



# CONVENTION 2018

November 26 to 30 | Vancouver Convention Centre East

## SUMMARY OF PROCEEDINGS

BC FEDERATION OF LABOUR

58TH CONVENTION:

*LEVEL THE PLAYING FIELD*

NOVEMBER 26 – 30, 2018

## DISPOSITION OF RESOLUTIONS

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## RESOLUTIONS ADOPTED AT:

### CONVENTION 2018 -or- EXECUTIVE COUNCIL MARCH 12, 2019

#### General resolutions - Adopted at convention

##### Emergency 2

**THE FEDERATION WILL** work with the Canadian Union of Postal Workers, Canadian Labour Congress, affiliates, women's, Indigenous, environmental, social justice and other community groups to develop a campaign of mobilizations, demonstrations and non-violent civil disobedience between now and the next federal election to protest the unconstitutional legislation (*Bill C-89*) and assist in efforts to regain the right to free collective bargaining and the right to strike.

##### 14 Amended

**THE FEDERATION WILL**, in conjunction with the Canadian Labour Congress, encourage affiliates to develop and share collective agreement language that protects members from job loss due to automation and technology change.

##### 17

**THE FEDERATION WILL** work with the Canadian Labour Congress to call on the provincial and federal governments to enact legislation that increases protections and support for workers in precarious work.

##### 19

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

- end the BC Employment Standards Self-Help Kits;
- re-hire and train Industrial Relations Officers and Employment Standards Branch staff capable of helping unorganized workers;
- re-open Employment Standards Area Branch Offices; and
- allow for third-party advocacy that protects the privacy of victimized workers by focusing on the practices of employers, not individual employees.

##### 21 Amended

**THE FEDERATION WILL** consider increased financial support and maintain ongoing in-kind support to the operation of BC Federation of Retired Union Members, and encourage affiliates to support BC FORUM.

##### 27 Amended

**THE FEDERATION WILL**, with the Canadian Labour Congress, lobby the provincial and federal governments to develop and implement a universal prescription drug coverage plan by 2020.

## 51

**THE FEDERATION WILL** support the application and expansion of the Community Benefits Agreement on publicly-funded infrastructure projects.

## 53 Amended

**THE FEDERATION WILL** support UBCP/ACTRA's call to the government of British Columbia to expand the enhanced tax credit rebate programs for the BC film industry to include a gender and inclusivity enhancement to develop a more representative workforce.

## 57A Composite resolution to cover 57, 58 and 59

**THE FEDERATION WILL**, with the Canadian Labour Congress, call upon both the provincial and federal governments to:

- negotiate a new softwood lumber deal that benefits Canadians and ensures BC lumber producers have at least as fair access to the United States market as third country importers;
- consult with stakeholders, including unions that represent forest sector workers;
- mitigate the impact of imposed duties through federal loan guarantees;
- focus federal assistance on workers and communities;
- ensure repayment of duties are invested back into local economies;
- diversify the forest industry economic base by transitioning from exporting raw logs to the development of secondary manufacturing; and
- reintroduce the appurtenancy clause in forest legislation to ensure that locally-harvested timber is milled in or near the community from which it is harvested.

## 70

**THE FEDERATION WILL** work with the Canadian Labour Congress (CLC) to lobby the federal government to properly pay federal public sector workers immediately.

## 140

**THE FEDERATION WILL** call upon its affiliates, community, political, and business leaders to continue to work together to help stamp out hate, fascist ideology including neo-Nazism, discrimination, and oppression here in Canada; and

**THE FEDERATION WILL** further ensure that our work promotes an inclusive labour movement, representative of the diverse working class which it represents; participate in activities that demonstrate our condemnation of acts of hatred in our communities; and act to ensure that organizations representing the targeted demographics within our society are included in the strategizing and planning.

