



A future worth fighting for

CONVENTION 2024

November 24 to 29 | Vancouver

## **Summary of Proceedings**

**BC Federation of Labour**

**61st Convention:**

***A Future Worth Fighting For***

**November 25-29, 2024**

## Index

Resolutions adopted at:.....	4
Convention 2024; Executive Council January 16, 2025 .....	4
General resolutions - Adopted at convention .....	4
General resolutions - Adopted at 2025 Executive Council .....	8
Apprenticeship & Skills Training Working Group – Adopted at convention .....	13
Indigenous Rights and Reconciliation Working Group – Adopted at convention.....	13
Climate Justice and Jobs Standing Committee – Adopted at convention .....	14
Climate Justice and Jobs Standing Committee – Adopted at 2025 Executive Council .....	16
Constitution and Structure Standing Committee – Adopted at convention .....	16
Constitution and Structure Standing Committee – Adopted at 2025 Executive Council.....	22
Human Rights Standing Committee – Adopted at 2025 Executive Council .....	24
Occupational Health & Safety Standing Committee - Adopted at convention.....	25
Occupational Health & Safety Standing Committee - Adopted at 2025 Executive Council ..	25
Political Action Standing Committee - Adopted at convention .....	27
Political Action Standing Committee - Adopted at 2025 Executive Council .....	28
Women and Gender Rights Standing Committee - Adopted at convention.....	28
Women and Gender Rights Standing Committee - Adopted at 2025 Executive Council.....	29
Young Workers’ Standing Committee - Adopted at convention .....	29
Late resolutions - Adopted at 2025 Executive Council .....	30
Elections.....	31
BCFED Standing Committees.....	32
Climate Justice & Jobs Committee.....	32
Human Rights Committee .....	32
Occupational Health & Safety Committee .....	33
Political Action Committee .....	33
Women and Gender Rights Committee .....	34
Young Workers’ Committee .....	34
Convention Committees and Officials .....	35
Elections Chair .....	35
Ombudspersons.....	35
Parliamentarian .....	35

Balloting Committee .....	35
Credentials Committee .....	35
Delegate Verification and Support Committee .....	35
Resolutions Committee.....	36
Convention Delegates.....	37
Executive Officers .....	38
Executive Council.....	38
Delegates .....	39
BCFED Staff .....	51
Union Acronyms of BCFED Affiliates .....	52

## Resolutions adopted at:

### Convention 2024; Executive Council January 16, 2025

#### General resolutions - Adopted at convention

##### Emergency 2024-01

**THE FEDERATION WILL** call upon the Government of Canada to immediately cease the use of Section 107 of the *Canada Labour Code* to abrogate the rights of Canadian workers; and

**THE FEDERATION WILL** call upon every provincial federation of labour and the Canadian Labour Congress to join in a national call to action to remove Section 107 from the *Canada Labour Code*.

##### 2403

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

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

##### 2405 Amended

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

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

##### 2408

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

##### 2409

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

## 2410

### **THE FEDERATION WILL:**

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

## 2411

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

### 2413A Composite to cover 2413 and 2414

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

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

### 2417A Composite to cover 2417, 2418 and 2420

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

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

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

### 2423A Composite to cover 2423 and 2427

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

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

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

#### 2424

**THE FEDERATION WILL** examine provincial government reports on Indigenous health and First Nations Health Authority reports and incorporate recommendations for improved policies and practices for Indigenous peoples into its own practices; and

**THE FEDERATION WILL** support and donate to Indigenous initiatives and organizations that are aiming to reduce suicide and addiction amongst Indigenous peoples in BC particularly in communities where rates are highest.

#### 2425A Composite to cover 2425 and 2426

**THE FEDERATION WILL** work with the CLC to call on the federal government to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission; and

**THE FEDERATION WILL** call upon the BC provincial government to commit to either completing or having concrete, fully-funded plans of action on the remaining 81 Calls to Action prior to the ten-year anniversary of their release.

#### 2428

**THE FEDERATION WILL** acknowledge and support the Union of British Columbia Indian Chiefs Council Resolution 2024-33 and stand with survivors of residential schools and their families, the children who never made it home and all those who are harmed by the actions of those involved with residential school racist denialism;

**THE FEDERATION WILL** work with the CLC to use the political power of all workers to call for all levels of government to uphold testimony of those who lived through the experience, and the documentation captured by both the TRC and First Nations at former residential schools sites.

#### 2431 to cover 2430

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

#### 2438

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

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

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

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

#### 2439

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

#### 2440

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

#### 2441

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

#### 2442

**THE FEDERATION WILL:**

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

**2444**

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

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

**2449**

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

## **General resolutions - Adopted at 2025 Executive Council**

**2404**

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

**2406**

**THE FEDERATION WILL** continue to facilitate the development of solidarity and collaboration among public sector unions in the present and future rounds of public sector bargaining. This will be achieved, in part, by holding regular meetings of public sector unions and bargaining associations to identify shared strategies and objectives.

**2407**

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



#### 2412

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

#### 2415

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

#### 2416

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

#### 2421A composite to cover 2419 and 2421

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

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

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

#### 2422

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

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

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

#### 2429A Composite to cover 2429 and 2448

**THE FEDERATION WILL** investigate the possibility of funding and creating an arms-length media outlet designed to promote progressive ideals and share the stories of the labour movement

while continuing to provide support for existing progressive media outlets and journalists through subsidies and other forms of direct contributions; and

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

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

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

#### 2432

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

#### 2433

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

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

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

#### 2434

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

#### 2346

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

#### 2437 Amended

**THE FEDERATION WILL** advocate for provincial governments to involve health care professionals, as well as alcohol users and applying a harm reduction perspective, in legislation to intervene and make medical determinations regarding the refusal of service. Additionally, ensure that privatized liquor stores adhere to the standards outlined in the legislation, with regular compliance checks and will urge the provincial government to implement legislation

and policies that prioritize public health and safety, thereby reducing alcohol-related harm and saving lives, including those of our members.

#### 2443

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

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

#### 2445

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

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

#### 2446 Amended

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

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

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

#### 2447

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

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

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

#### 2450A Composite to cover 2450 and 2451

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

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

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

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

#### **2452A Composite to cover 2452 and 24-135**

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

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

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

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

#### **24-131 Amended**

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

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

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

#### **24-134 Amended**

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

#### **24-137**

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

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

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

### **Apprenticeship & Skills Training Working Group – Adopted at convention**

#### **2401**

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

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

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

#### **2402**

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

### **Indigenous Rights and Reconciliation Working Group – Adopted at convention**

#### **2423A Composite to cover 2423 and 2427**

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

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

- to increase funding and continue funding for improving access to digital services (including cellular) and pressure telecommunications companies to provide a viable solution(s) to the ongoing lack of services along Highway 16 also known as the Highway of Tears;

- and to create a “Red Dress Alert” patterned after the model of the Amber Alert to alert the public and mobilize emergency services in the event that Indigenous women, girls and gender-diverse individuals are reported missing, abducted or at similar risk of harm.

#### 2424

**THE FEDERATION WILL** examine provincial government reports on Indigenous health and First Nations Health Authority reports and incorporate recommendations for improved policies and practices for Indigenous peoples into its own practices; and

**THE FEDERATION WILL** support and donate to Indigenous initiatives and organizations that are aiming to reduce suicide and addiction amongst Indigenous peoples in BC particularly in communities where rates are highest.

#### 2425A Composite to cover 2425 and 2426

**THE FEDERATION WILL** work with the CLC to call on the federal government to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission; and

**THE FEDERATION WILL** call upon the BC provincial government to commit to either completing or having concrete, fully-funded plans of action on the remaining 81 Calls to Action prior to the ten-year anniversary of their release.

#### 2428

**THE FEDERATION WILL** acknowledge and support the Union of British Columbia Indian Chiefs Council Resolution 2024-33 and stand with survivors of residential schools and their families, the children who never made it home and all those who are harmed by the actions of those involved with residential school racist denialism;

**THE FEDERATION WILL** work with the CLC to use the political power of all workers to call for all levels of government to uphold testimony of those who lived through the experience, and the documentation captured by both the TRC and First Nations at former residential schools sites.

### Climate Justice and Jobs Standing Committee – Adopted at convention

#### 2454

**THE FEDERATION WILL** lobby the provincial government and work with the CLC to lobby the federal government to invest in an expanded Youth Climate Corps providing unionized jobs and training to young adults to support important work on climate adaptation and mitigation projects in their own communities.

#### 2455

**THE FEDERATION WILL** advocate for five (5) days of paid leave for workers who are unable to safely travel between work and home during natural and environmental disasters.

#### 2457

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

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

#### 2458

**THE FEDERATION WILL** endorse the Centre for Family Equity's Transit for Teens campaign, and support its efforts to bring free public transportation to all children and youth in British Columbia.

#### 2459 to cover 2460

**THE FEDERATION WILL** increase outreach of its Connecting BC Public Transit campaign, specifically to target the general public and stress the urgent need for funding;

**THE FEDERATION WILL** lobby the provincial government and applicable political parties, to deliver sustainable public transit funding that will address both urgent and foreseeable needs for the next 100 years, including providing free transit for youth 18-and-under;

**THE FEDERATION WILL** push the provincial government to repatriate all outsourced public transit services providers; and

**THE FEDERATION WILL** support and encourage affiliates to have subsidized and/or provided public transit passes included in collective agreements, including those that cover their staff.

#### 2461

**THE FEDERATION WILL** develop and implement a campaign and government relations strategy to advocate for the elimination of private contracts between BC Transit and private, for-profit companies that provide public transit services in our communities, and for those services to be operated directly by BC Transit, or by the provincial government itself.

## Climate Justice and Jobs Standing Committee – Adopted at 2025 Executive Council

### 2453

**THE FEDERATION WILL**, with the support of the Canadian Labour Congress (CLC), Indigenous communities and community groups, call upon the province of British Columbia and the federal government to urgently proceed with legislation that enables legal and financial mechanisms for the protection of biodiversity, ecosystem health and species at risk in British Columbia.

### 2456

**THE FEDERATION WILL** create a campaign urging the BC government to investigate the feasibility to building new, or adding to our existing, clean energy generation infrastructure in as many areas as possible including, but not limited to, wind, solar, geothermal and wave energy; and

**THE FEDERATION WILL** further use this campaign to push for all new clean energy infrastructure to be publicly-owned, reliable, affordable and regulated.

