETY COMMITTEE**

**RESOLUTION OH: 2 AMENDED - 2016**

**THE FEDERATION WILL** join the call for a comprehensive ban on all use, exports and imports of asbestos and asbestos containing materials or products, and a registry of contaminated buildings and people with diseases from asbestos.

**RESOLUTION OH: 4 - 2016**

**THE FEDERATION WILL** develop and action a comprehensive plan to effect changes to the *Workers Compensation Act* specifically to increase surviving dependents’ lump sum and periodic payments.

**RESOLUTION OH: 6 - 2016**

**THE FEDERATION WILL** demand that all BC employers including government immediately undertake the steps necessary to adopt the CSA National Standard on Psychological Health and Safety.

**RESOLUTION OH: 10 - 2016**

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

**RESOLUTION OH: 11 - 2016**

**THE FEDERATION WILL** pressure the government to amend Bill 14 of the *Workers Compensation Act* to remove the “predominant clause,” return to previous language, and eliminate language that refuses to recognize a “mental disorder” determined to be a result of labour relations issues.

**RESOLUTIONS HANDLED BY THE**

**RESOLUTIONS COMMITTEE**

**ADOPTED AT CONVENTION**

**“PA” POLITICAL ACTION COMMITTEE**

**RESOLUTION PA: 1 AMENDED - 2016**

**THE FEDERATION WILL** identify the long-term effects on workers, families, and communities in BC without successorship legislation; and

**THE FEDERATION WILL** identify the issues to the general public through an awareness campaign prior to the next provincial election to clearly identify the negative effect on families which is supported by the current provincial government.

**RESOLUTION PA: 2A COMPOSITE RESOLUTION TO COVER PA: 2 AND PA: 3 - 2016**

**THE FEDERATION WILL** support proposals to end corporate and union donations to British Columbia's provincial parties and candidates; and

**THE FEDERATION WILL** urge candidates and parties in the upcoming election to support such a ban, and to bring forward enabling legislation at the earliest opportunity.

**RESOLUTION PA: 4 AMENDED - 2016**

**THE FEDERATION WILL** through the Canadian Labour Congress (CLC), develop campaign materials, form partnerships with allies in the community, and lobby the federal government to reverse *the Anti-Terrorism Act, 2015* (Bill C-51).

**RESOLUTION PA: 5 AMENDED - 2016**

**THE FEDERATION WILL** demand that labour-supported, elected officials at every level of government consult with impacted unions and workers before voting on their working future.

**RESOLUTIONS HANDLED BY THE**

**RESOLUTIONS COMMITTEE**

**ADOPTED AT CONVENTION**

**“WR”WOMEN’S RIGHTS COMMITTEE**

**RESOLUTION WR: 1A COMPOSITE RESOLUTION TO COVER WR: 1, WR: 2, AND WR:3 - 2016**

**THE FEDERATION WILL** call for

- a BC-wide policy and protocol on sexual assault services, including training key personnel from every hospital, the provision of necessary "rape kits," and dedicated freezers to store evidence; and
- the restoration of funding to women’s centres and shelters.

**RESOLUTION WR: 4 - 2016**

**THE FEDERATION WILL**

- pressure the provincial government to restore at least \$1.7 million funding to BC women’s centres. This funding should be allocated to family, child protection issues, human rights complaints and poverty legal issues; and
- make restoration of funding to BC women’s centres a key election issue in 2017.

**RESOLUTION WR: 5A COMPOSITE RESOLUTION TO COVER WR: 5, WR: 6, AND WR: 9 - 2016**

**THE FEDERATION WILL** demand provincial funding for the \$10/day childcare plan (Community Plan for a Public System of Integrated Early Care and Learning); and

**THE FEDERATION WILL** take a leadership role in the campaign leading up to the 2017 provincial election in order to promote grassroots support for provincial funding and a legislative framework for non-profit, public early childhood education and care system, that creates higher quality, greater accessibility and affordability, more capacity and better working conditions for childcare providers.

**RESOLUTION WR: 7 - 2016**

**THE FEDERATION WILL** encourage unions to bargain collective agreement language regarding the provision of childcare and/or resources for childcare for members.

**RESOLUTION WR: 8 - 2016**

**THE FEDERATION WILL** strongly encourage all affiliates to negotiate domestic violence language in their collective agreements that recognizes domestic violence, and ensures worker protections, using the principles of the Canadian Labour Congress concerning domestic violence as a guide; and

**THE FEDERATION WILL**, within the next six years, facilitate a study of all locals to evaluate how many were able to achieve the domestic violence language in their collective agreements. This study can track progress and provide assistance toward this goal for other locals and councils.

**RESOLUTIONS HANDLED BY THE**

**RESOLUTIONS COMMITTEE**

**ADOPTED AT CONVENTION**

**“GE” RESOLUTIONS COMMITTEE**

**RESOLUTION GE: 1 - 2016**

**THE FEDERATION WILL** call on the government to pass legislation to re- institute compulsory trades and a system to monitor and enforce that only certified journeypersons and registered apprentices perform the work of these compulsory trades.

**RESOLUTION GE: 2 - 2016**

**THE FEDERATION WILL** call on the provincial government to pass legislation to implement fixed apprentice to journeyperson ratios for all apprenticeships.

**RESOLUTION GE: 3 -2016**

**THE FEDERATION WILL** call on the provincial government and the Industry Training Authority to fund a practical assessments model for challenging certified trades to ensure that subject matter experts and Red Seal journeypersons validate not only the knowledge base of challengers and the required one-and-a-half times the hours at the trade, but the actual ability to perform the work and pass a defined practical assessment.

**RESOLUTION GE: 4 AMENDED -2016**

**THE FEDERATION WILL** continue to remain active on apprenticeship issues and will strive to participate fully in providing direction to the government on trades training, and the need for mandatory technical training.

**RESOLUTION GE: 5A COMPOSITE RESOLUTION TO COVER GE: 5 AND GE: 6 - 2016**

**THE FEDERATION WILL** undertake a comprehensive campaign that advocates for the use of a project labour agreement that ensures Site C builders are represented by legitimate union; and

**THE FEDERATION WILL** lobby BC Hydro to sign project labour agreements with Bargaining Council of BC Building Trades Unions for all future contracts that are awarded for Site C; and

**THE FEDERATION WILL** further advocate that Site C contractors maximize apprenticeship training opportunities and engage local businesses and suppliers to their fullest capacity in the provision of services to the project.

### **RESOLUTION GE: 7 - 2016**

**THE FEDERATION WILL**, with the assistance of the CLC, lobby the federal and provincial governments to support the negotiation of project labour agreements on all major infrastructure projects proposed to be built in BC.

### **RESOLUTION GE: 8 - 2016**

**THE FEDERATION WILL** demand that the province increase independent oversight of projects with an impact on the environment based on the best current practices and employing qualified, public sector inspectors.

### **RESOLUTION GE: 9 - 2016**

**THE FEDERATION WILL** demand all levels of government and the public sector implement carbon footprint as criteria in all procurement processes to ensure the lower carbon impact of local goods is valued and supported.

### **RESOLUTION GE: 10 AMENDED - 2016**

**THE FEDERATION WILL** support clean energy projects and initiatives; support energy alternatives that do not further climate change; lobby for alternatives to fossil-fuel-based energy; lobby for the development of clean energy alternatives, and ensure it strives in all aspects of its business to be environmentally responsible.

### **RESOLUTION GE: 11 AMENDED - 2016**

**THE FEDERATION WILL**, with the assistance of the CLC, demand that both the federal and provincial governments develop plans to mitigate potential damage resulting from climate change and develop a comprehensive plan to transition from carbon-based infrastructure into green technology.

### **RESOLUTION GE: 12 AMENDED - 2016**

**THE FEDERATION WILL** lobby the provincial Ministry of Environment to impose air quality standards for Rio Tinto/Alcan that would require the installation of sulphur dioxide (SO<sub>2</sub>) scrubbing technology which would result in a significant reduction of SO<sub>2</sub> emissions at the smelter and the surrounding community and environment.

### **RESOLUTION GE: 13 AMENDED - 2016**

**THE FEDERATION WILL**, with the assistance of the CLC, demand that the federal and provincial governments enact stronger laws to protect water and develop and fund long-term plans to clean up polluted or contaminated water.