## General resolutions - Adopted at 2019 Executive Council meeting

### Emergency 1

**THE FEDERATION WILL** write to the Philippine government condemning the massacre of the "Sagay 9" and call for an independent and thorough investigation; and

**THE FEDERATION WILL** send a letter of support to the National Federation of Sugar Workers as they continue to seek justice and genuine agrarian reform; and

**THE FEDERATION WILL** write to the Canadian government to stop funding and cooperation with the Armed Forces of the Philippines, the Philippine National Police and other groups who have been linked with human rights violations.

### 6

**THE FEDERATION WILL**, along with the Canadian Labour Congress, lobby the BC government and federal government to ensure that the Columbia River Treaty is negotiated in the best interest of ALL of the citizens of BC, and lobby points should include, at minimum, the following:

- inclusion of First Nations at the negotiation table; and
- co-management of all dams in the treaty, including the Libby dam currently under management of the US Army Corp of Engineers; and
- inclusion of the Grand Coulee and Chief Joseph dams into the treaty and ensure the United States provide for salmon passages beyond them; and
- ecological function included to same level as flood control and power generation; and
- no adjustment of water flow to the United States without the above point.

### 7 Amended

**THE FEDERATION WILL** support clean energy projects and initiatives; support energy alternatives that do not further climate change, therefore considering developing countries and their economies; lobby against further exploitation of fossil-fuel-based energy; lobby for the development of clean energy alternatives; and

**THE FEDERATION WILL**, with its affiliated unions, strive in all aspects of their business to be environmentally responsible.

### 8

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

## 10

**THE FEDERATION WILL**, with the Canadian Labour Congress, endorse and assist with the campaign to adopt federal Bill C-352, "An Act to amend the Canada Shipping Act, 2001 and provide for the development of a national strategy for abandoned vessels," which would fix vessel registration, pilot a vessel turn-in program, create good green jobs by supporting local marine salvage businesses and vessel recycling, and make the coast guard responsible for directing the removal of abandoned vessels.

## 13 Amended

**THE FEDERATION WILL** support affiliates to raise awareness about the diverse bargaining histories and structures represented within the Federation.

## 16

**THE FEDERATION WILL** lobby the provincial government to support guaranteed paid hours as part of regularization for all community health workers.

## 20 Amended

**THE FEDERATION WILL**, along with the Canadian Labour Congress, lobby the provincial and federal governments to increase Parental Leave Benefits from the current maximum of 35 weeks at 55% allowed of the claimant's average weekly insurable earnings to 61 weeks at 55%.

## 22 Amended

**THE FEDERATION WILL** explore new technologies and communication methods to improve meeting capacity, enable attendees' participation and ensure effective communications.

## 26 Amended

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

- replace Medical Services Plan revenue with a combination of personal and business taxes (excluding not-for-profits who cannot afford a non-funded Health Tax liability) ensuring a fairer form of income generation;
- eliminate the remaining 50% of the premiums in the 2019/2020 budget; and
- redirect any savings to programs that address the social determinants of health.

## 28A Composite resolution to cover 28 and 33

**THE FEDERATION WILL** lobby the provincial government and the Ministry of Health to enhance health care services for seniors in BC, with specific focus on:

- funding for more seniors housing options;
- recruitment of doctors to rural communities;
- increased funding for recreational programs;
- review programs and delivery models on Meals on Wheels, and equivalent programs, with a view to lowering costs; and

- require home and long-term care providers to provide the full range of health science professional services, and ensure they are publicly-funded and publicly-delivered.

### **29**

**THE FEDERATION WILL** urge affiliates and their members to continue to provide the financial and campaign support needed for the BC Health Coalition intervenor group to protect our public health care system by fighting Brian Day's constitutional challenge of BC's Medicare legislation.

### **30**

**THE FEDERATION WILL** lobby the BC government to include dental care in the basket of medically necessary services covered by BC's Medical Services Plan; and

**THE FEDERATION WILL** urge the Canadian Labour Congress to lobby the federal government to create and help fund a national dental care plan as part of Canada's Medicare program.

### **31**

**THE FEDERATION WILL** lobby the provincial government to enact "whistleblower" legislation that will compel the health authorities to respond to, and be accountable for, deficits in care/systems, allowing members to be free to report and publicly advocate for patient care and worker health and safety without intimidation and/or threat to their employment.