### 2462 Amended

**THE FEDERATION WILL** advocate to the Ministry of Water, Land, and Resource Stewardship to collaborate with regional First Nations to provide leadership and functional involvement in the creation and management of consistent regional water supply strategies. This will be done with the aim of ensuring that resilient and sustainable drinking water supplies are in place now and in the future for all reserve lands.

### 24-136

**THE FEDERATION WILL** work with the CLC to demand that governments implement strong policies to support economic transition, protect workers, and safeguard communities. This includes retirement for older workers, and income support and training programs for younger workers;

**THE FEDERATION WILL** work with the CLC to demand that governments implement industrial policies that achieve a transition to a cleaner economy, seizing the opportunities presented by the global clean economy. A just transition is one where workers and communities shape their futures supported by social programs and public investment in economic alternatives.

## Constitution and Structure Standing Committee – Adopted at convention

### 2463

**THE FEDERATION WILL** amend Article 11, Section 2. of the constitution to reflect that financial records will be examined annually to coincide with the third-party audit process.

*It shall be the duty of the Trustees to examine all financial records ~~semi-annually~~ **annually to coincide with the third-party audit process.***



## 2464A composite to cover 2464, 2469, 2470, 2473, 2476, 2477 and 2480

**THE FEDERATION WILL** amend the constitution as follows to ensure consistency of language, style and clarity across the document:

Amend Article 16, Section 2. b) to combine subsections (i) and (ii):

- b) Where: ~~(i)~~ the working membership of an organization is temporarily reduced by reason of the organization's involvement in job action in support of workers in a labour dispute; and ~~(ii)~~ the dispute has continued for more than thirty (30) days since the initial job action, the per capita tax payment for the month shall be reduced by the proportion that the organization's membership has ceased or reduced paying dues as a result of job action.*

Amend Article 4, Section 2.:

*~~Beginning in 2010, t~~The regular Conventions of the Federation shall be held every second year during the month of November whenever possible. The time and the place for holding the regular Conventions shall be determined by the Executive Council. ~~which shall give at least ninety (90) calendar days' notice.~~*

Amend Article 4, Section 6.:

*A registration fee for Convention shall be determined by the Executive Council prior to the notice of Convention required under Section ~~2~~ 5. The stated fee shall accompany the credential being sent to the Secretary-Treasurer.*

Amend Article 11, Section 1. d) to reflect that one (1) Alternate Trustee is elected, not two:

*In the event ~~both~~ an Alternate Trustee positions becomes vacant, the Executive Council shall elect a new Alternate Trustees prior to Convention provided the individuals elected ~~are~~ is a members in good standing of an affiliate, but not a members of the Executive Council.*

Amend Article 4, Section 12. c), d) and e):

- c) Notwithstanding anything to the contrary contained in this Section, amendments to the Constitution must be in resolution form and submitted to the Secretary-Treasurer of the Federation not less than sixty (60) calendar days immediately preceding the opening of the Convention.*
- d) Resolutions submitted in compliance with the requirements of this Section shall be made available to affiliates not less than fourteen (14) days prior to the opening of the Convention.*
- e) Resolutions, ~~petitions and appeals~~ received or submitted contrary to the above shall be stamped as to date of arrival, shall be referred to the Resolutions Committee following the completion of all Convention business, and may be referred in order of receipt to the*

*Convention, with the understanding that consideration is dependent upon two-thirds (2/3) majority consent of the Convention.*

Amend Article 4, Section 1 (a) to reflect the new ordering of Section 12.:

*The Convention shall be the governing body of the Federation and, except as provided in Section 12 ~~(c)~~ (e) of this Article and Article 12, its decision shall be by majority vote.*

Amend Article 4, Section 12. a) (i):

~~Except as provided in subsection (c) of this Section, All resolutions, petitions and appeals other than those provided in Section 11 hereof, to be considered by any Convention of the Federation, must be received by the Secretary-Treasurer not less than sixty (60) calendar days immediately preceding the opening of Convention.~~

Amend Article 4, Section 4. a) (ii) and (iii)

(ii) ~~From local Labour Councils, shall be entitled to a maximum~~ **entitlement** of three (3) delegates.

(iii) ~~From the B.C. Federation of Retired Union Members, shall be entitled to a maximum~~ **entitlement** of two (2) delegates.

## 2465

**THE FEDERATION WILL** replace all references of “Racialized Workers” in the constitution to “Racial Equity and Justice Workers.”

## 2466

**THE FEDERATION WILL** amend Article 9, Section 1. a) (iii) of the constitution to have the equity caucus election process moved to become Article 10, Section 1., Subsection d).

Article 9, Section 1. a) (iii):

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

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

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

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

Article 10, Section 1., new Subsection d):

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

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

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

#### **2468A Composite to cover 2467, 2468 and 2474**

**THE FEDERATION WILL** amend the following sections of Article 4 of the constitution to adjust key deadlines related to the calling and delivering of convention:

Amend Article 4, Section 5.:

- a) Not less than ~~sixty (60)~~ **ninety (90)** calendar days prior to the opening of each regular Convention, and ~~forty-five (45)~~ **seventy-five (75)** days prior to any Special Convention, the Secretary-Treasurer shall **issue the Convention Call and** furnish each affiliate with Convention credentials based on entitlement, such delegate registration must be confirmed by the appropriate affiliate officer. ~~A delegate must be a member or representative of the local union, branch or lodge they represent at Convention.~~ Two (2) or more local unions, branches or lodges may combine to send a delegate.
- b) No credentials shall be accepted later than ~~fifteen (15)~~ **forty-five (45)** days prior to the opening date of a regular Convention, and ~~ten (10)~~ **thirty (30)** calendar days prior to a Special Convention. Conventions may permit seating of delegates upon recommendation of the Credentials Committee.

Amend Article 4, Section 8:

*Any organization which has not applied for and obtained a Certificate of Affiliation at least ~~one (1)~~ **three (3)** months prior to the Convention shall not be allowed representation in this Federation.*

Amend Article 4, Section 3 (b):

*In the event a majority as provided in subsection a) requests a Special Convention, the Executive Council shall issue the call for the Special Convention within thirty (30) calendar*

*days of such request, and shall give all organizations at least ~~forty-five (45)~~ seventy-five (75) calendar days' notice of the time and place for holding the Special Convention, together with a statement of the business to be considered at such Convention.*

## 2471

**THE FEDERATION WILL** amend the following sections of the constitution to update and correct housekeeping errors that do not affect the content or intent of the constitution:

Renumber Article 2, Section 1., Subsection 3. (a) to 3., and 3. (b) to 4., and renumber remaining subsections accordingly.

Remove “,” before “support affiliates against raiding.” in Article 2, Section 1., Subsection 9.:

*To protect the labour movement from all corrupt influences from the undermining effects of any agencies, which are opposed to the basic principles of democracy and free and democratic unionism; and to strongly support affiliates against raiding.*

Amend Article 7, Section 10. to remove the word “Annual” ahead of Convention:

*The Secretary-Treasurer shall make a full financial report to the ~~Annual~~ Convention of the Federation.*

Amend Article 10, Section 1. a), Article 10, Section 7., and Article 14, Section 3. to remove the word “Constitutional” ahead of “Convention”; and further amend Article 10, Section 7. by adding “, **Section 1.**” after “Article 9” and before “a) (iv).”:

*Section 7. At its first meeting following each ~~Constitutional~~ Convention, the Executive Council shall receive a recommendation from the Young Workers' Committee and appoint the Young Workers' Committee member referred to in Article 9, **Section 1.** a) (iv).*

Amend the order of Article 10, Section 8. b):

*A candidate for Executive Council elected under this Section must be:*

- (i) a member of an affiliated union; and*
- (ii) a delegate to Convention; and*
- (iii) shall have and maintain:*
  - (1) the endorsement of the member's affiliated organization;*
  - (2) a position as an Officer of a Labour Council; and*
  - (3) the endorsement of the member's Labour Council.*

## 2742

**THE FEDERATION WILL** amend Article 16, Section 5. of the constitution:

*The fiscal year of the Federation shall be from the first (1st) day of ~~September~~ April to the thirty-first (31st) day of ~~August~~ March each year.*

## 2475

**THE FEDERATION WILL** amend Article 16, Section 2. a) of the constitution:

*a) Each affiliated local union, branch or lodge shall pay, before the last day of each month, for the preceding month, a per capita tax of ~~eighty-five (-85¢)~~ ninety-nine (0.99¢) cents per member per month.*

## 2478

**THE FEDERATION WILL** amend Article 9, Section 1. a) (iii) of the constitution to ensure that the elected alternate equity caucus representative can attend meetings of the executive council, with voice and vote, should the primary representative not be available:

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

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

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

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

## 2479

**THE FEDERATION WILL** amend Article 4, Section 11. of the constitution:

*Officers of the Canadian Labour Congress and invited Honoured Delegates attending Conventions of the Federation shall be entitled to all rights of delegates other than ~~submitting resolutions,~~ voting or standing for office.*

#### 2481

**THE FEDERATION WILL** amend Article 15, Section 1. (a) of the BCFED Constitution to say:

*~~“Between Conventions, In non-convention years, the Federation shall convene at least two (2) a~~  
regional conferences outside of the Lower Mainland Region.”*

#### 2483

**THE FEDERATION WILL** amend Article 10, Section 7. of the constitution to the following:

*At its first meeting following each Constitutional Convention, the Executive Council shall  
~~receive a recommendation from the Young Workers’ Committee and~~ appoint the Young  
Workers’ Committee member referred to in Article (a) (iv) **Chair to the Executive Council. The  
Young Workers’ committee shall elect one member from the committee to act as co-chair. In  
the event the chair is unavailable to attend Executive Council meetings, the co-chair shall sit  
as an alternate on the Executive Council with voice and vote.***

#### 2484

**THE FEDERATION WILL** change the Indigenous Rights and Reconciliation Working Group into a permanent standing committee of the BC Federation of Labour.

### Constitution and Structure Standing Committee – Adopted at 2025 Executive Council

#### 2482 Amended

**THE FEDERATION WILL** establish a working group that focuses on the issues and challenges facing veterans in the labour movement.