#### **RESOLUTION GE: 14 AMENDED - 2016**

**THE FEDERATION WILL** lobby for local procurement first on all LNG construction which will include incentives to use local materials and BC businesses that employ BC workers affiliated to the BC Federation of Labour or the Bargaining Council of BC Building Trade Unions.

#### **RESOLUTION GE: 15 - 2016**

**THE FEDERATION WILL**, through the CLC, lobby the federal government to expand EI sickness benefits from 15 to 26 weeks in duration, and introduce an earnings disregard and employment support services to the EI sickness benefits program.

#### **RESOLUTION GE: 16 - 2016**

**THE FEDERATION WILL** continue to lead the Fight for \$15 and support the Living Wage for Families campaigns because “work should lift workers out of poverty, not keep them there”; and

**THE FEDERATION WILL** further express the labour movement’s dismay and condemnation of Christy Clark’s government’s completely inadequate wage adjustments, noting that they will keep low-waged workers in poverty and reinforce a stagnant economy.

#### **RESOLUTION GE: 18 A COMPOSITE RESOLUTION TO COVER GE: 18, GE: 17, AND GE: 85 - 2016**

**THE FEDERATION WILL**, with the assistance of the CLC, demand that the provincial and federal governments and opposition parties commit to ensuring that the BC *Labour Relations Code* and *Canada Labour Code* are changed as soon as possible to allow workers to continue with their collective agreement and bargaining agent in any “contract flip” situation or sale of business and that such changes protect both public and private sector workers in all industries equally.

#### **RESOLUTION GE: 21A COMPOSITE RESOLUTION TO COVER GE: 21 AND GE: 20 - 2016**

**THE FEDERATION WILL** continue to condemn in the strongest ways possible the ongoing raiding activities of the BC Nurses' Union; and

**THE FEDERATION WILL** continue to do whatever they can to pressure the BC Nurses' Union to stop raiding the members of affiliates; and

**THE FEDERATION WILL** continue to coordinate with all affiliates to assist those affiliates who are being raided by the BC Nurses' Union to protect their members.

#### **RESOLUTION GE: 22 AMENDED - 2016**

**THE FEDERATION WILL** provide an alcohol-free activity room at all future regional and provincial conferences.

### **RESOLUTION GE: 23 AMENDED - 2016**

**THE FEDERATION WILL** reinvigorate a campaign to fight against employer-dominated labour organizations such as Christian Labour Association of Canada (CLAC).

### **RESOLUTION GE: 24 - 2016**

**THE FEDERATION WILL** regularly distribute to affiliates, labour councils, and other interested parties any information available on manufacturers and retailers whose goods are produced by sweatshop labour, and information on those manufacturers and retailers whose products are “sweatshop labour free”; and

**THE FEDERATION WILL** continue public education on the real cost of sweatshop manufacturing.

### **RESOLUTION GE: 25 AMENDED TO COVER GE: 26 - 2016**

**THE FEDERATION WILL** support proposed changes to the Canada Pension Plan (CPP) and support the proposed expansion of the CPP to enable Canadian seniors to retire with dignity; and

**THE FEDERATION WILL** support the CLC’s request that the federal government work with the provinces to amend Bill C-26 to ensure that the expanded CPP plan maintains the current dropout provisions for low-earning years that are in the basic CPP; and

**THE FEDERATION WILL** vigorously defend defined benefit plans.

### **RESOLUTION GE: 27 - 2016**

**THE FEDERATION WILL** endorse the principle of “access without fear” of detention or deportation for all vital public services including health care, education, community, and social services; and

**THE FEDERATION WILL** call upon all levels of government to honour this principle in the provision of these services and respect the duty of health care and social service agencies and school boards to provide access to service without fear; and

**THE FEDERATION WILL** call on the minister of health to eliminate any bureaucratic obstacles to enrolling all children, regardless of parental immigration status in the Medical Services Plan and Pharmacare.

### **RESOLUTION GE: 28 TO COVER GE: 29 - 2016**

**THE FEDERATION WILL** undertake a campaign in favour of eliminating Medical Services Plan premiums and replacing them with a progressive taxation system that funds the British Columbia Medical Services Plan.

## **RESOLUTION GE: 30A COMPOSITE RESOLUTION TO COVER GE: 30 AND GE: 81 - 2016**

**THE FEDERATION WILL** work, with the CLC, to pressure the federal and provincial governments to negotiate a new Health Accord that will:

- include a fair contribution by the federal government to the provinces/territories that better reflects the cost-shared nature of Medicare in Canada;
- resume using an equalization formula to divide these funds among the provinces;
- tie federal funding to public delivery of services and aggressive enforcement of the *Canada Health Act*;
- establish needed national health care programs, such as:
  - a national universal and public pharmacare drug plan; and
  - a national seniors' care program, with increased investments to not-for-profit and public long-term care and home care for our seniors.

## **RESOLUTION GE: 31 - 2016**

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

## **RESOLUTION GE: 33 - 2016**

**THE FEDERATION WILL**, through the CLC, lobby the federal government to develop and implement a universal prescription drug purchasing plan; and

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

## **RESOLUTION GE: 35 - 2016**

**THE FEDERATION WILL** work with affiliates and other public health care supporters to pressure government to:

- prohibit expansion of private, for-profit surgical clinics;
- prohibit any public funding of for-profit clinics, including through health authority contracts;
- ensure for-profit clinics submit to all oversight mechanisms applied to public facilities and to regular audits of clinic billing practices; and
- expand publicly-funded-and-delivered surgical programs.

### **RESOLUTION GE: 37 - 2016**

**THE FEDERATION WILL**, through the CLC, educate, advocate, and campaign to pressure Canadian extractive companies and Canadian retail brands to respect and uphold human rights throughout their entire supply chains and at all stages of their operations;

**THE FEDERATION WILL**, through the CLC, urge the government of Canada to create an ombudsperson and facilitate access to Canadian courts for cases of human rights violations;

**THE FEDERATION WILL**, through the CLC, develop and advocate recommendations for stronger action by Canada to promote union rights, living wages, compensation for accidents, and safety in Bangladesh, and countries with similar conditions.

### **RESOLUTION GE: 38 - 2016**

**THE FEDERATION WILL**, through the CLC, aggressively lobby the provincial and federal governments to apply pressure to companies, e.g., Gildan, Hanes, with Maquila factories in Central America to uphold occupational health and safety standards and laws, and labour rights laws; and

**THE FEDERATION WILL** continue to support CoDevelopment Canada's work with Maquila factory workers and work together to apply international pressure.

### **RESOLUTION GE: 39 - 2016**

**THE FEDERATION WILL**, through the CLC, pressure the Colombian government to continue to recognize and engage with Colombian civil society wishing to participate in the implementation of peace accords by creating critical spaces for democratic participation; and

**THE FEDERATION WILL**, through the CLC, pressure the Colombian government to address the continued presence and violent activities of right-wing paramilitaries and other illegal armed actors, and dismantle these structures and their connections to powerful political and economic actors in the country.

### **RESOLUTION GE: 41A COMPOSITE RESOLUTION TO COVER GE: 41 and GE: 42 - 2016**

**THE FEDERATION WILL**, in conjunction with the CLC, call upon the Government of Canada to oppose the secret international trade agreements (Trans-Pacific Partnership, Trade in Services Agreement, and Transatlantic Trade and Investment Partnership), and seek the support of the CLC to provide resources for research and analysis of the negative effect on public services and working people, and prepare educational materials to activate members, locals, and leaders to fight back against corporate control of our public services.

### **RESOLUTION GE: 46 - 2016**

**THE FEDERATION WILL**, through the CLC, call on the federal government to reject the Emerson Report to the Canadian Transportation Agency and maintain and strengthen our cabotage regulations under the *Coasting Trade Act* and do what is necessary to grow our marine and shipbuilding industries.

### **RESOLUTION GE: 47 - 2016**

**THE FEDERATION WILL** lobby the provincial government to review and revise the various laws that allow private industry to self-regulate the development of BC's natural resources and move those oversight responsibilities back into the public service so that public interest is reflected in BC's regulatory framework.