### **32**

**THE FEDERATION WILL** lobby the provincial government to make the health authorities/affiliates/agencies increase the 15-minute client service provided by community health workers to a minimum of 30 minutes.

### **34**

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

- expand mental health services for children and youth; and
- increase funding specifically for early years mental health services, to include the hiring of clinicians with expertise working with very young children and their families.

### **35**

**THE FEDERATION WILL** fully support the BC government's proposed class action lawsuit against drug manufacturers, as announced by Attorney General David Eby on August 29, 2018.

### **36 Amended**

**THE FEDERATION WILL** lobby the Ministry of Mental Health and Addictions to provide funding specific to mental health/addictions services outside of the integrated services model; and

**THE FEDERATION WILL** work with affiliates to create public awareness about the impacts of lack of services for people living in poverty, with mental health/addictions issues, to bring public awareness to the mental health/addictions services that are needed in rural areas; and

**THE FEDERATION WILL** lobby the Ministry of Mental Health and Addictions to provide more localized services in the rural areas.

### **37**

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

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

### **38**

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

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

### **40**

**THE FEDERATION WILL**, with the Canadian Labour Congress, continue to condemn the oppression of labour and human rights activists by the Iranian government.

### **41**

**THE FEDERATION WILL** condemn the attacks and imprisonment of Lula da Silva and call for his immediate release; and will sign on to the #StandWithLula campaign ([standwithlula.org](http://standwithlula.org)) which currently has nearly 40,000 signatories including the International Trade Union Confederation.

### **42**

**THE FEDERATION WILL**, through the Canadian Labour Congress, recognize the urgency of world peace by encouraging labour councils and affiliated unions to participate in local and regional anti-war activities and movements such as chapters of the Canadian Peace Congress and other groups which promote discussion, education, and political actions with the goal of ending the threat of war and militarism.



#### 44

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

- express solidarity with the Palestinian peoples' demands for the right to return to their homes and property, ending military occupation and colonization, and full equality;
- support campaigns pressuring Israel to end the occupation, and dismantle the illegal settlements and the apartheid wall, including supporting the Canadian Labour Congress' (CLC's) position for a ban on goods produced in illegal settlements; and
- work with the CLC to call on the Canadian government to exert pressure on Israel to end the violence against unarmed protesters.

#### 45

**THE FEDERATION WILL** support, and encourage the Canadian Labour Congress to support, the international movement for peace and justice in the Middle East.

#### 50 Amended

**THE FEDERATION WILL** encourage all of its affiliates to not use or support the use of self-checkouts.

#### 54

**THE FEDERATION WILL**, with the Canadian Labour Congress, write to the federal minister responsible to oppose any potential for privatization of Canadian airports, ports, or other systems governed by the *Canadian Transportation Act* that is under review.

#### 55 Amended

**THE FEDERATION WILL**, along with the Canadian Labour Congress, reach out to the BC government as well as the federal government to hold semi-annual meetings, with the purpose to explore how the BC building trades affiliates can assist with cleaning up the underground economy in the construction industry and review joint progress in that purpose, thereby giving legitimate construction contractors, and their legitimate employee workforce an even playing field in which to bid and work.

#### 56

**THE FEDERATION WILL**, with the Canadian Labour Congress, support a campaign to protect and grow domestic manufacturing by:

- lobbying governments to ensure infrastructure programs contain "Buy Canadian" provisions, including economic and environmental impacts of domestic versus overseas procurement; and
- urging the federal government to continue to amend trade laws to:
  - permit complaints launched by workers and their unions;
  - consider labour rights and environmental impacts;

- impose immediate penalties;
- improve and enforce the *Investment Canada Act*; and
- encourage provincial and federal governments to maintain reliable, affordable access to energy.