### Human Rights Standing Committee – Adopted at convention

#### 2435 to cover 24-133

**THE FEDERATION WILL** work with affiliated unions, the CLC, people with lived experience, and relevant drug policy organizations to advocate for the inclusion of treatment services as part of Universal Health Care, under the five core principles of the *Canada Health Act*, of publicly-administered, comprehensive, universal, portable and accessible.

#### 2485

**THE FEDERATION WILL** lobby the provincial government to review the current Persons with Disabilities (PWD) assistance rates and increase the assistance amount to no less than \$1,800 per month for a single person, and equitable increases for PWD recipients in other categories, and that the rate be reviewed annually to keep pace with increases in cost of living.

#### 2486

**THE FEDERATION WILL** lobby the provincial government to advance an Anti-Ableism Data Act, similar to the *Anti-Racism Data Act*, in order to collect accurate data regarding the lived experiences of people who live with disabilities.

## 2489

**THE FEDERATION WILL** lobby to scrap the current Temporary Foreign Worker program and protect migrant workers, including advocating to:

- end closed work permits, allowing all workers to change employers without restriction or discrimination;
- provide education to migrant workers about their rights and entitlements, including the right to join a union; and
- work to fill labour shortages through full immigration and providing a clear pathway to permanent residency for migrant workers.

## 2491A Composite to cover 2491, 2492 and 24-139

**THE FEDERATION WILL** work with the CLC to lobby the Canadian government to immediately suspend all trade in arms and military technology with Israel, including closing loopholes and prohibiting exports and imports;

**THE FEDERATION WILL** work with trade unions representing workers in affected industries to develop plans for a just transition that secures their livelihoods and enables them to work without fear of being complicit in Israel's crimes against Palestinians;

**THE FEDERATION WILL** take action in solidarity with unions and other organizations seeking a just and bipartite resolution to the longstanding conflict in Israel and Palestine; and

**THE FEDERATION WILL** call for an immediate ceasefire in Israel and occupied Palestine to prevent further suffering and loss of civilian life; and

**THE FEDERATION WILL** call for a release of Israeli and Palestinian hostages, and protection for all civilian lives in Israel and Palestine.

## 2493

**THE FEDERATION WILL** lobby the provincial government to expand the definition of "Immediate Family Member" in the *Employment Standards Act* to add the Family Member Regulation additional definition clause of:

- (c) whether or not related to an employee by blood, adoption, marriage or common law partnership, an individual with a serious medical condition, as described in section 52.1 (2) or 52.11 (4) of the Act, who considers the employee to be, or whom the employee considers to be, like a close relative;

**THE FEDERATION WILL** encourage affiliates bargaining initiatives to include "chosen family" as part of the "immediate family definition" in their collective agreements.

## Human Rights Standing Committee – Adopted at 2025 Executive Council

### 2487

**THE FEDERATION WILL** create universally accessible documents for its staff and members.

### 2488

**THE FEDERATION WILL** ensure that people of all abilities, including deaf and hard of hearing people, participating in Federation events are provided the accommodations they require to allow for their full participation; and

**THE FEDERATION WILL** lobby the provincial government to introduce legislation to require operators of venues that stage large meetings and conventions in BC to meet the accommodation needs of all participants.

### 2490 Amended

**THE FEDERATION WILL** continue its membership in the Migrant Rights Network and consider aligning its recommendations with the Migrant Rights Network; and

**THE FEDERATION WILL** launch a BC Migrant Rights Solidarity Action campaign that develops educational and support materials for affiliated unions and in cooperation with the CLC, labour councils to engage with the issue of migrant workers in their regions. The campaign must build alliances with migrant worker organizations, develop educational material, organize or join demonstrations, and pressure government officials.

### 2494A Composite to cover 2494 and 2495

**THE FEDERATION WILL** in collaboration with relevant drug policy organizations, lobby the provincial government to provide a rapid and streamlined process for individuals to access a continuum of care including detox, stabilization, recovery-based programs, dry shelters, transitional housing, and second-stage housing; and continue to expand detox, stabilization, safe supply, and recovery options across BC; and

**THE FEDERATION WILL** advocate for access to medical support, recovery support, mental health support, and housing support for individuals wanting to change their lifestyle and use of substances.

### 2496

**THE FEDERATION WILL** work with the CLC to encourage all affiliates to bargain language that requires employers to put forward all temporary foreign workers for acceptance into the provincial or federal nominee programs as soon as possible. In cases where the *National Occupation Classification Code* does not qualify under either of these programs, then the bargained language should require employers to pay for the application to secure permanent residency.



## Occupational Health & Safety Standing Committee - Adopted at convention

### 24-106 to cover 24-105

**THE FEDERATION WILL** continue to lobby the provincial government to amend section 135(2) of the *BC Workers Compensation Act* to include all workers of all occupations in presumptive coverage of psychological injury.

### 24-107

**THE FEDERATION WILL** lobby the government of British Columbia and the WCB to amend the exposure registry and create a defined category for unregulated substances that includes exposures to fentanyl, meth, and similar substances at work; and

**THE FEDERATION WILL** lobby the government of British Columbia and the WCB to collect data on these exposures to support the workers affected.

### 24-110

**THE FEDERATION WILL** lobby the provincial government to amend the *Workers Compensation Act* as follows:

- replace term “mental disorders” with “psychological injury” to capture full range of injuries;
- expand presumptive coverage to all workers;
- eliminate the higher standard of “predominately caused by work” workers must meet to show psychological injury is caused by work;
- ensure the employer exemption only applies to good faith efforts to lawfully manage the workplace; and
- expand options for a diagnosis to include a general practitioner.

## Occupational Health & Safety Standing Committee - Adopted at 2025 Executive Council

### 2497

**THE FEDERATION WILL**, through its Occupational Health & Safety Committee, lobby the provincial government to increase funding for pain clinics and to create independent, unionized treatment facilities which can help treat and provide resources for those suffering from the physical and emotional effects of chronic pain; and

**THE FEDERATION WILL** continue to lobby the WCB for improvements to policy related to chronic pain awards, so that workers who are affected by chronic pain from a workplace injury are assessed and compensated according to their specific permanent injury.

#### 2498

**THE FEDERATION WILL** encourage affiliate unions to negotiate the provision of counselling for members who are returning to work after medical or personal leaves.

#### 2499 Amended

**THE FEDERATION WILL** lobby the provincial government to legislate any forms of discrimination, which includes ableism, racism, homophobia and transphobia as workplace hazards under the WCB.

#### 24-100

**THE FEDERATION WILL** lobby the provincial government and the WCB to provide workers who file a WCB claim or who intend to file a claim with navigator support to assist in the application process to the WCB as well as future processes with respect to the WCB.

#### 24-101

**THE FEDERATION WILL** support affiliates to provide education and training on the topic of invisible disabilities and the need for accommodation; and

**THE FEDERATION WILL** lobby the provincial government to amend the *BC Human Rights Code* to strengthen the duty to accommodate.

#### 24-102

**THE FEDERATION WILL** partner provincially with the Centre for Research on Work Disability Policy (CRWDP) ([www.crwdp.ca](http://www.crwdp.ca)) and will encourage provincial affiliates to do the same; and

**THE FEDERATION WILL** work with the CLC to call on national affiliated unions to partner with the CRWDP nationally.

#### 24-103 Amended

**THE FEDERATION WILL** continue to support the Stop the Killing campaign, including lobbying the provincial government for:

- crown attorneys be educated, trained and directed to apply Westray amendments;
- dedicated prosecutors be assigned and given responsibility for prosecuting serious workplace injuries and fatalities;
- mandatory training, with appropriate allocation of resources, for police and health and safety regulators to know how the Westray amendments apply; and
- greater coordination among regulators, police and Crowns to ensure enforcement; and

**THE FEDERATION WILL** encourage affiliates to educate their members on the Westray Mine Disaster and Bill C54, the *Westray law*.

#### 24-108 Amended

**THE FEDERATION WILL** lobby the WCB, the BC Minister of Health, all health authorities and affiliate employers to provide better training, testing, and protections for workers, as well as a fulsome risk management plan that includes an exposure control plan and better workplace safety and supports for workers in community health facing known or unknown toxic exposures.

#### 24-109

**THE FEDERATION WILL:**

- lobby the BC government to amend the *Workers Compensation Act* to provide compensation that is equal to 100% of an injured worker's net earnings; and
- encourage all affiliates to bargain with the employer that the employer shall ensure employees are reimbursed 100% of their net income while on workers' compensation leave, and the employer shall not deduct any amounts that it is not required to remit to a third party while a worker is on workers' compensation leave.

#### 24-111

**THE FEDERATION WILL** work with unions to advance protections for trans workers enshrined in health and safety protections.

### Political Action Standing Committee - Adopted at convention

#### 24-112

**THE FEDERATION WILL** actively oppose the rise of conservatism and will encourage its affiliates to educate their members on the threats it poses to wages, working conditions, and public services in a "race to the bottom;" and

**THE FEDERATION WILL** assist affiliates in their fights for fairness for their members; and

**THE FEDERATION WILL** call on the Canadian Labour Congress (CLC) to take similar actions across Canada.

#### 24-113

**THE FEDERATION WILL** work actively with the Canadian Labour Congress to promote progressive social policies as vote-determining issues in the lead-up to the 2025 federal election.

#### 24-116A Composite to cover 24-116, 24-117, 24-118 and 24-132

**THE FEDERATION WILL** work with the Canadian Labour Congress, progressive research groups and community organizations to campaign for tax fairness and to highlight the value of public services;

**THE FEDERATION WILL** work with the Canadian Labour Congress to call on all levels of government to implement a wealth tax and close tax loopholes abused by the wealthy that drain money from vital public services; and

**THE FEDERATION WILL** work with the Canadian Labour Congress to call on all levels of government to introduce an excess profit tax on corporations and use the revenues to invest in affordability measures such as, but not limited to, public transit, clean energy retrofits, and supports for low-income families.

### Political Action Standing Committee - Adopted at 2025 Executive Council

#### 24-114

**THE FEDERATION WILL** work with CLC to lobby the federal government to increase the Old Age Security (OAS) and Canada Pension Plan (CPP) for seniors; and

**THE FEDERATION WILL** also lobby the provincial government for Canada Pension Plan (CPP) and Old Age Security (OAS) supplements.