### **RESOLUTION GE: 48 - 2016**

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

### **RESOLUTION GE: 49A COMPOSITE RESOLUTION TO COVER GE: 49 and GE: 50 - 2016**

**THE FEDERATION WILL** continue to demand the provincial government commit to a healthy and vibrant forest industry; and

**THE FEDERATION WILL** work with the United Steelworkers and other unions to support forestry workers by promoting the value of BC's working forest;

**THE FEDERATION WILL** support and advance a campaign to:

- reduce the level of raw log exports;
- amend the stumpage formula to increase the economic incentive to purchase timber domestically for the highest value of manufactured wood products;
- expand reforestation to create jobs today and healthy, sustainable forests for tomorrow; and
- ensure a sufficient future timber supply by reinvesting in forest stewardship, including providing adequate funding for forest inventories, silviculture, wildfire prevention, and enforcement.

### **RESOLUTION GE: 53 - 2016**

**THE FEDERATION WILL** establish a Canadian-made procurement policy for the procurement of transit vehicles; and

**THE FEDERATION WILL** lobby the government of British Columbia to mandate BC Transit and TransLink/Coast Mountain Bus Company to establish a procurement policy that promotes and supports the procurement of transit vehicles that are made in Canada.

**RESOLUTION GE: 54A COMPOSITE RESOLUTION TO COVER GE: 54 and GE: 55 - 2016**

**THE FEDERATION WILL** advocate for the Government of British Columbia to immediately and dramatically increase the income assistance rates and implement an annual cost of living adjustment (COLA) so no BC families are below the poverty line; and

**THE FEDERATION WILL** urge the provincial government to implement a poverty reduction plan with clear objectives and targets for each goal; and

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

**RESOLUTION GE: 56 - 2016**

**THE FEDERATION WILL** lobby the provincial government on the following issues:

- creating a public charging network for electric vehicles throughout the province;
- creating a public maintenance workforce to maintain these chargers;
- increase the electrical vehicle rebate;
- remove the step two hydro surcharge for individuals who have electric vehicles as it is practically impossible for an individual to conform to the step one rate with electric vehicles; and
- with the assistance of the CLC, call on the provincial and federal governments to install public charging stations at all government office locations.

**RESOLUTION GE: 57A COMPOSITE RESOLUTION TO COVER GE: 57 AND GE: 58 - 2016**

**THE FEDERATION WILL**, with the assistance of the CLC, demand that the federal, provincial, and municipal governments work together to address the lack of affordable housing; and

**THE FEDERATION WILL** demand the province of BC increase funding for assisted living units as well as subsidized housing; and

**THE FEDERATION WILL** demand that the province of BC work with the federal and municipal governments to develop a comprehensive housing strategy including investments in social housing in consultation with communities; and

**THE FEDERATION WILL** work with the CLC and other national, provincial, regional, and community organizations to lobby the federal and provincial governments to increase funding for and access to safe and affordable housing.

## **RESOLUTION GE: 60 - 2016**

**THE FEDERATION WILL**, working with the CLC:

- call upon the Canadian government to sign the International Labour Organization (ILO) Convention 189 regarding the rights of domestic workers and immediately close down Project Guardian; and
- encourage affiliates to demand justice for caregivers in Canada under the Live-in Caregiver and Temporary Foreign Worker programs.

## **RESOLUTION GE: 61 - 2016**

**THE FEDERATION WILL**, through the Canadian Labour Congress, exert public pressure on the federal government to address the unnecessary Old Age Security application backlog caused by chronic understaffing, inadequate training, and a toxic work environment.

## **RESOLUTION GE: 63A AMENDED COMPOSITE RESOLUTION TO COVER GE: 63 and GE: 62 - 2016**

**THE FEDERATION WILL** pressure the provincial government to inject at least \$18 million dollars into provincial legal aid services and restore legal aid clinics throughout BC, with this funding allocated to legal representation in family, child protection, and civil, non-family (poverty) law issues; and

**THE FEDERATION WILL** advocate for the return to full funding and restoration of services provided by the Legal Services Society; and

**THE FEDERATION WILL** make the restoration of this legal aid funding and services a key election issue in 2017.

## **RESOLUTION GE: 65A COMPOSITE RESOLUTION TO COVER GE: 65 and GE: 64 - 2016**

**THE FEDERATION WILL**, through the CLC, ask the federal government to hold a public review on the mandate and future of Canada Post, including consideration of postal banking; and

**THE FEDERATION WILL** further call upon Canada Post to restore door-to-door mail delivery to all those who lost it since the cuts in 2013, and instruct Canada Post to permanently stop the postal cuts; and

**THE FEDERATION WILL:**

- continue to advocate for five-days-a-week door-to-door delivery;
- continue to support the moratorium on the closure of rural post offices;
- continue to oppose any privatization of Canada Post;

- continue to support postal banking;
- continue to support efforts to make Canada Post environmentally sustainable; and
- assist CUPW and allies in making submissions to the parliamentary committee on the future of Canada Post.

**RESOLUTION GE: 67 - 2016**

**THE FEDERATION WILL** call on government to provide additional funding for public education and public services, eliminate public funding of independent schools, stop the privatization of services that should be offered by government, and produce a fair taxation system that brings in additional revenue to support the public services the public needs and wants.

**RESOLUTION GE: 69 - 2016**

**THE FEDERATION WILL**, through the Canada Labour Congress, put public pressure on Service Canada and the federal government to reverse its decision to not reach out to Canadians who were either denied or underpaid as a result of the four-year oversight in Canada Pension Plan claims.

**RESOLUTION GE: 70 - 2016**

**THE FEDERATION WILL** encourage and support public sector affiliates to bargain for strong anti-privatization language in their collective agreements; and

**THE FEDERATION WILL** work with affiliates and allied organizations to push for legislation, at all levels of government, that protects public services and discourages privatization.

**RESOLUTION GE: 71 - 2016**

**THE FEDERATION WILL** help inform the public and lobby government to utilize the retail and distribution infrastructure that is already there for alcohol and extend it to non-medical marijuana.

**RESOLUTION GE: 72 - 2016**

**THE FEDERATION WILL** lobby the provincial government to instruct BC Hydro and other electrical utility providers to adopt a form of rate relief for low-income citizens and families. This could come in the form of elimination of service charges, lower usage rates, payment plans, elimination of reconnection fees, debt forgiveness, or a combination of any or all of these terms.

### **RESOLUTION GE: 73 - 2016**

**THE FEDERATION WILL** support the Lower Mainland mayors' plan on transit and the principle that 50% of the funding should come from the federal government, 40% from the provincial government, and 10% from the municipal governments; and

**THE FEDERATION WILL** lobby all governments to move to a more transparent, predictable, and long-term funding arrangement for transit across British Columbia that will allow for more effective and cost-efficient transit planning.

### **RESOLUTION GE: 74 - 2016**

**THE FEDERATION WILL** work with affiliates to lobby the provincial government to increase resources for the Ministry of Children and Family Development to address the staffing crisis and ensure caseloads are reduced to levels of the recommended best practices, provide adequate funds for community-based social service agencies, prevent contracting out of ministry services to non-unionized employers, and ensure all people working with children receive the training needed to protect and care for children.

### **RESOLUTION GE: 79 - 2016**

**THE FEDERATION WILL** re-examine its policy statement on picketing and incorporate changes that address work that is carried out from remote locations and home offices, rather than in a physical location behind a picket line.

### **RESOLUTION GE: 80 - 2016**

#### **THE FEDERATION WILL:**

- campaign for improved staffing levels in residential care;
- lobby to reduce and eliminate the privatization and contracting out of residential care services and infrastructure; and
- lobby for meaningful successorship protections that protect workers and ensure continuity of care.

### **RESOLUTION GE: 83 - 2016**

**THE FEDERATION WILL** declare June 8, 2017, "Collective Bargaining Rights Day" and work with affiliates and allies, and the Canadian Labour Congress to mark this important day on an annual basis.

### **RESOLUTION GE: 84 TO COVER GE: 32 -2016**

**THE FEDERATION WILL** lobby the provincial government to:

- implement laws and regulations banning payment for individual donations of blood products;
- reject applications for for-profit plasma collection companies to operate in BC; and
- uphold the voluntary nature of our blood product donation system through Canadian Blood Services.