## 61

**THE FEDERATION WILL** lobby the BC government to add all remaining work on the Site C Clean Energy Project to the Community Benefits Agreement (CBA) reached with the Allied Infrastructure and Related Construction Council; and

**THE FEDERATION WILL** provide information about Community Benefits Agreements (CBAs) to all affiliate unions and labour councils.

## 62

**THE FEDERATION WILL** encourage and assist affiliates in building high-participation unions.

## 63A Composite resolution to cover 63, 64 and 65

**THE FEDERATION WILL** condemn and take action against the raiding of affiliated unions, coordinate efforts among affiliates to oppose raiding, and stand in full solidarity with any affiliate that is a target of raiding.

## 67 Amended

**THE FEDERATION WILL**, with the Canadian Labour Congress, lobby the provincial and federal governments to develop a national strategy to support workers who need to take leave from their employment to provide caregiving duties, including:

- enhanced employment standards to protect workers with caregiving commitments;
- programs to better protect workers' employment and incomes upon return from leave;
- programs to mitigate the costs to an employer when an employee must take leave to provide caregiving duties; and
- increased investment in public home care, family and childcare services, nursing care, and supportive services to support workers with children or elderly, ill and disabled family members.

## 68

**THE FEDERATION WILL** advocate for the reinstatement of sufficient provincial government funding for services provided by the Legal Services Society to meet the needs of British Columbians.

## 69

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

**71**

**THE FEDERATION WILL** demand that the provincial government, and regional districts of the province, vastly improve the public transit services available across BC and eliminate the user fees associated with public transit use, and will expand the transit system in order to replace the service once delivered by corporations like Greyhound.

**72**

**THE FEDERATION WILL** work with the Canadian Union of Postal Workers (CUPW), Canadian Postmasters and Assistants Association, Canadian Labour Congress, and community groups to support the efforts to expand Canada's postal service to include public banking, services for seniors, and climate action. Our post offices can lead the transition to a strong green economy that works for workers, as outlined in the CUPW Delivering Community Power campaign.

**73**

**THE FEDERATION WILL** work with the Canadian Labour Congress to pressure the federal government to create permanent, long-term funding to better staff and provide more resources to the Immigration and Refugee Board (IRB) and to Immigration, Refugees, and Citizenship Canada (IRCC).

**74 to cover 75**

**THE FEDERATION WILL** lobby the provincial government to return all previous agencies or privatized employers back into the public service that were devolved from government such as our highway maintenance, Family Maintenance Enforcement Program, etc.

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

**1 Amended**

**THE FEDERATION WILL** lobby with every effort the BC government and the minister responsible for trades training, that a new component known as "asbestos awareness" be added to the first-year educational component for all construction-related apprenticeships, helping workers develop the knowledge of this deadly dust and material, so they can experience a healthier and safer workplace.

**3 to cover 2**

**THE FEDERATION WILL** call on the government to immediately pass legislation to reinstate compulsory trades certification; implement a system to monitor and enforce that only certified journeypersons and registered apprentices perform work in these compulsory trades; and institute a system of financial incentives to encourage more employers to invest in training.

**4 Amended**

**THE FEDERATION WILL** continue to remain active on apprenticeship issues and demand the Ministry of Advanced Education, Skills & Training increase the provincial operating grant for trades training and direct the Industry Training Authority of BC to provide more funding to the K-12 system, public post-secondary institutions and union training providers for resources, including up-to-date technology.

## Climate Change Working Group - Adopted at convention

### 11 Amended

**THE FEDERATION WILL** lobby the provincial government to finish developing and implement regulations pertaining to the *Water Sustainability Act* in a timely fashion and provide the resources to collect appropriate water-related data to make evidence-based policy decisions; and

**THE FEDERATION WILL** work with its affiliates and the Canadian Labour Congress (CLC), to lobby the federal government to update water protection laws in ways that affirm the public interest, rather than private or corporate interests, as the highest priority in water management; and

**THE FEDERATION WILL**, along with the CLC, demand that the federal and provincial governments develop long-term plans to clean up polluted or contaminated water.