#### 24-115

**THE FEDERATION WILL** create an ongoing public campaign demonstrating the value of public services and the high costs of privatization;

**THE FEDERATION WILL** use this campaign to condemn think tanks including, but not limited to, the Fraser Institute and the Canadian Taxpayers Federation, for their continued efforts to mislead Canadians on public services; and

**THE FEDERATION WILL** fund the efforts of progressive organizations such as the Broadbent Institute, the Centre for Future Work, and the Canadian Centre for Policy Alternatives BC Office to specifically do the work of promoting the benefits of public services and their true value for Canadians.

### Women and Gender Rights Standing Committee - Adopted at convention

#### 24-119

**THE FEDERATION WILL** lobby, and support allied organizations in their efforts to lobby, the provincial government to provide survivors of gender-based violence with access to 10 days of paid leave.

#### 24-121

**THE FEDERATION WILL** lobby the provincial and work with the CLC to lobby the federal government to remedy the lack of availability of abortion services, and address the lack of funding for administration of abortion services; and

**THE FEDERATION WILL** work with the CLC to lobby the federal government to follow through with the Liberal Party of Canada 2021 platform commitment to provide up to \$10 million to Health Canada to develop an easily accessible portal that provides accurate, judgement-free,

and evidence-based information on sexual and reproductive health and rights, including a section that counters misinformation about abortion.

## **Women and Gender Rights Standing Committee - Adopted at 2025 Executive Council**

### **24-120**

**THE FEDERATION WILL** demand that the provincial government implement paid leave for workers in the event of a pregnancy loss.

### **24-122**

**THE FEDERATION WILL** create a campaign to support unionization in the early childhood education sector, working with affiliates with existing in-roads to expand in this area;

**THE FEDERATION WILL** lobby the BC government to significantly increase its investment in expanding the \$10-a-day childcare to as many communities as possible and to ensure all caregivers and educators working at those centres receive a living wage; and

**THE FEDERATION WILL** further lobby the BC government to increase funding for early childhood educator educational programs across post-secondary institutions around the province, including establishing new programs at institutions where none exist.

### **24-123**

**THE FEDERATION WILL** work with the CLC to create a campaign on equity for people giving birth with the goal of increasing the Employment Insurance (EI) for maternity and standard parental benefit basic rate from the current 55% of average insurable weekly earnings to 100%, and encourage its affiliates to bargain a top-up policy for workers who need maternity and/or parental leave.

## **Young Workers' Standing Committee - Adopted at convention**

### **24-124**

**THE FEDERATION WILL** lobby the provincial government to create a wage premium for training or mentoring workers or practicum students.

### **24-125**

**THE FEDERATION WILL** oppose the negotiation of two-tiered contracts and recommend to its affiliates that they adopt a similar policy, as these contracts disproportionately affect young workers and undermine long-term labour standards.

### **24-126**

**THE FEDERATION WILL** organize a lobby of young workers to the newly-elected government to demand policies that specifically benefit and support young workers in areas such as employment, education, and housing.

#### 24-128

**THE FEDERATION WILL** lobby the provincial government and call upon the CLC to lobby the federal government to take action towards ending youth houselessness and near houselessness, by funding various levels of housing for youth including high-barrier, supportive housing sites with wrap-around support services and low-barrier shelters and housing.

#### 24-129

**THE FEDERATION WILL** include in all its conferences and conventions content specific to the needs of young workers to address these challenges they face such as precarity, lack of access to benefits, and lower wages; and promote their active engagement in the labour movement.

#### 24-130

**THE FEDERATION WILL** work with affiliates to develop a comprehensive training, development, and retention program to help prevent the attrition of young workers from union involvement as they age out of young worker committees.

### Late resolutions - Adopted at 2025 Executive Council

#### 2292

**THE FEDERATION WILL** establish a standing committee on organizing that will draft and implement a strategic plan aimed at consistently increasing union density in the province;

**THE FEDERATION WILL** set as a goal to increase union density in British Columbia to at least 50%.

## Elections

### President

- Sussanne Skidmore, **BCGEU**

### Secretary-Treasurer

- Hermender Singh Kailley, **ILWU**

### Trustees

- Jeane Andrews, **IATSE** (two-year term)
- Shane Polak, **VDLC** (two-year term)
- Shireen Clark, **CUPE** (Alternate, two-year term)

### Labour council representatives for executive council

#### **BC Interior representative:**

- Lois Rugg, **Kamloops & District Labour Council**

#### **Lower Mainland representatives:**

- Janet Andrews, **New Westminster & District Labour Council**
- Stephen von Sychowski, **Vancouver & District Labour Council**

#### **Northern BC representative:**

- Candis Johnson, **North Central Labour Council**

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

- John Humphrey, **Nanaimo, Duncan & District Labour Council**

### Equity representatives for executive council

#### **2SLGBTQIA+ Workers' representatives:**

- Kevin Taki, **HSA**
- Desiree Cabecinha, **BCGEU (Alt)**

#### **Accessibility Workers' representatives:**

- Jennifer Marquez, **BCGEU**
- Jovito Espinoza, **HEU (Alt)**

#### **Indigenous Workers' representative:**

- Lynn Serhan, **HEU**

#### **Racial Equity and Justice Workers' representatives:**

- Sonia Andhi Bilku, **HSA**
- Florentina Kelly, **BCGEU (Alt)**

## BCFED Standing Committees

### Climate Justice & Jobs Committee

#### Co-chairs:

Scott Lunny, **USW**;  
Karen Ranalletta, **CUPE BC**

Janet Andrews, **NWDL**  
Hart Banack, **UNBCFA**  
Hillary Bergshoeff, **IATSE**  
Crystal Braunwarth, **IATSE**  
Rob Cantrup, **IBEW**  
Jing Chen, **UNBCFA**  
Denise Chisholm, **BCFORUM**  
Layne Clark, **BCBT**  
Lisa Crema, **HEU**  
Karen Dearlove, **BCCWITT**  
Bob Dhaliwal, **ILWU**  
Tara Ehrcke, **BCTF**  
Trish Garner, **BCFED**  
Marc Godin, **BCGEU-BCFMWU**  
Naleena Gounder, **BCFED**  
Kerry Ann Herron, **BCGEU-CEU**  
Kerly Hitchcock, **BCIT FSA**  
Kate Holowatiuk, **CUPW**  
Susan Howatt, **BCGEU**  
John Humphrey, **IAMAW**  
Candis Johnson, **HSA**  
Rosalind Kellett, **BCFORUM**  
Rysa Kronebusch, **MoveUP**  
Jennifer McNeil, **IATSE**

Charlotte Millington, **HEU**  
Nicole Molinari, **PEA-HESU**  
DJ Pohl, **BCGEU**  
Michelle Poulsen, **HEU**  
Megan Scott, **BCFED**  
Nicole Seguin, **HAS**  
Hermender Singh  
Kailley, **BCFED**  
Ron Thring, **UNBCFA**  
Stephen Von Sychowski, **VDLC**  
Megan Washington, **BCGEU**  
Ishani Weera, **BCFED**  
Eva Wong, **BCIT FSA**  
Warren Wulff, **PSAC**

### Constitution & Structure Committee

#### Co-chair:

Jamey Mills, **PSAC BC**

Matthew Baker, **IUOE**  
Blair Bancroft, **CUPW**  
Dal Benning, **CUPE**  
Darlene Bown, **HEU**  
Amanda Bronswyk, **IATSE**  
Brenda Chu, **MoveUP**  
Talitha Dekker, **HEU**  
Paul Finch, **BCGEU**  
Walter Gerlach, **IAMAW**  
Carole Gordon, **BCTF**  
Colin Jones, **BCIT FSA**  
Howard Lin, **BCGEU-CEU**  
Jaime Matten, **BCFED**

Jing-Yi Ng, **HSA**  
Hermender Singh  
Kailley, **BCFED**  
Sussanne Skidmore, **BCFED**  
Dayna Sykes, **USW**  
Michael Thompson, **BCIT FSA**  
Robin Toscza, **BCTF**  
Kane Tse, **HSA**  
Stephen Von Sychowski, **VDLC**  
Sam Wiese, **BCFORUM**  
Matt Williams, **IATSE**

### Human Rights Committee

#### Co-chairs:

Sussanne Skidmore, **BCFED**  
Kane Tse, **HSA**

Masoud Aminzavvar, **BCGEU**  
Brett Bird, **IATSE**  
Crystal Braunwarth, **IATSE**  
Sheryl Burns, **CUPE**  
Desiree Cabecinha, **BCGEU**  
Anderson Charles, **MoveUP**  
Kassandra Cordero, **BCFED**  
Darren Danbrook, **IBEW**  
Mike Duhra, **USW**  
Barbara Elliott, **BCGEU-BCFMWU**  
Joyce Griffiths, **CUPE**  
Janice Jarvis, **CUPW**  
John Keys, **IATSE**



Doug Kinna, **BCGEU**  
 Michelle Laurie, **BCFORUM**  
 Cindy Lee, **USW**  
 Matt Lensen, **CUPE**  
 Howard Lin, **BCGEU-CEU**  
 Bill McMullan, **HEU**  
 Sean McQuillan, **IATSE**  
 Irma Mohammed, **BCFORUM**  
 Cora Mojica, **HEU**  
 Jing-Yi Ng, **HSA**  
 Amandeep Nijjar, **CLC**  
 Edward Parsotam, **CUPE**  
 Melissa Reeves, **BCTF**  
 Kyra Sekhon, **HEU**  
 Lynn Serhan, **HEU**  
 Hermender Singh Kailley, **BCFED**  
 Christy Slusarenko, **MoveUP**  
 Ian Smith, **HEU**  
 Krista Tebbutt, **PSAC**  
 Marcus Tse, **BCTF**  
 Joanna Veloso, **IAMAW**  
 Louella Vincent, **NWDLC**  
 Heather Williams, **HSA**

## Occupational Health & Safety Committee

### Co-chairs:

Barb Nederpel, **HEU**  
 Robert Ashton, **Maritime Council**

Tracy Arrowsmith, **PSAC**  
 Reagan Belan, **BCGEU**  
 Gurleen Bhatia, **BCIT FSA**  
 Al Bieksa, **USW**  
 Michael-Don Borason, **BCTF**  
 Amanda Bronswyk, **IATSE**  
 Lynn Bueckert, **HEU**