**RESOLUTIONS REFERRED TO THE**

**EXECUTIVE COUNCIL**

**ADOPTED AT THE MARCH 2, 2016 MEETING**

**EDUCATION COMMITTEE**

**RESOLUTION ED: 7- 2016**

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

**OCCUPATIONAL HEALTH & SAFETY COMMITTEE**

**RESOLUTION OH: 1 AMENDED - 2016**

**THE FEDERATION WILL** insist that the Workers' Compensation Board, the BC government, and the forest industry support the rewriting of Workers' Compensation Board regulations to ensure that workers are not forced to work in congested areas that put the safety of workers at risk, preventing phase congestion from taking one more life; and

**THE FEDERATION WILL** forward copies of this resolution to the BC NDP and the Canadian Labour Congress.

**RESOLUTION OH: 3 AMENDED - 2016**

**THE FEDERATION WILL** create a working group of union Workers' Compensation Board (WCB) advocates who will share and develop a best practices model for repetitive strain injuries (RSIs) claims, and who will also lobby government, the opposition, and the WCB Board of Directors to accept claims for RSIs and musculoskeletal injuries (MSIs) as in other jurisdictions; and

**THE FEDERATION WILL** work with the Workers' Advocacy Resource Network to create a training program for future WCB advocates, union leadership, and union representatives that incorporates the best practices model to ensure working people receive their rightful benefits for RSI and MSI claims.

**RESOLUTION OH: 5 AMENDED - 2016**

**THE FEDERATION WILL** join with unions and the Canadian Mental Health Association (CMHA) to ensure "Mental Health First Aid" is a part of first aid training; and

**THE FEDERATION WILL** work with the CMHA to make this training more accessible to all workers who are OH&S reps or first aid attendants; and

**THE FEDERATION WILL** organize a campaign with other unions to educate members as well as the general public on issues of mental health; and

**THE FEDERATION WILL** lobby the Workers' Compensation Board and the government to include mental health training to workplace occupational health and safety committees.

***Rationale:** CMHA owns the Mental Health First Aid course and it is cost-prohibitive for BCFED to make it available.*

**RESOLUTION OH: 7 - 2016**

**THE FEDERATION WILL** join the United Steelworkers to call for the provincial government to separate the promotion and regulation of the mining industry, including moving worker health and safety to the jurisdiction of the Workers' Compensation Board.

**RESOLUTION OH: 8 AMENDED - 2016**

**THE FEDERATION WILL** demand the BC government to introduce legislation under 5.1 of the *Workers Compensation Act* to include a "presumptive" clause for first responders who may have post-traumatic stress disorder (PTSD), or other trauma-related mental health condition, which is a job-related mental health injury.

**RESOLUTION OH: 9 AMENDED - 2016**

**THE FEDERATION WILL** continue to work with the Workers' Advocacy Resource Network to develop comprehensive Workers' Compensation Board advocacy training and ensure this training is made available to union representatives.

***Rationale:** the BCFED already partners with WARN to develop and provide advocacy training for union advocates.*

**RESOLUTION OH: 12 - 2016**

**THE FEDERATION WILL** strongly encourage all unions to provide Workers' Compensation Board (WCB) advocacy for their injured members so as to ensure they have a fighting chance when appealing WCB decisions.

**RESOLUTION OH: 13 - 2016**

**THE FEDERATION WILL** lobby the NDP to make occupational health and safety and violence prevention a platform for the NDP in the upcoming election.

**RESOLUTION OH: 14 - 2016**

**THE FEDERATION WILL** lobby to strengthen "Grant's Law" and stop the watering down of this law; and

**THE FEDERATION WILL** continue to advocate for the Workers' Compensation Board and the provincial government to increase fines for employers who do not protect their workers from harm, risk, and violence in the workplace.

**RESOLUTION OH: 15 - 2016**

**THE FEDERATION WILL** lobby the government to look at alternative solutions to better manage the overcrowded and violent conditions in BC correctional facilities; and

**THE FEDERATION WILL** lobby the Workers' Compensation Board to write orders on violence in the workplace in order to better protect correctional officers; and

**THE FEDERATION WILL** lobby the government to immediately increase staffing back to 2001 officer-to-inmate ratios of 1 to 20.

**GENERAL RESOLUTIONS**

**RESOLUTION GE: 32 - 2016**

**THE FEDERATION WILL** lobby the BC government to enact legislation banning all paid-blood product donations in BC.

**RESOLUTION GE: 34 TO COVER GE: 82 - 2016**

**THE FEDERATION WILL** continue to support the BC Health Coalition (BCHC)-led group that is intervening to protect public health care in Brian Day's constitutional court challenge to Medicare;

**THE FEDERATION WILL** encourage affiliates to help the BCHC raise the money needed to effectively defend Medicare in the court case, and to support the public campaign that will be an essential part of protecting public health care.

**RESOLUTION GE: 36 - 2016**

**THE FEDERATION WILL**, through the CLC, advocate for a national research program on autism spectrum disorder.

**RESOLUTION GE: 40 - 2016**

**THE FEDERATION WILL** celebrate the release of the Cuban Five and thank our local allies and trade unions around the world for their global solidarity.

**RESOLUTION GE: 44 - 2016**

**THE FEDERATION WILL**, through the CLC, oppose the Canada-Colombia Free Trade Agreement and demand a comprehensive and independent human rights impacts assessment; and

**THE FEDERATION WILL**, through the CLC, lobby Canadian policy makers and inform the public of factors that are the root cause of the social and armed conflict in Colombia and draw links between these factors and Canada's trade and investment policies; and

**THE FEDERATION WILL** take practical steps to build solidarity with Colombian unions and human rights organizations and participate in coalition work in Canada that builds solidarity with Colombians.

**RESOLUTION GE: 45 - 2016**

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

**RESOLUTION GE: 51 TO COVER GE: 52 - 2016**

**THE FEDERATION WILL** advocate for industry leading standards when pipelines are constructed in BC; and

**THE FEDERATION WILL** further advocate for increased refinery capacity in order to satisfy our domestic needs and reduce the need to import foreign oil.

**RESOLUTION GE: 59 - 2016**

**THE FEDERATION WILL** form a working group of interested affiliate representatives to create a report that assesses the job impacts, job growth possibilities, worker impacts, and other implications of the autonomous vehicle technology; and

**THE FEDERATION WILL** create a series of recommendations, based on the aforementioned report, for each level of government and advance those positions through lobbying and public outreach.

**RESOLUTION GE: 66 - 2016**

**THE FEDERATION WILL** lobby the BC government and the BC Auditor General to discover and disclose the true cost of outsourcing government information management/information technology jobs.

**RESOLUTION GE: 68 - 2016**

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

**RESOLUTION GE: 75 - 2016**

**THE FEDERATION WILL** demand that the government abandon the Integrated Case Management database for providing services for citizens from the Ministries of Social Development and Social Innovation, Children and Family Development, and Technology, Innovation and Citizens' Services, and find a database that better meets the needs of the clients.

**RESOLUTION GE: 76 - 2016**

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

**THE FEDERATION WILL** encourage affiliates that are considering the use of an external health and safety provider in their workplaces to recognize the BCFED Health & Safety Centre as a preferred provider.

**RESOLUTION GE: 77 - 2016**

**THE FEDERATION WILL** explore creation of a BCFED International Solidarity Committee and a fund, funded at 0.7% of its affiliation fees; and

**THE FEDERATION WILL** use that fund to support workers in developing countries and organizations that assist them in achieving universal human rights, access to services, and improving quality of life with the similar goals to the Millennium Development Goals.

