



SUMMARY OF PROCEEDINGS 57th CONVENTION

November 28 - December 3, 2016

BC FEDERATION OF LABOUR

DISPOSITION OF RESOLUTIONS

INDEX

Emergency Resolutions handled by the Resolutions Committee

Adopted at Convention.....	4
----------------------------	---

Resolutions handled by the Resolutions Committee – Adopted at Convention

“CA” Community and Social Action Committee - Adopted.....	5
“CS” Constitution and Structure Committee - Adopted	6
“ED” Education Committee – Adopted	7
“HR” Human Rights Committee – Adopted	9
“OH” Occupational Health and Safety – Adopted	12
“PA” Political Action Committee – Adopted	13
“WR” Women’s Rights Committee – Adopted	14
“GE” Resolution Committee – Adopted	16

Resolutions referred to Executive Council - Adopted at March 2, 2017 Meeting

“ED” Education Committee	28
“OH” Occupational Health & Safety Committee	28
“GE” Resolutions Committee.....	30

Elections	33
------------------------	-----------

BCFED Standing Committees	34
--	-----------

Convention Committees	37
------------------------------------	-----------

Convention Delegates	39
-----------------------------------	-----------

BCFED Staff	58
--------------------------	-----------

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 (SO₂) scrubbing technology which would result in a significant reduction of SO₂ 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. Eloj, **UA**
Terri Van Steinburg, **FPSE**
Toni Murray, **CEU**
Victor Elkins, **HEU**
Wayne Mills, **IUOE**

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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**
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Steve Nasby, **ILWU**
Kim Novak, **UFCW**
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A.D. Al Phillips, **UA**
Joanne Quirk, **IATSE**
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Deb Seaboyer, **PSAC**
Jinny Sims, **BCTF**
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Michelle Waite, **CUPE**

HUMAN RIGHTS COMMITTEE

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Monty Bartlett, **USW**
Christina Brock, **IBEW**
Sheryl Burns, **CUPE**
Nora Butz (Chair), **UFCW**
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Val Cadamia, **CUPE**
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Dave Johns, **HEU**
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Elaine May, **HEU**
William McKerrow, **BCGEU**
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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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Aaron Ekman (**Secretary-Treasurer**)
Robert Ashton, **ILWU**
Val Avery, **HSA**
Donisa Bernardo, **HEU**
David Black, **MoveUP**
Brenda Brown, **BCGEU**
Brian Cochrane, **IUOE**
Laird Cronk, **IBEW**
George Davison, **FPSE**
Robert Demand, **UNITE HERE!**
Victor Elkins, **HEU**
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Glen Hansman, **BCTF**
Steve Hunt, **USW**
Orion Irvine, **CLC**
Bob Jackson, **PSAC**
Ivan Limpricht, **UFCW**
Lee Loftus, **BC Building Trades**
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Miriam Sobrino, **HSA**
Monica Staff, **UFCW**
Debra Thame, **Kitimat, Terrace & DLC**
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ATU 1724

Bob Chitrenky
Glen Orango

BCFMWU

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Johnathon Buxton-Carr
Mike Cafik
Khris Falls
Lisa Hayes
Peter Kelly
Dan Kimmerly
Brian Lalli
Kevin Lee
Andrea Lindsay
John MacDonald
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Eduardo Munoz
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Devon Stordy
Shawna Walsh
Paula White

BCFORUM

Marion Pollack

BCGEU

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Masoud Aminzavvar
Frank Anderson
Megan Ashbury
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Dorothy Bartsoff
Cindy Battersby
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LaVerne Bernier
Sandy Bojecho
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Keely Dancey
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Emet Davis
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Jesusa Delos Santos
Carla Dempsey
Kusam Doal
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Andrea Duncan
Doug Dykens
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Charmaine Fines
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Trevor Fletcher
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Judy Fox-McGuire
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Brandie Frawley

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Gerry Gault
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Rory Smith
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Baljit Sandhu
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Louella Vincent
Sukhpal (Raj) Walia
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Joanne Walker
Michael Wright
Cheryl Wright
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Maira Zurba

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Sheila Anderson
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Neelam Mann
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Gena Walton

IAFF 18

Gord Ditchburn

IAFF 323

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Dylan Van Rooyen

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Ashley Duncan
Garrett Gronick

IAMAW 11

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Robert Tobin

IAMAW 764

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IATSE 891

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Mervyn Van Steinburg
Adam Van Steinburg

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Rod Russell

IBEW 993

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Davinder (Dave) Sandhu
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Dan Kask
Ken Mason
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Shaun Thompson

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ILWU 517

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Lance Lane
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Orfeo Pagliacci

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PSAC 20038 AGR

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PSAC 20044

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PSAC 20045 UVAE

Michael Polak

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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

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PSAC 20926 CEIU

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PSAC 20937 CEIU

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PSAC 21008 UNDE

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PSAC 21009 UNDE

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PSAC 21013 UNDE

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PSAC 21016 UNDE

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T. Mark Miller

PSAC 21018 UNDE

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RWU 580

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Sunshine Coast & DLC

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Karver Maxwell
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Megan Elmhurst
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