Shane Campbell, **BCGEU-CEU**  
 Casey Chan, **IATSE**  
 Chris Cheung, **IAMAW**  
 Troy Coburn, **CUPW**  
 Darren Companion, **BCTF**  
 Andrew Duarte, **HSA**  
 Matt Fournier, **ILWU**  
 Stephen Gale, **CUPW**  
 Barbara Gibson, **MoveUP**  
 Dayna Gill, **IBEW**  
 Lezlie Gorosh-Carey, **BCGEU-BCFMWU**  
 Erin Guy, **BCGEU-CEU**  
 Georgina Hackett, **HEU**  
 Rolf Harrison, **BCBT**  
 Leanne Hughf, **IUOE**  
 Jessica Isbister, **ILWU**  
 Farzad Kasad, **HSA**  
 Ed Kent, **USW**  
 Doug Kinna, **BCGEU**  
 Rysa Kronebusch, **MoveUP**  
 Karin Krueger, **BCTF**  
 Steve Kwon, **FPSE**  
 Broadus Mattison, **UBCP/ACTRA**  
 Tom McKenna, **CUPE BC**  
 Margo McKenzie, **IATSE**  
 Karen McVeigh, **HEU**  
 Sheila Moir, **BCFED**  
 Jackie Pierre, **PSAC**  
 Michelle Poulsen, **HEU**  
 Tony Rebelo, **CUPE BC**  
 Gord Savard, **BCFORUM**  
 Megan Scott, **BCGEU**  
 Bobby Sidhu, **BCIT FSA**  
 Lori Stewart, **UBCP/ACTRA**  
 Alexandra Thomson, **HSA**  
 Ron Thring, **UNBCFA**  
 Ishani Weera, **BCFED**

Linda Wilson, **UFCW**

## Political Action Committee

### Co-chair:

Clint Johnston, **BCTF**

Neal Adolph, **CUPE BC**  
 Celine Ahodekon, **PSAC**  
 Jeremy Allingham, **BCBT**  
 Masoud Aminzavvar, **BCGEU**  
 Corry Anderson-Fennell, **CSWU-LiUNA**  
 Brett Barden, **USW**  
 Dal Benning, **CUPE BC**  
 Hillary Bergshoeff, **IATSE**  
 Brynn Bourke, **BCBT**  
 Paul Bowles, **UNBCFA**  
 Crystal Braunwarth, **IATSE**  
 Anna Chudnovsky, **BCTF**  
 Gwenne Farrell, **BCFORUM**  
 Stephen Gale, **CUPW**  
 Walter Gerlach, **IAMAW**  
 Keith Martin Gordey, **UBCP/ACTRA**  
 Orion Irvine, **CLC**  
 Candis Johnson, **HSA**  
 Nadja Komnenic, **BCGEU**  
 Maria Lugs, **HEU**  
 Andrea Matthews, **BCIT FSA**  
 Wes McIntosh, **CUPW**  
 Margo McKenzie, **IATSE**  
 Denise Moffatt, **BCFED**  
 Neil Monckton, **HEU**  
 James Morrison, **BCGEU-CEU**  
 Duncan Pike, **PEA**  
 Sara Rozell, **HEU**  
 Gord Savard, **BCFORUM**  
 Kristin Schnider, **PSAC**

Nicole Seguin, **HSA**  
Shelley Siemens, **USW**  
Russ Surbey, **BCGEU-BCFMWU**  
Robin Toscak, **BCTF**  
Annette Toth, **MoveUP**  
Louella Vincent, **HEU**  
Stephen Von Sychowski, **VDLC**  
Thi Vu, **HEU**  
Sam Wiese, **BCFORUM**  
Robin Wilde, **UFCW**

### Women and Gender Rights Committee

#### Co-chairs:

Laura Snow, **BCGEU-CEU**  
Crystal Braunwarth, **IATSE**

Amy Anderson, **CUPW**  
Kathy Anderson, **HSA**  
Amanda Bronswyk, **IATSE**  
Sheryl Burns, **CUPE**  
Widgiz Caroline, **HSA**  
Sarah Chapple, **HSA**  
Kassandra Cordero, **BCFED**  
Dayna Gill, **IBEW**  
Caitlin Gilroy, **CUPE BC**  
Coralie Gregoire, **BCGEU**  
Scarlett Kelly, **ILWU**  
Lisa Kreut, **HEU**  
Rysa Kronebusch, **MoveUP**  
Priscilla Lam, **PSAC**  
Cindy Lee, **USW**  
Fiona MacPhail, **UNBCFA**  
Angela Marcakis, **BCTF**  
Andrea Matthews, **BCIT FSA**  
Sharryn Modder, **HEU**  
Kalindi Morgan, **UNBCFA**

Barb Nederpel, **HEU**  
Amandeep Nijjar, **CLC**  
Regie Plana-Alcuaz, **BCTF**  
Marion Pollack, **BC FORUM**  
Sabrina Prada, **UBCP/ACTRA**  
Christy Slauenwhite, **IAMAW**  
Christy Slusarenko, **MoveUP**  
Monica Urrutia, **PSAC**  
Megan Washington, **BCGEU**

### Young Workers' Committee

#### Co-chairs:

Rick Kumar, **BCTF**  
Kimberly Cole, **BCGEU-BCFMWU**

Reah Arora, **BCFED**  
Chelsea Bellingham, **HSA**  
Cody Beyer, **CUPE**  
Ernest Cacayan, **BC**

#### Insulators

Rhys Coulter, **MoveUP**  
Jessica Dagasso, **PSAC**  
Cassie Deezar, **CUPE**  
Noah Dettling, **BCGEU**  
Terri D'Souza, **PIPSC**  
Eric Gallson, **BC**

#### Insulators

Donald Grant, **CUPE**  
Charissa Kelly, **ILWU**  
Deepak Kullar, **USW**  
Sheela Kumar, **MoveUP**  
Olivia Lindgren, **IATSE**  
Jordan Loverock, **PIPSC**  
Sean McKenna, **ILWU-RWU**  
Dimitri Ossinsky, **MoveUP**

Danika Overmars, **PIPSC**  
Jennifer Palmgren, **BCGEU**  
Katie Poch, **CUPW**  
Manny Randhawa, **IBEW**  
Cole Reinbold, **BCFS**  
Megan Scott, **BCFED**  
Kyra Sekhon, **CLC & HEU**  
Travis Tricker, **IAMAW**  
Seyda Yalcin, **HEU**

## Convention Committees and Officials

### Elections Chair

Stephanie Smith, Former President,  
**BCGEU**

### Ombudspersons

Danielle Marchand, **BCFED**  
Kyra Sekhon, **CLC**  
Rick Kumar, **BCTF**  
Neal Adolph, **CUPE** (Advisor)

### Parliamentarian

Justin Schmid, **CUPE**

### Balloting Committee

#### Co-chairs:

Kane Tse, **HSA**  
Mary Lawrence, **BCTF**  
  
Chris Batting, **HEU**  
Anna Caldwell, **HEU**  
Talitha Dekker, **HEU**  
Gurinder Dhandwal, **MoveUP**  
Tanya Dunne, **HSA**  
Teresa Lyne Dziedzic, **UFCW**  
Mary Lou Fonda, **UFCW**  
Laura Greenwood, **HSA**  
Amy Issel, **CUPE**  
Andrea Leeks, **BCTF**  
Amber Leonard, **CUPE**  
Sean Maurer, **IUOE**  
Richard May, **PSAC**  
Andrea McKenna, **MoveUP**  
Denise Moffatt, **BCFED**  
Joulene Parent, **ILWU**  
Sean Parkinson, **FPSE**  
Leslie Schulze, **BCGEU**  
Simon Thomsen, **IUOE**  
Lana Topic, **MoveUP**  
Kelli Zimmerman, **BCGEU**

### Credentials Committee

#### Co-chairs:

Stephen Von Sychowski, **VDLC**  
Brenda Chu, **MoveUP**  
  
Jeff Bryant, **MoveUP**  
Michelle Dey, **IUOE**  
Joyce Griffiths, **CUPE**  
David Gutierrez, **UFCW**  
Bonnie Hammermeister, **HEU**  
Danielle Marchand, **BCFED**  
Kelly Megyesi, **PSAC**  
Debra Merrier, **CUPE**  
Cora Mojica, **HEU**  
Hallan Mtatiro, **BCTF**  
Kelsey Oxley, **HSA**  
Megan Scott, **BCFED**  
Winona Waldron, **BCTF**  
Trina Whitsitt, **BCGEU**

### Delegate Verification and Support Committee

#### Co-chairs:

DJ Pohl, **BCGEU**  
Janet Andrews, **NWDLC**  
  
Bal Sandhu PEA-HESU  
Barb Shukin HEU  
Cody Poirier IUOE  
Colleen Martins CUPE  
Daun Frederickson CUPE  
Deborah Winters MoveUP  
Derek Jost IUOE  
Diane Tomei HEU  
Edie Chang BCTF  
Ethel Purugganan HEU  
Gary Jarvis CUPE  
Henry Lee CUPE  
Jhoelyn Cantil UFCW  
Julia O'Kane BCTF  
Kim Barnes CUPE

Lauraine Dugal HSA  
Leila Jaakkola PSAC  
Mehdi Salem BCGEU  
Misty Parsons MoveUP  
Phil Henderson HEU  
Rajiv Mehra UFCW  
Rosanna Costantini CUPE  
Safar Alikhani MoveUP  
Sanka Dassanayake MoveUP  
Seth Downs BCGEU  
Shannon McKenzie CUPE  
Sheila Moir BCFED  
Sonia Andhi Bilkhu HSA  
Theresa Pidcock CUPE

## Resolutions Committee

### Co-chairs:

Scott Lunny, **USW**  
Laura Snow, **BCGEU-CEU**  
  
Brenda Chu, **MoveUP**  
Kassandra Cordero, **BCFED**  
Bob Dhaliwal, **ILWU**  
Carole Gordon, **BCTF**  
Terri-Lynne Huddlestone, **PRLC**  
Doug Kinna, **BCGEU**  
Marcelo Lazaro, **PSAC**  
Jim Lofty, **IBEW**  
Jaime Matten, **BCFED**  
Kate McGrath, **BCFED**  
Julia McKay, **USW**  
Denise Moffatt, **BCFED**  
Jing-Yi Ng, **HSA**  
Amandeep Nijjar, **CLC**  
Cindy Ozouf, **CUPE**  
Bryan Railton, **IUOE**  
Linda Wilson, **UFCW**