## ELECTIONS

### PRESIDENT:

- Irene Lanzinger, **BCTF**

### SECRETARY-TREASURER:

- Aaron Ekman, **BCGEU**

### TRUSTEES:

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

### LABOUR COUNCIL REPRESENTATIVES FOR EXECUTIVE COUNCIL:

#### **Lower Mainland Representatives:**

- Brian Harder, **Fraser Valley Labour Council**
- Carolyn Rice, **New Westminster & District Labour Council**

#### **Vancouver Island and Sunshine Coast Representative:**

- Kirsty Allen, **Port Alberni & District Labour Council**

#### **BC Interior Representative:**

- Shelly Balfour, **East Kootenay & District Labour Council**

#### **Northern BC Representative:**

- Natalie Fletcher, **North Central Labour Council**

### EQUITY REPRESENTATIVES FOR EXECUTIVE COUNCIL:

- Karen McVeigh, **HEU, LGBT Representative**
- Shanee Prasad, **BCTF, Workers of Colour Representative**
- Shelley Saje Ricci, **CUPE, Aboriginal Workers' Representative**
- Sheryl Burns, **CUPE, Workers with Disabilities Representative**

## **BCFED STANDING COMMITTEES**

### **CONSTITUTION & STRUCTURE COMMITTEE**

Aaron Ekman, **BCFED**  
Alicia Gallo, **MoveUP**  
Bob Jackson, **PSAC**  
Cheryl Greenhalgh, **HSABC**  
Diane Wood, **BC FORUM**  
Donisa Bernardo, **HEU**  
Gavin McGarrigle, **Unifor**  
Glen Hansman, **BCTF**  
Irene Lanzinger, **BCFED**  
Janet Andrews, **IAM&AW**  
Jessie Uppal, **USW**  
Jim Chorostecki, **BCFED**  
Joey Hartman, **Vancouver & DLC**  
Justin Schmid, **CUPE BC**  
Manuel Alvernaz, **CSWU**  
Nina Hansen, **BCFED**  
Orion Irvine, **CLC**  
Paul Finch, **BCGEU**  
Russ St. Eloi, **UA**  
Terri Van Steinburg, **FPSE**  
Toni Murray, **CEU**  
Victor Elkins, **HEU**  
Wayne Mills, **IUOE**

### **EDUCATION COMMITTEE**

Greg Burkitt, **CUPE**  
Jim Chorostecki, **BCFED**  
Andy Cleven, **IBEW**  
George Davison (Chair), **FPSE**  
Lisa Descary, **BCTF**  
Gwenne Farrell, **MoveUP**  
Martin Fisher, **Unifor**  
Walter Gerlach, **IAM&AW**  
Ben Goglin, **Unifor**  
Garrett Gronick, **IAHFIAW**  
Bill Hannah, **HSABC**  
John Henry Harter, **SFU**

Pat Hodgson, **FPSE**  
Orion Irvine, **CLC**  
Tom Jackson, **CUPW**  
Ken Jakobsson, **IAHFIAW**  
Patrick Johnson, **UFCW**  
Joanna Larson, **BCTF**  
Gord Lechner, **BCFED**  
Krista Lee Munro, **Unifor**  
Steve Nasby, **ILWU**  
Kim Novak, **UFCW**  
Tanya Paterson, **CUPE**  
Jacques Percival, **BCFMWU**  
A.D. Al Phillips, **UA**  
Joanne Quirk, **IATSE**  
Juli Rees, **HEU**  
Deb Seaboyer, **PSAC**  
Jinny Sims, **BCTF**  
Dayna Sykes, **USW**  
Michelle Waite, **CUPE**

### **HUMAN RIGHTS COMMITTEE**

Michele Alexander, **CUPE**  
Bruce Armstrong, **UFCW**  
Monty Bartlett, **USW**  
Christina Brock, **IBEW**  
Sheryl Burns, **CUPE**  
Nora Butz (Chair), **UFCW**  
Keith Cameron, **BCGEU**  
Jennifer Chieh Ho, **PSAC**  
Kassandra Cordero, **BCFED**  
Paul Croes, **PSAC**  
Karen De Francesco, **CUPW**  
Bob Dhaliwal, **ILWU**  
Joyce Galuska, **MoveUP**  
Eliza Gardiner, **FPSE**  
Garrett Gronick, **IAHFIAW**  
Nicola Hill, **United Way**  
Sean Hillman, **FPSE**  
Lyndon Johnson, **IAHFIAW**  
Lee Loftus, **IAHFIAW**

Tamara Marshall, **TWU-USW**  
Agata Matyszczyk, **Unifor**  
Sara McGarry, **BCTF**  
Debra Merrier, **CUPE**  
Sharryn Modder, **HEU**  
Kelly Moon, **IATSE**  
Carlos Moreira, **Unifor**  
Brian Nasu, **UFCW**  
Amandeep Nijjar, **CLC**  
Annie Ohana, **BCTF**  
Eileen Ryan, **Unifor**  
Barb Ryeburn, **BCTF**  
Mario Santos, **Unifor**  
Rick Singh, **IAM&AW**  
Sussanne Skidmore, **BCGEU**  
Robert Strang, **PSAC**  
Angela Talic, **ILWU**  
Dawn Thurston, **HEU**  
Natasha Tony, **IATSE**  
Louella Vincent, **HEU**

### **OCCUPATIONAL HEALTH & SAFETY COMMITTEE**

Bob Barter, **IAHFIAW**  
Jody Berg, **HEU**  
Paul Bergin, **CEU**  
Nicole Biernaczyk, **IBEW**  
Romeo Bordignon, **ILWU**  
Dan Burroughs, **SMWIU**  
Chris Cheung, **IAM&AW**  
David Durning, **HSA**  
Gwenne Farrell, **MoveUP**  
Toni Grewal, **BCTF**  
Brian Harder, **USW**  
Linda Harding, **PSAC**  
Angel Hoare, **CUPW**  
Bob Jackson (Chair), **PSAC**  
Jim Jarvie, **IBEW**  
Phil Klapwyk, **IATSE**  
Brian Leavold, **IAFF**  
Amber Leonard, **CUPE**

James Little, **PSAC**  
Lee Loftus, **IAHFIAW**  
Mike Lucas, **USW**  
Wendy Mah, **BCGEU**  
Nelson McCabe, **Unifor**  
Gordon McGrath, **Unifor**  
Tom McKenna, **CUPE BC**  
Steve Milne, **MoveUP**  
Rene-John Nicolas, **FPSE**  
Mike Nuyens, **BCGEU**  
Merrill O'Donnell, **BC Building Trades**  
Paul Pelletreau, **IAM&AW**  
Ana Rahmat, **HEU**  
Fred Scott, **UFCW**  
Laura Snow, **CEU**  
Russ St. Eloi, **UA**  
Lori Stewart, **UBCP/ACTRA**  
Bryan Stocking, **UA**  
Larry Stoffman, **UFCW**  
Brandon Thistle, **BCGEU**  
Josh Towsley, **IUOE**  
Carolyn Unsworth, **HEU**  
Les Veale, **USW**  
Shawna Walsh, **BCFMWU**  
Tom Wiebe, **CUPE**  
Michael Wisla, **BCTF**

#### **POLITICAL ACTION COMMITTEE**

##### **Chair:**

**David Black, MoveUP**

Robert Ashton, **ILWU**  
Brynn Bourke, **BC Building Trades**  
Patrick Bragg, **PSAC**  
Colin Brehaut, **TWU-USW**  
Brenda Brown, **BCGEU**  
Lynn Bueckert, **BCFED**  
Frank Carr, **IUOE**  
Tim Cheung, **Unifor**  
Emet Davis, **BCGEU**

Robert Demand, **UNITE HERE!**  
Bob Dhaliwal, **ILWU**  
Cordell Draayers, **IAM&AW**  
Victor Elkins, **HEU**  
Stephen Gale, **CUPW**  
Walter Gerlach, **IAM&AW**  
Glen Hansman, **BCTF**  
Brian Harder, **USW**  
Raj Janjua, **Unifor**  
Phil Klapwyk, **IATSE**  
Gord Larkin, **BC FORUM**  
Lee Loftus, **IAHFIAW**  
Scott Lunny, **USW**  
Jack MacDermot, **BCTF**  
William Macpherson, **IAM&AW**  
Marcel Marsolais, **CUPE**  
Lori Mayhew, **MoveUP**  
Gavin McGarrigle, **Unifor**  
Krista Lee Munro, **Unifor**  
Neil Munro, **IAHFIAW**  
Barb Nederpel, **HEU**  
Mike Old, **HEU**  
John Pesa, **IBEW**  
A.D. Al Phillips, **UA**  
Sharon Prescott, **CUPE BC**  
Garnett Renning, **BCFMWU**  
Carolyn Rice, **New Westminster & DLC**  
Carol Riviere, **HSA**  
Justin Schmid, **CUPE BC**  
Frank Scigliano, **ILWU**  
Leah Squance, **FPSE**  
Monica Staff, **UFCW**  
Ron Stipp, **CLC**  
Fred Svensson, **MWBIU**  
Bruce Temple, **UFCW**  
Terri Van Steinburg, **FPSE**  
Crystal Warner, **PSAC**  
Brad West, **USW**  
Ben Williams, **Unifor**  
Diane Wood, **BC FORUM**  
Nathan Woods, **Unifor**