### 12

**THE FEDERATION WILL**, with the Canadian Labour Congress, lobby the provincial and federal governments to create and implement a world-leading and effective marine and land bitumen spill response that holds industry accountable to the residents of British Columbia.

## Community and Social Action Standing Committee - Adopted at convention

### 77 Amended

**THE FEDERATION WILL** lobby the BC government to expand the mandate of BC Housing to include building housing units on an ongoing basis and selling them to low- and middle-income British Columbian residents.

### 78A Composite resolution to cover 78, 79 and 85

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

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

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

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

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

**80 Amended**

**THE FEDERATION WILL** strongly encourage the provincial government to include an affordable housing strategy as part of a sustainable poverty reduction program with input from those community groups that are on the frontline.

**82**

**THE FEDERATION WILL** launch a campaign and lobby the provincial and municipal governments to implement a living wage across BC; and

**THE FEDERATION WILL** do an annual review on the progress of said campaign and report back to the bi-ennial convention.

**83**

**THE FEDERATION WILL** become a member of the Union Protein Project, providing an appropriate level of additional annual funding to support both protein purchases and administration.

**84 Amended**

**THE FEDERATION WILL**, along with the Canadian Labour Congress, demand that the provincial and federal governments adopt a housing-first policy and commence construction of low-cost housing in sufficient numbers so that homelessness will be eliminated in BC and subsequently all of Canada.

**Constitution and Structure Standing Committee - Adopted at convention**

**86**

**THE FEDERATION WILL** amend Article 5, Section 2, Officers as follows:

*"Each Executive Officer shall be a member in good standing of an affiliated organization."*

**87**

**THE FEDERATION WILL** amend Article 9, Section 12(b)(i), Executive Council as follows:

*"When an election by the Executive Council is required to fill a vacancy in the office of President or Secretary-Treasurer during the term of office, a weighted vote shall be conducted."*

**88**

**THE FEDERATION WILL** amend Article 4, Section 4(b), Conventions as follows:

*"The average per capita tax payment of the previous twenty-four (24) months prior to the issuing of the Convention Call shall determine the basis of representation."*

89

**THE FEDERATION WILL** amend Article 9, Section 7, Executive Council as follows:

*"The decision of the Executive Officers, or of the Executive Council, or any sub-committee thereof, may be effected by a letter or electronic communication and, in that event, a decision of a majority of the members of the Executive Officers, or of the Executive Council, shall be the decision of the sub-committee."*

90

**THE FEDERATION WILL** amend Article 2, Section 1.9 of the Constitution to read:

*"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."*

92

**THE FEDERATION WILL** amend Article 5, Section 3(a), Officers as follows:

*"The President and Secretary-Treasurer shall, upon election, come forward to the Convention platform and clearly affirm the following lines to the assembled delegates:"*

93

**THE FEDERATION WILL** amend Article 10, Section 1(a), Election and Designation of Executive Officers and Executive Council as follows:

*"The President, Secretary-Treasurer, and Executive Council members representing Labour Councils shall be elected at the Constitutional Convention by majority vote. Such election shall take place on the second last day of the Convention, unless otherwise determined by the Convention."*

95

**THE FEDERATION WILL** amend Article 4, Section 12(b), Conventions as follows:

*"Any resolution to be accepted must be submitted in either electronic or paper format by the Executive Council or Executive Officers, or by an organization directly affiliated to the Federation, or by an affiliated organization as defined in Article 10, Section 3. Each resolution must be signed by the two presiding officers of the body submitting it. **The signatures can be either digital for electronic resolutions or written for paper resolutions.** A resolution shall not deal with more than one (1) subject, and shall refer to the action which is proposed. It shall contain no more than one hundred and fifty (150) words inclusive of the 'Because' and the 'Federation Will' portions, and exclusive of any wording quoted from the Federation's Constitution."*

96

**THE FEDERATION WILL** amend Article 4, Section 7(b), Conventions as follows:

*"Any organization which, at the opening date of the Convention, is in arrears to the Federation for per capita tax for three (3) months or more, or has not paid its share of the previous Convention's travel pool, shall not be entitled to recognition or representation in the Convention."*