2024

Convention Delegates

*A future worth fighting for*

61st Convention

BC Federation of Labour

November 25-29, 2024



## Executive Officers

Sussanne Skidmore (**President**)  
Hermender Singh Kailley (**Secretary-Treasurer**)

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

## Executive Council

Drew Curry, **ATU**  
Robert Sheck, **BC Insulators**  
Sam Wiese, **BCFORUM**  
Masoud Aminzavvar, **BCGEU**  
Maria Bennett, **BCGEU**  
Desiree Cabecinha, **BCGEU**  
Shannon Murray, **BCGEU**  
Tristen Wybou, **BCGEU**  
Eric McNeely, **BCGEU-BCFMWU**  
Laura Snow, **BCGEU-CEU**  
Colin Jones, **BCIT FSA**  
Todd Schierling, **BCPFFA**  
Carole Gordon, **BCTF**  
Rick Kumar, **BCTF**  
Mary Lawrence, **BCTF**  
Shelley Siemens, **CRC DLC**

Nav Malhotra, **CSWU/LIUNA**  
Dal Benning, **CUPE**  
Ryan Boyce, **CUPE**  
Martina Allevato Boyd, **CUPE**  
Sheryl Burns, **CUPE**  
Troy Coburn, **CUPW**  
Allen Duddridge, **CWA Canada**  
Robert Larson, **DGC**  
Sean Parkinson, **FPSE**  
Graeme Hutchison, **FVLC**  
Meena Brisard, **HEU**  
Lynn Bueckert, **HEU**  
Cora Mojica, **HEU**  
Lynn Serhan, **HEU**  
Betty Valenzuela, **HEU**  
Miriam Sobrino, **HSA**  
Walter Gerlach, **IAMAW**  
Amanda Bronswyk, **IATSE**  
Sean McQuillan, **IATSE**  
Chris Sherman, **IBEW**  
Joulene Parent, **ILWU**  
Robert Fraser, **IMA**  
Susan Sim, **IUOE**  
Dan Jajic, **IUPAT**  
Jonathan Leighs, **IW**  
Rysa Kronebusch, **MoveUP**  
Janet Andrews, **NWDLC**  
Cliff Haman, **PEA**  
Morgan Cranny, **PIPSC**  
Terri-Lynne Huddlestone, **PRLC**  
Kirsty Havard, **PSAC**  
Raj Dhaliwal, **SEIU**  
George MacPherson, **SGWF**  
Jeff Chapman, **UA**  
Karla Laird, **UBCP/ACTRA**  
David Gutierrez, **UFCW**  
Erica Jones, **UFCW**  
Paul Siakaluk, **UNBCFA**  
Robert Demand, **UNITE HERE!**  
Mike Van Hellemond, **WKLC**  
Catalin Fota, **WVMEA**

## Delegates

### ATU 1724

Joseph McCann  
Laura Wylie

### BCGEU

Cheryl Ash  
Kevin Ball  
Kate Banky  
Sandy Barndt  
Dorothy Bartsoff  
Kari Bepple  
Joel Blanco  
Bert Blundon  
Melody Carleton  
Clint Casselman  
Spring Castle  
Reshma Chandra  
Thomas Christen  
Pak Keung Mark Chun  
Andrea Clark  
Bill Clayton  
MJ Colquhoun  
Mike Connolly  
Caelen Cook  
Jessica Daigneault  
Kim Daniel  
Paige Davidson  
Rob Davis  
Scott De Long  
Parm Deol  
Kusam Doal  
Kathleen Dow  
Seth Downs  
Dawn Dreher  
Shannon Dudley  
Doug Dykens  
Mona Dykes  
Shelley Einarson  
Jennifer Elkabbany  
Peter Euler  
Charmaine Fines  
Judy Fox-McGuire

Almira Galvez  
Eleine Gordon  
Coralie Gregoire  
Sonja Haigh  
Tyler Hall-Ford  
Wynn Hartfelder  
Lori Isaac  
Shabina Jahan-Chaudhary  
Andrea Johnson  
CJ (Carrie) Johnston  
Faith Johnston  
Bob Kary  
Jim Kastrukoff  
Florentina Kelly  
Ira Kibbe  
Doug Kinna  
Nadja Komnenic  
Marcia Laconsay  
Lisa Lane  
Carrie Lessing  
Jeremy Leveque  
Joanna Lord  
Dave MacDonald  
Shawn MacDonald  
Florinda Maguire  
Meaghan Mallough  
John Manthorpe  
Jennifer Marquez  
Melanie Mason  
Andrea McDonald  
Lisa Mcdonald  
Leah McLean  
Ryan Milne  
Sigman Mok  
Marzena Motz  
DJ Pohl  
Dean Purdy  
Pamela Pye  
Edmund Quan  
Mahen Ramdharry  
Rick Raymond  
Drina Read

Jennifer Robertson  
Thierry Rouget  
Linda Rowley  
Amber Rudek  
Sean Rutsatz  
Mike Schmidt  
Leslie Schulze  
Roshni Singh  
Binny Sivia  
Liam Smith  
Rory Smith  
Leslie Sutherland  
Shila Taheri  
Bhajan Tathgar  
Dilpreet Thiara  
Navjot Toor  
Cynthia Unrau  
Neil Vokey  
Barbara Walker  
Megan Washington  
Marc Whalen  
Trina Whitsitt  
Hayley Wright  
Richard Ziemianski  
Kelli Zimmerman

#### **BCGEU-BCFMWU**

Gurpreet Bajwa  
Kimberly Cole  
Lezlie Gorosh-Carey  
Kelsy Holt  
Carisa Lentz  
Cassandra Russell

#### **BCGEU-CEU**

Ashley Bjurman  
Joanne Bronowski  
Tyler Casemore  
Kristy Child  
Ashleigh Cumber  
Myriam Gingras  
Laura Guthrie  
Erin Guy  
Kerry-Ann Herron  
Michael Hess

Sarina Holden  
Shaira Khalik  
Lisa Langevin  
Linda LaRose  
Kevin Moroso  
James Morrison  
Teresa Plesner  
Mark Timmer  
Dale Warner  
Chelle Wright

#### **BC Insulators**

Ghazaheh Nozamani

#### **BCTF**

Kevin Amboe  
Jatinder Bir  
Estrella Blackstock Pedroso  
Marilyn Carr  
Edie Chang  
Anna Chudnovsky  
Wendy Cook  
Ditta Cross  
Tanja Cvekic  
Martin Dmitrieff  
Bryan Doolan  
Manjit Dulla  
Ryan Dvorak  
Elysha Fong  
Navpreet Ganda  
Xander Graham  
Gavin Hainsworth  
Dale Hardy  
Nicole Hurtubise  
Jessie Janzen  
Andrea Leeks  
Haymen Leong  
Preet Lidder  
Kathy Macfarlane  
Angela Marcakis  
Katie Marsh  
Frano Marsic  
Patricia McCullough  
Serena McKernan  
Kim Miller



Bernadette Milton  
Ian Mitchell  
Hallan Mtatiro  
Brandon Mulholland  
Deborah Nostdal  
Julia O'Kane  
Elaine Ong  
Diana Park  
Alexandra Perl  
Jennifer Pinlac  
Regie Marie D. Plana-Alcuaz  
Eric Proulx  
Jawad Qureshy  
Nicole Rowley  
Brett Salary  
Jason Sall  
Joanne Samuel  
Amrit Sanghe  
James Sanyshyn  
Megan Simmer  
Tracy Simmons  
Susanne Simon  
Doug Smuland  
Trevana Spilchen  
Natalie Stewart  
Darren Storsley  
Louise Thomson  
Katie Tickell  
Robin Toscza  
Vanessa Tyrell  
Winona Waldron  
Maria Wiens  
Matt Woods  
Cailee Yonathan

#### **BCIT FSA**

Maria Angerilli  
Fraser Robertson  
Doug Thorpe-Dorward  
Ron Tuck

#### **Campbell River DLC**

Chris Walker  
Kiyoshi Kosky

#### **CUPW 738**

Babe Sequin

#### **CUPE 15**

Paul Chohan  
Valerie Coombes  
Subrata Dasgupta  
Bernie Dionne  
Edith Hole  
Ravina Lal  
Henry Lee  
Lucia Rincon  
Santino Scardillo  
Cynthia Schadt  
Sarah Walker  
Seagrin Worster

#### **CUPE 23**

Adrian Blake  
Bruce Campbell  
Marisa Ferrari  
David Grinbaums  
Chris Mikowski  
Nathan Nash  
Devon Saintsbury  
Susan Salame  
Geraldine Wall  
Jamane Wong

#### **CUPE 116**

Roger DePieri  
Oriente (Nenette) Engenio  
Dimitri Kavouras  
Elinor Morris  
Bill Provenzano  
Andy Russell

#### **CUPE 118**

Kerri Creighton  
Stacy Watton

#### **CUPE 374**

Shaun Bradley  
Shireen Clark  
Steve Migliarese  
Sarah Monaghan-Covacic

**CUPE 379**

Erin Akers  
Nicole Braun  
Sharlene Desbiens  
Jamie Harsch  
Celeste Howard  
Yvette Hutchinson  
Sandro Palitti  
Drew Parris  
Paul Simpson

**CUPE 386**

Will Dichuk  
Tyler Halfpenny  
Jackie McCambridge  
Mike Richard  
Vim Sharma

**CUPE 389**

Amir Bagheri  
Michael Gonzales  
Joyce Griffiths  
Jacoline Jensen  
Carol Nordby  
Johnny Tran  
Tony Volpe  
Brian Warman

**CUPE 401**

Laurence Amy  
Blaine Gurrie  
Adam Short  
Craig Zmurchyk

**CUPE 402**

Martin Alberto  
Randy Botelho  
Steve Broad  
Rick Chapman  
Nicole D'Argent  
Monika Dean  
Terence Eytcheson  
Kelly Grayson  
Kim Jackson  
Denise Parks  
Rick Tanaka