#### **WOMEN'S RIGHTS COMMITTEE**

##### **Co-chairs:**

**Donisa Bernardo, HEU**  
**Joie Warnock, Unifor**

Ticha Albino, **IBEW**  
Janet Andrews, **IAM&AW**  
Angela Brathwaite, **IAM&AW**  
Brenda Brown, **BCGEU**  
Betty Carrasco, **TWU-USW**  
Lynn Carter, **FPSE**  
Rachel Champagne, **CUPE BC**  
Kassandra Cordero, **BCFED**  
Anne Davis, **HSA**  
Emet Davis, **BCGEU**  
Melinda Driedger, **UFCW**  
Michelle Fedosoff, **UFCW**  
Joey Hartman, **Vancouver & DLC**  
Angel Hoare, **CUPW**  
Winnie Hung, **UBCP/ACTRA**  
Stephanie Jang, **IBEW**  
Deanna Kimball, **PSAC**  
Rysa Kronebusch, **MoveUP**  
Trena Legge, **USW**  
Niki Lord, **CUPE**  
Cindy McDonnell, **CUPW**  
Kelly Moon, **IATSE**  
Christine Morrison, **Unifor**  
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Chantel O'Neill, **CLC**  
Susan Orr, **MoveUP**  
Marion Pollack, **BC FORUM**  
Sabrina Prada, **UBCP/ACTRA**  
Shanee Prasad, **BCTF**  
Kristin Quigley, **BCTF**  
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Carolyn Rice, **New Westminster & DLC**  
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Sussanne Skidmore, **BCGEU**  
Leah Squance, **FPSE**  
Lenora Stenersen, **Unifor**  
Angela Talic, **ILWU**  
Barbara Tetu, **UA**  
Dawn Thurston, **HEU**  
Natasha Tony, **IATSE**  
Deidre Torrence, **BCTF**  
Donna Tremblay, **UFCW**  
Brenda Wagg, **USW**  
Michelle Woods, **Unifor**

## **YOUNG WORKERS' COMMITTEE**

### **Chair:**

**Caitlin Davidson-King, MoveUP**

### **Co-chair:**

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Ashley Campbell, **UFCW**

Yuly Chan, **CEU**

Laura Cipolato, **UFCW**

James Coccola, **BCGEU**

Cody Crick, **Unifor**

Morgan Curry, **UA**

Grace Delahanty, **IATSE**

Ashley Duncan, **IAHFIAW**

Sarina Hanschke, **CSWU**

Kyle Knapton, **ILWU**

Milena Kollay, **MoveUP**

Brian Lalli, **BCFMWU**

Shevonne Leslie, **CUPE**

Simka Marshall, **BCFS**

Brendan (Maxx) McKenzie,  
**IATSE**

Vanessa Miller, **PSAC**

Denise Moffatt, **BCFED**

Panta Mosleh,

**UBCP/ACTRA**

Liz Oliphant, **PSAC**

Sultan Owaisi, **MoveUP**

Danielle Pohl, **BCGEU**

Carmen Rogers Jones, **HEU**

Renata Saat, **BCGEU**

Amber Sadgrove, **CUPE**

Geoff Stephens, **BCFMWU**

Mary-Jane Waenink, **CEU**

## CONVENTION COMMITTEES

### **BALLOTING COMMITTEE**

#### **Chairs:**

**Karen Ranalletta, CUPE**

Shirley Ackland, **FPSE**  
Philip Bailey, **UA**  
Brian Campbell, **BCGEU**  
Ann Cody, **UNIFOR**  
Branden Florio, **BCGEU**  
Theresa Forsythe, **BCGEU**  
Luis Gonzales, **MoveUP**  
Nancy Hay, **HSABC**  
Derrick Hoyt, **HSABC**  
Jim Iker, **BCTF**  
Tom Knowles, **CUPE**  
Brenda Landry, **BCGEU**  
Jordan Macrae, **MoveUP**  
Elycia McLeese, **UNIFOR**  
Vanessa Miller, **PSAC**  
Max Spedding, **IUOE**  
Kip Wood, **BCTF**

### **CREDENTIALS COMMITTEE**

#### **Chairs:**

**Joey Hartman, Vancouver &  
DLC**

**Lori Mayhew, MoveUP**

Mandi Ayers, **HSABC**  
Philip Bailey, **UA**  
Carole Gordon, **BCTF**  
Shirley Kay, **BCGEU**  
Wayne Mills, **IUOE**  
Sean Parkinson, **FPSE**

Laurie Proudfoot, **BCGEU**  
Karen Shortt, **FPSE**  
Crystal Warner, **PSAC**

### **RESOLUTIONS COMMITTEE**

#### **Chairs:**

**Val Avery, HSA**

**Bob Jackson, PSAC**

Lesley Burke-O'Flynn, **FPSE**  
Jim Chorostecki, **BCFED**  
Aaron Ekman, **BCFED**  
Terry Engler, **ILWU**  
Nina Hansen, **BCFED**  
Jeff Lawson, **CUPE**  
Ivan Limpright, **UFCW**  
Jim Lofty, **IBEW**  
Scott Lunny, **USW**  
Lori Mayhew, **MoveUP**  
Doug McKay, **IBEW**  
Jamey Mills, **PSAC**  
Teri Mooring, **BCTF**  
Janice Morrison, **HSA**  
Ken Robinson, **HEU**  
Mary Rowles, **BCGEU**  
Mario Santos, **Unifor**  
Ron Stipp, **CLC**  
Josh Towsley, **IUOE**

### **SERGEANT-AT-ARMS COMMITTEE**

#### **Chairs:**

**Tim Baillie, IAFF**

**Joanne Quirk, IATSE 891**

Masoud Aminzavvar, **BCGEU**

Heather Barschel, **HEU**  
Karsten Bellows, **CUPE**  
Ken Bellows, **UFCW**  
Val Cadamia, **CUPE**  
Kathleen Caissie, **BCGEU**  
Jordan Campbell, **MoveUP**  
Brett Chapman, **IUOE**  
Wendy Dansie, **MoveUP**  
Dennis Donnelly, **CUPE**  
Charmaine Fines, **BCGEU**  
Alex Gendron, **USW**  
Shawn Gough, **BCTF**  
Kathy Grant, **HEU**  
John Hodgson, **HEU**  
Dave Johns, **HEU**  
Jason Karpuk, **BCTF**  
Florentina Kelly, **BCGEU**  
Daniel MacPhee, **IUOE**  
Roxanne Martel, **BCGEU**  
Elaine May, **HEU**  
William McKerrow, **BCGEU**  
Luke Mudge, **BCTF**  
Gary Parker, **CUPE**  
Adele Peters, **CEU**  
Elizabeth Portra, **CUPE**  
Les Rowe, **BCTF**  
Anil Singh, **CUPE**  
Max Spedding, **IUOE**  
Bruce Strachan, **UA**  
Lara Stroud, **BCGEU**  
Lynne Taylor, **HEU**  
Kevin Towhey, **HSA**  
Don Turner, **PSAC**  
Tom Wiebe, **CUPE**



**2016  
CONVENTION  
DELEGATES**

**TOGETHER  
FOR BC**

**57TH CONVENTION  
BC FEDERATION OF LABOUR**

**NOVEMBER 28 – DECEMBER 2, 2016**



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Glen Orango

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Sue Frith  
Christine Fuller  
Gayle Furgala  
Brian Gardiner  
Trevor Garrett  
Gerry Gault  
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Hank Glover  
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Giselle Goulet  
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Eva Hall  
Lindsey Hamilton  
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Kimberlee Macgregor  
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Dave Maki  
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Jodi Woods  
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Zaa Joseph  
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Tess Rebbitt  
Paul Reniers  
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Mike Ball  
Jill Barclay