Jasper Wong

**CUPE 403**

Dalton Brandon-Owen  
Alex Jacobs  
Kyle Richardson

**CUPE 409**

Dave Bollen

**CUPE 411**

Cody Beyer  
Tammy Lambert  
Kari Miller  
Robert Werner

**CUPE 454**

Sam Abulail  
Kathleen Chan  
Richard Dalby  
Danielle Fantillo  
Aaron Holt  
Dakota Payer  
Luke Tetrault

**CUPE 459**

Amber Leonard

**CUPE 561**

Don Duncan  
Shamus Halvorsen  
Kyle Jones  
Randy Kootte  
Shayna McCormack  
Darin Nielsen

**CUPE 606**

Adam Curley  
Laurie Jenks  
Sheri Martin  
Tamara Mize  
Shawn Parsons

**CUPE 622**

Ashley Canavan  
Neerje Harvey

**CUPE 716**

Lisa Devitt

Louise Henry  
Colleen Martins  
Stacey Robinson  
Loreen Wanlin  
Nancy Williams  
Ken Wright

**CUPE 718**

Christine Chen  
Omar Dager  
Raman Johal  
Elizabeth Locke  
Jessica Orcutt  
Jacek Redlinski  
Dan Todd  
Steven Burnaby

**CUPE 728**

George Hardy  
Allan Henricks  
Cory Hyslop  
Shannon Levinsky  
Debra Merrier  
Tammy Murphy  
Edward Parsotam  
Theresa Pidcock  
Sheila Simpson  
Manuel Tunchez  
Amber Wynn  
Cassandra Deezar

**CUPE 873**

Dave Deines  
Ted Harrison  
David Hollingworth  
Dustin Jackson  
Camille McCluskey  
Craig Parnell  
Nicki Ropp

**CUPE 900**

Ken Davis  
Darlene Foley  
Marla Kiland  
Ellen Monteith

**CUPE 951**

Nykita Downie  
Jessica Fox  
Amy Issel

**CUPE 1048**

Sonja Towle  
Karen Welch

**CUPE 1091**

Kim Barnes  
Leigh Bartlett  
Daun Frederickson  
Rosey Hussein  
Deborah Kabesh  
Mirjam Vandop

**CUPE 1816**

Sherry Agla  
Concetta Castiglione  
Mitch Johnson  
Alison Marchant  
Beth Miller

**CUPE 1858**

Alice Joe  
Quinn Ramsay

**CUPE 1936**

Rosanna Costantini  
Stephanie Gill  
Tabatha Ikonomou  
Lydia Luna  
Valeria Mancilla  
Kate Pirillo  
Bernice Way

**CUPE 1978**

Cale McLellan

**CUPE 2058**

Andrew March

**CUPE 2081**

Erynne Grant  
Shane Johnson

**CUPE 2769**

Keith Johnson

**CUPE 2950**

Jaimie Miller

**CUPE 3523**

Neal Adolph  
David Fleming  
Rob Jandric  
Tania Jarzebiak  
Kiran Kooner  
Kari Scott-Whyte  
Carissa Taylor  
Jessica Wilkin  
Teri Wishlow  
George York

**CUPE 3799**

Joyce Henley  
Dawn Zemoura

**CUPE 4500**

Chris Gindhu  
Shawn Siddoo

**CUPE 4879**

Devon De Vries  
Jackie Enders  
Vivian Oosthoek  
Cindy Ozouf  
Kayla Sanford

**CUPE 5523**

Gray Boisvert  
Kim Doucette  
Sharon Halcro  
Madelaine Work

**CUPE 7000**

Liz Clyne  
Steve Favero  
Travis Grozdanich  
Janice Kovacs  
Tony Rebelo  
Tom Watt

**CUPE 8911**

Sheldon Miller  
Margaret Pereira

**CSWU Local 1611 LiUNA**

Manuel Alvernaz  
Corry Anderson-Fennell  
Tara Hadd  
Greg Letkeman  
Merrick Walsh

**FPSE**

Pauline Greaves  
Marc Kampschuur  
Ken Laing  
Matthew Larson  
Tara Lyster  
Greg Mather  
Sharon Mclvor  
Jasmine Nicolsfigueiredo  
Jen Wrye  
Lynelle Yutani

**HSABC**

Jules Adam  
Hannah Allen  
Kathleen Anderson  
Sonia Andhi Bilkhu  
Tanisha Bors  
Brooke Carter  
Michelle Collinson  
Lisa Daechsel  
Danille Davies  
Marc Dickson  
Andrew Duarte  
Lauraine Dugal  
Tanya Dunne  
Catherine Eadie  
Teresa Forbes  
Carla Gibbons  
Shannon Ginter  
Dawn-Marie Goodmurphy  
Laura Greenwood  
Tonya Harford  
Candis Johnson  
Tristyn Kellner  
Sarah Kooner  
Nicole McIntosh  
Marina Moskaleva

David Mullally  
Jing-Yi Ng  
Kelsey Oxley  
Benjamin Perry  
Penny Regier  
Ron Regier  
Nicole Seguin  
Kieran Shoker  
Jade Stuart  
Kendra Tapscott  
Michael Tyson  
Louise Vaile  
Caroline Widgiz  
Heather Williams  
Tiger Ye  
Olga Zakaryan

#### HEU

Rafael Almazan  
Maydelyn Arciosa  
Lori Banister  
Christopher Batting  
Tracey Beckley  
Vilma Beltran  
David Blair  
Darlene Bown  
Olivia Burgon  
Crystal Busch  
Anna Caldwell  
Jane Catarata  
Roger Chao  
Carolyn Colville  
Carolyn Colwill  
Natasha (Tasha) Cox  
Rosalyn Danga  
Tricia Davis  
Talitha Dekker  
Rogelio Domisiw  
Jovito Mejia Espinoza  
Angela Fales  
Juliet Felizardo  
Belina Fernandez  
Marites Gabayan  
Tigisti Glaizghi

Mike Gorman  
Elma Guillermo  
Bonnie Hammermeister  
Kristina Han  
Phil Henderson  
Terri-Lynne Huddlestone  
Lisa Kreut  
Leanne La Guardia  
Jackie Lacerte  
Devin Langan  
Ronald Larsen  
Stacia Leyes  
Maria Lugs  
Arlyne Manalo  
Hames Marshall  
Karrie McCaig  
Cherrylin McFee  
Kim McIlravey  
Tammy Meise  
Joanne Mendoza  
Charlotte Millington  
Senora Navales  
Mikhail Nisenboym  
Jesusa O'Donnell  
Marie Pantelis  
Stacy Porter  
Ethel Purugganan  
Analyn Quiamco  
Perfecto Reclusado  
Irene Rillera  
Nicole Ringland  
Robert (Daryl) Roche  
Emma Rostrata  
Baljit Sandhu  
Karina Santiago  
Minerva Sawka  
Ronnie Seepaul  
Lynn Serhan  
Jenni Sholdice  
Barbara Shukin  
Sobhna Singh  
Jodie Sokol  
Shivonne St Pierre  
Fai (Loretta) Sun

Arleen Tandas  
Virginia Tomas  
Diane Tomei  
Lorna Triplett  
Ranjit Uppal  
Maila Valdes  
Imelda Villegas  
Jillian Wray  
Krista Zdrill

**ILWU-GWU 333**

Brock Belding  
Parm Bhangoo  
Cristina Coroliuc  
Bryon Kennedy  
Jessica Kerr  
Kevin Ling

**ILWU-RWU 517**

Brett Howat  
Chris Smith

**ILWU-RWU 580**

Randy Anderson-Fennell  
Geovanny Gomez  
Ryan Groundwater  
Sean McKenna

**IATSE 669**

Lindsay MacLeod  
Wendy Newton  
Nicole Paulus

**IATSE 891**

Jeane Andrews  
Tina Caveno  
Grace Delahanty  
Nancy Hum-Balbosa  
Mia Johnson  
Kay Kearley  
Gwendolyn Margetson  
Matt Williams

**IATSE 938**

Emily Gossmann  
Kari Nakken  
Eddy Pedreira

**IAFF 18**

Dustin Bourdeaudhuy

**IAFF 1271**

Saverio Lattanzio

**IAMAW 16**

Phil Bacordo  
Ray Lin  
Pinder Roy  
Foster Sheng  
John Vincent

**IAMAW 692**

Gregg McLennan

**IAMAW 764**

Chris Cheung

**IAMAW 1857**

Dave Betker  
Cheryl Semonovitch

**IBEW 213**

Rob Cantrup  
Darren Danbrook  
Adam Davis  
Jim Dyball  
Jim Lofty  
Mike Logan  
Jarred McManus  
Todd Nickel  
Mandeep Saggu  
Jeff Self

**IBEW 230**

Kale Anguish  
Rob Mangat  
Shane Scott

**IBEW 258**

Jag Aujla  
Dayna Gill  
Mathew McConnell  
Emily Organ

**IBEW 993**

James Bicknell  
Glen Hilton

James Olson  
Darryl Schmidt

**ILWU 400**

Ziggy Mangat  
Frank Troisi  
Jason Woods

**ILWU 500**

Dave Barker  
Don Baryer  
Sara Bondi  
Mike Carrigan  
Scarlett Kelly  
Vanessa Nielsen  
Mike Rondpre

**ILWU 502**

Shaun Albertson  
Iqbal Deol  
Paul Doran  
Ed Pawson  
Al Reason  
Jennifer Wilson

**ILWU 505**

Tyson Compton

**ILWU 514**

Christian Brown  
Nathan Burke  
Perry Gatto

**ILWU 522**

Bob Dhaliwal

**IUOE 115**

Christopher Dalziel  
Michelle Dey  
Brian Haugen  
Shawn Irwin  
Derek Jost  
Sean Maurer  
Cody Poirier  
Bryan Railton  
Simon Thomsen  
Josh Towsley

**IUOE 882**

Haemant Sawh

**IUOE 963**

Tim Chester  
Tim Devivo  
Harjit Khangura

**Kamloops DLC**

Kimberly Grigg  
Lois Rugg  
Mehdi Salem

**MoveUP**

Safar Alikhani  
Dowe Ambrose  
Leslie Bell  
Megan Biln  
Karen Bruce  
Jeff Bryant  
Bilal Butt  
Surinder Cheema  
Zachary Chipman  
Brenda Chu  
Sanka Dassanayake  
Gurinder Dhandwal  
Daniel Fung  
Ajay Heer  
Nathan Hilton  
Natalie Hoedel  
Bridget Hughes  
Dominique Jean  
Tim Lawrence  
Dawn Lentsch  
Marcy Marko  
Brian Martens  
Robelyn Martin  
Andrea McKenna  
Ahmad Naqvi  
Dimtri Ossinsky  
Misty Parsons  
Aadila Patel  
Farren Sahay  
Rosario Santiago  
Jaime Scott  
Christy Slusarenko

Norm Stickelmann  
Leilah Thiel  
Lana Topic  
Deborah Winters

**Nanaimo, Duncan DLC**

John Humphrey  
Lexi Jabbour  
Jennifer MacPherson

**New Westminster DLC**

Louella Vincent

**North Central LC**

Matt Baker  
Amandeep Nijjar

**North Okanagan LC**

Linda Phillips

**PEA-HESU**

Dexter Basbas  
Nicole Nellaney

**PEA**

Gunwant Grewal  
Melissa Moroz  
Jeremy Orrego  
Teressa Prentice  
Jordana Whetter

**PSAC 20008 GSU**

Rachel Mendgen

**PSAC 20029 UVAE**

Leo Kiu

**PSAC 20040 CIU**

Rahim Bajwa  
Leila Jaakkola  
Joe Lee

**PSAC 20042 CIU**

Leanne Hughes

**PSAC 20045 CIU**

Keith Palmer  
Richard Savage

**PSAC 20090 UHEW**

Richard May

**PSAC 20220 UCTE**

John Gardner

**PSAC 20972 CEIU**

Kelly Megyesi

**PSAC 21007 UNDE**

Karen Kang

**PSAC 21008 UNDE**

Kathleen Baxter  
James McAllister

**PSAC 21009 UNDE**

Ryan Sutton

**PSAC 21010 UNDE**

Jason Glawson

**PSAC 21011 UNDE**

Kaj Stirler

**PSAC 21013 UNDE**

Ryan Simmonds

**PSAC 21016 UNDE**

Shawn Creamer  
Marcelo Lazaro

**PSAC 21018 UNDE**

Ed McNulty

**SEIU**

Trevor Fletcher  
Emyll Garcia  
Matthew Mckay  
Edward Ordona  
Ryan Peters  
Dallis Van Steinburg

**TWU-USW Local 1944**

Corey Mandryk  
Christine Nielsen  
Al Pasternak  
Gitika Sharma

**PIPSC**

Jordan Loverock

**UBCP/ACTRA**

Mackenzie Gray



Tracy Ho  
Stefania Indelicato  
Ragini Kapil  
Asia Mattu  
Sabrina Prada  
John Stenning  
Kaylah Zander

**UA**

Leo Ciarrocchi  
Haley Dore  
Jordan Falk  
Mark Glazier  
Russell St. Eloi  
Gavin Walcott

**UFCW 247**

Fatima Dickerson  
Dan Goodman  
John Lewinski  
Steve Mcausland  
Peter Parmar  
Sandra Peters  
Cathy Shannon  
Sinead Wilson

**UFCW 1518**

Sartaj Birring  
Connie Buckner  
Marvin Campbell  
Jhoelyn Cantil  
Angie Crosato  
Teresa-Lyne Dziedzic  
Jaime Emerson  
Virgil Encarnacion  
Lucy Everett  
Michelle Fedosoff  
Marylou Fonda  
Nanette Fredericks  
Eddie Goodwater  
Christine Holowka  
Jodi Klashinsky  
Shaun Landry  
Anita Letandre  
Roxanne Loughrey  
Felix Martinez

Rajiv Mehra  
Jaclyn Mountain  
Lily Olson  
Diana Perez  
Dennis Sato  
Kai Sharpe  
Colette St-Onge  
Natasha Toye  
Emily White  
Linda Wilson

**USW 1-417**

Martina Doucet  
Phil Ducharme  
Carmen Hiemstra  
Kevin MacKenzie  
Surjit Theara

**USW 1-1937**

Jullin Aberly  
Jeff Bromley  
Sarah Hall  
Shelley Siemens  
Dayna Sykes  
Brad Thompson

**USW 1-2017**

Brett Barden  
Allan DeBianchi  
Rod Folster  
Shawn Harris  
Ed Kent  
George Matias  
Brad Mores  
Rick Parker

**USW 2009**

Al Bieksa  
Mike Duhra  
Angela Erickson  
Deepak Kullar  
Cindy A. Lee  
Kyra Petty  
Matthew Terry  
Chris Walker

**USW 9346**

Julia McKay

**UNBCFA**

Catherine Whalen

**Vancouver DLC**

Jordan Both

Michael Polak

Stephen von Sychowski

**Victoria LC**

Kirk Mercer

Barbara Riggs

Kevin Taki

**WVMEA**

Kevin Brash

## BCFED Staff

Sussanne Skidmore **President**  
Hermender Singh Kailley **Secretary-Treasurer**

Francis Ataiza **OHS Facilitator**  
Rachel Barton **OHS Coordinator**  
Angela Boscariol **Executive Assistant**  
Sylvia Brow **Executive Assistant**  
Karen Burrows **BCCWITT**  
Brian Campbell **OHC Coordinator**  
Koly Chau **BCCWITT**  
Dani-Rose Coates **OHS Coordinator**  
Kassandra Cordero **Director**  
Rob Cottingham **Director**  
Bryon Cruz **OHS Coordinator**  
Karen Dearlove **BCCWITT**  
Maura De Freitas **Administrative Assistant**  
Anna Dequito **Executive Assistant**  
Karen Fehr **BCCWITT**  
Jessica Gibson **Administrative Assistant**  
Alycia Guille **Executive Assistant**  
Trish Garner **Director**  
Kerry Hall **Executive Assistant**  
Tammy Lee Hawkins **BCCWITT**  
Lindsay Kearns **BCCWITT**  
Jason Kowal **OHS Coordinator**

Jennifer Lambert **Director**  
Angela Lin **Accountant**  
Sophia Ma **Bookkeeper**  
Danielle Marchand **Executive Director**  
Jaime Matten **Executive Director**  
Marisha McGowan **Executive Assistant**  
Kate McGrath **Executive Assistant**  
Denise Moffatt **Director**  
Sheila Moir **Director**  
Brenda Moores **OHS Director**  
Kristin Nowak **Executive Assistant**  
Addison Park **OHS Facilitator**  
Maria Peralta **Executive Assistant**  
Tracey Phan **OHS Facilitator**  
Alicia Razutis **Manager of Operations**  
Megan Scott **Director**  
Geetika Sidhu **Accounting Assistant**  
Darby Steeves **OHS Facilitator**  
Tracy Turnell **Administrative Assistant**  
Ishani Weera **OHS Executive Director**  
Kelly West **Executive Assistant**  
Jing Zeng **Accountant**

## Union Acronyms of BCFED Affiliates

ACTRA	Alliance of Canadian Cinema, Television & Radio Arts
ATU	Amalgamated Transit Union
BCTGM	Bakery, Confectionery & Tobacco & Grain Millers International Union
BCFMWU	BC Ferry & Marine Workers' Union
BCGEU	BC Government and Service Employees' Union
BC Insulators	BC Insulators 118 (IAHFIAW)
BCTF	BC Teachers' Federation
BCIT FSA	British Columbia Institute of Technology Faculty and Staff Association
CRC DLC	Campbell River, Courtenay and DLC
COPE	Canadian Office and Professional Employee's Union
CUPW	Canadian Union of Postal Workers
CUPE	Canadian Union of Public Employees
CEU	Compensation Employees' Union
DGC	Directors' Guild of Canada
EK DLC	East Kootenay and District Labour Council
FPSE	Federation of Post-Secondary Educators of BC
FVLC	Fraser Valley Labour Council
GSU	Grain and General Services Union
GWU	Grain Workers' Union
HSA	Health Sciences Association of BC
HEU	Hospital Employees' Union
IBWU	Interior Brewery Workers' Union
IATSE	International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts
IAFF	International Association of Fire Fighters
IAMAW	International Association of Machinists and Aerospace Workers
IBB	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
IBEW	International Brotherhood of Electrical Workers

ILWU	International Longshore & Warehouse Union
IUOE	International Union of Operating Engineers
IUPAT	International Union of Painters and Allied Trades
IMA	Island Musicians Association, CFM Local 247
IW	International Association of Bridge Structural and Ornamental Iron Workers
KDLC	Kamloops and District Labour Council
KTDLC	Kitimat, Terrace and District Labour Council
LiUNA	Laborers' International Union of North America
MFHIU	Machinists, Fitters and Helpers Industrial Union
MWBIU	Marine Workers' and Boilermakers' Industrial Union
MoveUP	Movement of United Professionals
NDDL	Nanaimo, Duncan and District Labour Council
TNG/CANADA/CWA	National Guild of Canadian Media, Manufacturing, Professional & Service Workers
NWDLC	New Westminster and District Labour Council
NCLC	North Central Labour Council
NOLC	North Okanagan Labour Council
PADLC	Port Alberni and District Labour Council
PRLC	Prince Rupert Labour Council
PEA	Professional Employees Association
PEA-HESU	Professional Employees Association - Hospital Employees' Staff Union
PSAC	Public Service Alliance of Canada
RWU	Retail Wholesale Union
SEIU	Service Employees' International Union
SJCIU	Shipwrights, Joiners and Caulkers Industrial Union
SDLC	Squamish and District Labour council
SCLC	Sunshine Coast Labour Council
TWU USW	Telecommunications Workers' Union-United Steelworkers Local 1944
PIPSC	The Professional Institute of the Public Service of Canada
UBCP/ACTRA	Union of BC Performers

UNITE HERE!	UNITE HERE!
UA	United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry
UFCW	United Food & Commercial Workers' International Union
USW	United Steelworkers
UNBCFA	University of Northern BC Faculty Association
VDLC	Vancouver and District Labour Council
VMA	Vancouver Musicians' Association
VLC	Victoria Labour Council
WKLC	West Kootenay Labour Council
WVMEA	West Vancouver Municipal Employees' Association

summary\_of\_proceedings\_2024.docx/km/ 