Elizabeth Baverstock  
Cheryl Beaudry  
Jatinder Bir  
Ken Bisset  
Megan Bocker  
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Gail Chaddock-Costello  
Amber Chung  
Lee-Anne Clarke  
Wendy Cook  
Joanna Cornthwaite  
Meghan Coulter  
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Rae Figursky  
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Bhupinder Mattoo  
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Bruce Ferguson  
Danny Klein  
Nav Malhotra  
Shelley Moore  
Gary Palmiere  
Oscar Sanchez  
Richard Saunders

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Starla Bayley  
Dierdre Bradshaw  
Gaye Fowler  
Kamal Gautam  
Peter Huron  
Gail Johnson  
Ravina Lal  
Kyle Larson  
Debbie Mohabir  
Donna Petersen  
Carley Romas  
Santino Scardillo  
Warren Williams

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Simon Challenger  
Dino Echelli  
Carli Harris  
David Irvine  
Aaron Openshaw  
Maja Suzberic

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Dave Lance  
Leah Murray  
Bill Provenzano

**CUPE 118**

Stacy Watton

**CUPE 338**

Lee Mossman

**CUPE 374**

Shireen Clark  
Gary Flynn

**CUPE 379**

John Delima  
Jamie Harsch  
Simi Hundle  
Nicole Montgomery  
Drew Parris  
Paul Simpson  
Karen Sunner  
Michael Vanderlans

**CUPE 386**

James Beaman  
Brett Hobkirk  
Ken Landgraff  
Gord Willis

**CUPE 389**

Amir Bagheri

Tyrone Brown  
Matt Byers  
Joyce Griffiths  
Dinesh Kapoor  
Laurence Magtoto  
Kathy McMahon  
Carol Nordby  
Tony Volpe  
Aaron Young

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Gloria Hershorn  
Aliza Nevarie  
Kari Scott-Whyte

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Steve Mulgrew  
Rob Williams

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Tony Clift  
Blaine Gurrie  
Jennifer James

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Toby Daniel  
Monika Dean  
Mike Guraliuk  
Elvira Janzen  
Jeannie Kilby  
Darcy McPartlin  
Denise Parks  
Ryan Swan  
Rick Tanaka  
Tom Wiebe

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Marcel Marsolais

**CUPE 454**

Nick Angrignon  
Kathleen Chan  
Nicole Dodd  
John Gibson  
Jeff Kirkbride  
Tamara Laza  
Lance Renyk

**CUPE 458**

Bryan Bickley  
Jessica Clarke  
Regan Gehman

**CUPE 459**

Martina Boyd  
Kevin Rose

**CUPE 523**

Karsten Bellows

**CUPE 561**

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Niki (Nicole) Cooke  
Don Duncan  
Lisa Gregory  
Susan Heard  
Chris Losito  
Tom MacDonald  
Sharon Prescott  
Justin Schmid  
Rachna Singh

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Rob Zver

**CUPE 703**

Susanne Bonny  
Tracey Dahlin  
Leslie Franklin  
Anna Marer

**CUPE 716**

Lisa Devitt  
Debbie Gray  
Ian Hillman  
June Kaiser  
Ross McLuskie  
Shelley Peck  
Stacey Robinson

**CUPE 718**

Norman Kotze  
Dennis Stock  
Marianne Thomas

**CUPE 728**

Randy Anderson Fennell  
Valentin Cadamia  
Ryan Groundwater  
George Hardy  
Don Jackson  
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Mark Kawakami  
Anil Kumar Singh  
Debra Merrier  
Edward Parsotam  
Shelley Saje Ricci

**CUPE 774**

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Dragan (Doug) Zoric

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Kelly Budway  
Dave Deines  
Cameron Eby  
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Bob Parkinson  
Sophia Parkinson

Shari Thomas  
Lorraine Till

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Cheryl DeWolfe  
Ted Godwin  
Barbara Gordon  
Kara White

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Jeff Lawson  
Andrew Ledger  
Frank Lee  
Gary Parker  
Clay Suddaby

**CUPE 1091**

Larry Johnston  
Alexis MacPherson  
Serge Mariani  
Eileen Penney  
Patti Price  
Ian Reade  
Emmet Tohill

**CUPE 1622**

Jacquie Hall

**CUPE 1760**

Jody Olsson  
Cheryn Wong

**CUPE 1816**

Margarette Campbell  
Christine Johnson  
Beth Miller  
Roger Pearce  
Anna Torgerson

**CUPE 1908**

Kirk Graham

**CUPE 1936**

Cindy Cichecki  
Lorraine Cole  
Tanja Giljevic  
Michael Lanier

**CUPE 1978**

Shawn Davies  
Rick Illi  
Mauricio Navarrete

**CUPE 2011**

Lisa Beare  
Tanya Paterson  
Shon Thandi

**CUPE 2087**

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**CUPE 2769**

Alison Pringle

**CUPE 2950**

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Hollie Griffin  
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Susanne Lester  
Laurel McBride  
Shehnaz Motani  
Anisha Parmar  
Siobhan Ryan  
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Jeanne Marr

**CUPE 3570**

Sheri Brown  
Troy Forster

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**CUPW Dawson Creek**

Cody Crick

**CUPW Fort St. John**

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Wes McIntosh  
Chris Pleasants

**CUPW Royal City**

Aaron Spires

**CUPW Vancouver**

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Muir Clark  
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Barbara (Barb) Hayden

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Joanne Walker  
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Cheryl Wright  
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Dionisia Yogyog  
Olga Zavaleta  
Maira Zurba

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Carol Riviere  
Sheila Anderson  
Ramzan Anjum  
Dean Avender  
Mandi Ayers  
Osman Azad  
Val Barker  
Marg Beddis  
Tara Chen  
Tonia Cherris  
John Christopherson  
Anne Davis  
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Fatemah Ghanipour  
Jas Giddha  
Cheryl Greenhalgh  
Carol Guerra  
Stasia Hasumi  
Brenda Hauck  
Nancy Hay  
Osita Hibbert  
Derrick Hoyt  
Sarah Humphries  
Mohammad Kazemian  
Madhu Maharaj  
Neelam Mann  
Jeanne Meyers  
Janice Morrison  
Jing-Yi Ng  
Ron Regier  
Josef Rieder  
Terri Russell  
Joe Sebastian  
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Michelle Stewart  
Linda Thoreson  
Kevin Towhey  
Marina Ursa  
Gena Walton

**IAFF 18**

Gord Ditchburn

**IAFF 323**

Jeff Clark  
Miles Ritchie

**IAFF 1271**

Michael McNamara  
Dylan Van Rooyen

**IAHFIAW 118**

Ashley Duncan  
Garrett Gronick

**IAMAW 11**

Ronald Messner  
Robert Tobin

**IAMAW 764**

Janet Andrews  
Glenn Girard

**IATSE 118**

Mike Phelan  
Lauren Stewart

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Tony Brown  
Jose Carrillo Mendoza  
Kerri Coombs  
Gavin Craig  
Mitch Davies  
James Fantin  
Dana Gaudet  
Natasha Heughan-Tony  
Nancy Hum-Balbosa  
Dusty Kelly  
John Keys  
Rob Leblanc  
Donald (Neil) Mark

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Dominika Nasilowski  
Charles Newson  
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Yasir Raja  
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Adel Will

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John Pesa  
Mervyn Van Steinburg  
Adam Van Steinburg

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Jaclyn Oliver  
Shane Scott

**IBEW 258**

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Ed McEwen  
Douglas McKay  
John McMinn  
Karen Porter  
Rod Russell

**IBEW 993**

Brynn Bourke  
Tom Sigurdson

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Terry Engler  
Jason Woods

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Joseph Ceraldi

Gaebriel Gerela  
Gary Moorman  
Joulene Parent  
Baldip Purewal  
Davinder (Dave) Sandhu  
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Rick Hurtubise  
Dan Kask  
Ken Mason  
Michael Mayer  
Ian Neely  
Shaun Thompson

**ILWU 514**

Stephen Ironside  
Mike Isinger  
Frank Scigliano

**ILWU 517**

Michael MacFarlane  
Raymond Tsow

**ILWU 523**

Colin Bonner

**IUOE 115**

Brett Chapman  
Herb Conat  
Doug Fisher  
Goretti Guilbault  
James Knowles  
Daniel MacPhee  
Wayne Mills  
Bryan Salema  
Max Spedding  
Josh Towsley

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Adrian David  
John Dube  
Lance Lane  
Teresa Tracy

**IUOE 963**

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Tim De Vivo  
Harjit Khangara  
Paul Loeman

**IUPAT 38**

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Kelvin Campbell  
Justin Chapman  
David Holmes  
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Marv Magnison  
Orfeo Pagliacci

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William Branchfield  
Catalin Fota  
Thomas O'Donnell

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Harmony Raine

**Kitimat, Terrace & DLC**

Catherine Macintosh  
Kim Meyer

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Jordan Campbell  
Wendy Dansie  
Gwenne Farrell  
Bryan Finstad

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Gagan Gill  
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Noel Gulbransen  
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John Vieira  
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**PSAC 20008 GSU**

Bill Fleming

**PSAC 20027 UTE**

Jamey Mills

**PSAC 20038 AGR**

Dean Babuin

**PSAC 20040 CEUDA**

Jennifer Gourley  
John Henwood  
David Knoblauch

**PSAC 20042 CEUDA**

Leanne Hughes

**PSAC 20044**

Bob Kingston

**PSAC 20045 CEUDA**

Keith Palmer  
Richard Savage  
Don Turner

**PSAC 20045 UVAE**

Michael Polak

**PSAC 20070 USGE**

Linda Harding

**PSAC 20095 UPCE**

Joanne Hay

**PSAC 20221 UCTE**

Bowinn Ma

**PSAC 20500 DEL**

Patrick Bragg

**PSAC 20903 CEIU**

Sanjiv (Bob) Dyal

**PSAC 20910 CEIU**

Stephen Klaver

**PSAC 20912 CEIU**

Christine Walker

**PSAC 20914 CEIU**

Wes Todd

**PSAC 20915 CEIU**

Gwen O'Mahoney

**PSAC 20917 CEIU**

Vanessa Miller

**PSAC 20918 CEIU**

Kal Thendal

**PSAC 20921 CEIU**

James Brierly

**PSAC 20926 CEIU**

Nicola McVey

**PSAC 20937 CEIU**

Roger Leroux

**PSAC 20938 CEIU**

Leslye Brown

**PSAC 20947 CEIU**

Joshua Miller

**PSAC 20966 CEIU**

Ian Gillies

**PSAC 20974 CEIU**

Crystal Warner

**PSAC 21007 UNDE**

Nigel Pollard

**PSAC 21008 UNDE**

Sandra Gallup  
Colleen Girard  
Brenda Kipot  
Donna Osborne

**PSAC 21009 UNDE**

Josh Peterson

**PSAC 21013 UNDE**

Ryan Simmonds

**PSAC 21016 UNDE**

Marcelo Lazaro  
T. Mark Miller

**PSAC 21018 UNDE**

Jamie Oyakawa

**RWU 517**

Tyson Costa  
Jared Zazubek

**RWU 580**

Frank Allison  
Keith Halovich

Shawn Lakusta  
Aaron Larson  
Mike Molag  
Gail Watson

**SEIU 2**

Michelle Bremner  
Nevan Paul  
Rosa Urrutia  
Nicole Veitch  
John Vogel

**SJCIU 9**

Richard Lata

**South Okanagan Boundary LC**

John Colbourne  
Terry Green  
Lynn Kelsey

**Sunshine Coast & DLC**

Shauna Gourlay  
Robert Hood

**Teamsters Local 155**

Joe Hermoza  
Karver Maxwell  
Trent Thomas  
Lorrie Ward

**TWU**

Colin Brehaut  
Lee Riggs

**UA 170**

Philip Bailey  
Jeff Chapman  
Mark Glazier  
Al Phillips  
Mike Power  
Russel St. Eloi  
Bruce Strachan  
Barb Tetu

**UBCP/ACTRA**

Winnie Hung  
Sabrina Prada

**UFCW 1518**

Becky Axon  
Robyn Barker  
Teresa-Lyne Beer  
Kenneth Bellows  
Connie Buckner  
Ashley Campbell  
Nicole Del-Giudice  
Kenneth Dickey  
David Edgington  
Jamie Ekman  
Brock Finland  
Teri-Lynn Guerrero  
Alexandra Hamelin  
Allan Hansen  
Twayla Hardie  
Rebecca Hartley  
Nikki Hill  
Patrick Johnson  
Bradley Johnston  
Jake Kardosh  
Danette Lankmayr  
Sahib Lazina  
Abby Leung  
Jeff Magee  
Jason Mann  
Chris (Christine) McDonald  
Bob Milan  
Sam Monkton  
Brian Nasu  
Stefan Nielsen  
Eric Nordel  
Kim Novak  
Dale Robertson  
Matt Rose  
Eleanor Smith  
Stephanie Smith  
Caitlan Smith  
Kevin Sparkes

Daniel Tseghay  
Lisa Turko  
Jennifer Vecchio  
Niska Vollert  
Dave Wilson

**UFCW 247**

Christine Abbott  
Dave Baillie  
Susan Campbell  
Megan Elmhurst  
Susan Espin  
James Fraser  
Guy Fraser  
Suzanne Hodge  
Steve McAusland  
Ted Narhila  
Eric Seto

**UNITE HERE! 40**

Lois Bailey  
Lorrie Dyer  
Jim Pearson

**USW 1-417**

Kevin Fraser  
Harbinder Hara  
Mike Iaccino  
Tara Phillips  
Kim Pinto

**USW 1-423**

John McKnight  
Heather Myers  
Mike Paradowski  
Scott Summers

**USW 1-425**

Michael Christensen  
Paul French  
Jessica Garreau  
Danae Moore

**USW 1937**

Brian Butler  
Tom McNulty  
Gary Wong

**USW 2009**

Armie Apura-Ready  
Sean Ball  
Georgi Bates  
Al Bieksa  
Alex Gendron  
Owen Goodwin  
Earl Graham  
Phil Holland  
Jim Kilty  
Michelle Laurie  
Darcy Lindberg  
Scott McRitchie  
Manjit Sidhu  
Les Veale

**USW 424**

Frank Everitt  
Don Iwaskow  
Kurt Kristoffersen  
Dan La Rocque  
Brian O'Rourke  
Rod Park  
Orv Rideout  
Jason Williams

**USW 480**

Norm Murdoch  
Brian Onyschak  
Jay Walters

**USW 7619**

Natalie Gidora  
Scott Lunny  
Dayna Sykes  
Jessie Uppal  
Brad West

**USW 898**

John Radosevic

**USW 9346**

Troy Cook  
Alexander Hanson

**Vancouver & DLC**

Ron Stipp  
Stephen Von Sychowski

**West Kootenay & DLC**

Debbie Bird

## **BCFED STAFF**

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Aaron Ekman **Secretary-Treasurer**

Dianne Baker **Administrative Assistant**

Al Bieksa **Coordinator**

Angela Boscariol **Administrative Assistant**

Sylvia Brow **Administrative Assistant**

Lynn Bueckert **Director**

Brian Campbell **Coordinator**

Ning Cheng **Bookkeeper**

Jim Chorosteck **Executive Director**

Kassandra Cordero **Director**

Julie Cutting **Administrative Assistant**

Ingrid Ericson **Bookkeeper Assistant**

Farrel Janell **Coordinator**

Nina Hansen **Director**

Stephen Howard **Director**

Jennifer Lambert **Coordinator**

Deanne LaRocque **Operations Manager**

Gord Lechner **Director**

Kate McGrath **Executive Assistant**

Denise Moffatt **Director**

Sheila Moir **Coordinator**

Kristin Nowak **Executive Assistant**

Susan Orr **Executive Assistant**

Maria Peralta **Executive Assistant**

Kelly Smith **Administrative Assistant**

Kelly West **Administrative Assistant**

Shayla Williams **Bookkeeper**

Anita Zaenker **Director**

Marisha Zuckerman **Executive Assistant**

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