**97**

**THE FEDERATION WILL** amend Article 4, Section 5, Conventions as follows:

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

**98 to cover 91**

**THE FEDERATION WILL** amend Article 2, Section 1.4, Purpose as follows:

*"To encourage all workers to share in the full benefits of union membership, especially those who identify with the equity seeking groups established in Article 9 Section 1(a)(iii), and any other worker who is covered by protected grounds in the BC Human Rights Code."*

**99 Amended**

**THE FEDERATION WILL** amend Article 9, Section 1.2(iii), Executive Council as follows:

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

- 1. Workers of Colour*
- 2. Indigenous peoples*
- 3. People with Disabilities*
- 4. LGBTQ (lesbian, gay, bisexual, transgender and queer) persons.*
  - a) Upon election, each of the four representatives shall be appointed to the Human Rights Standing Committee."*

**100**

**THE FEDERATION WILL** amend Article 16, Section 2(a), Revenue by replacing the current Article 16, Section 2(a), with the following to reflect current practice:

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

**101**

**THE FEDERATION WILL** amend Article 10, Section 7, Election and Designation of Executive Officers and Executive Council as follows:

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

**102**

**THE FEDERATION WILL** amend Article 11, Section 1, Trustees by adding a new Section 1(d) as follows:

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

**103**

**THE FEDERATION WILL** amend Article 13, Section 2(a), Appointments as follows:

*"When occasion arises and opportunity is afforded for the representation of Labour on Government Commissions or Boards, etc., through the medium of the Federation, the Executive Officers shall call upon the affiliated Labour Councils and affiliated Local Unions to nominate appointees thereto. The Executive Council shall elect the appointee from those nominated by the affiliates. Any such appointment shall be for a maximum of six (6) years from the date of appointment; however, such appointments may be extended."*

**104 Amended**

**THE FEDERATION WILL** amend Article 13, Section 2(c), Appointments as follows:

*"In between Executive Council meetings, the Executive Officers shall make the appointment and report the appointments to the Executive Council at the next available opportunity"; and*

**THE FEDERATION WILL** renumber Article 13, Section 2 accordingly.

**105**

**THE FEDERATION WILL** amend Article 15, Section 1(b), Activities, by eliminating Section 1(b), Union Renewal Conference, in its entirety, and will renumber Article 15, Section 1 accordingly.

**106**

**THE FEDERATION WILL** amend Article 10, Section 1(c), Election and Designation of Executive Officers and Executive Council as follows:

*"The nomination and election to offices in the Federation shall be conducted in the following order: President, Secretary-Treasurer, Executive Council members representing Labour Councils and Trustees-at-Large. The election of the Executive Council members from equity seeking groups shall take place in the appropriate caucus forums during Convention week."*



## Education Standing Committee - Adopted at convention

### 112

**THE FEDERATION WILL** support the granting of a tuition waiver to Indigenous students by all public British Columbia post-secondary institutions.

### 113 to cover 116

**THE FEDERATION WILL** lobby the government to increase operating grants across the college and university system to fulfill post-secondary mandates.

### 114

**THE FEDERATION WILL** raise awareness about the inequity of funding to adult education in BC and advocate for social policy that values adult education and actively works to create accessible, appropriate and adequately-funded public education for all learners.

## Education Standing Committee -Adopted at 2019 Executive Council meeting

### 107

**THE FEDERATION WILL** lobby government to develop a better process to appoint, orient and evaluate board members to college, institute and university boards of governors.

### 108

**THE FEDERATION WILL** encourage all affiliates to support and promote the Labour Studies Program at Simon Fraser University and share information on programs and available scholarships with union members and their families.

### 109

**THE FEDERATION WILL** lobby the government to ensure that all early childhood education training takes place in public institutions.

### 110A Composite resolution to cover 110, 115 and 117

**THE FEDERATION WILL** work with the Canadian Labour Congress to call on the provincial and federal governments to enact legislation that will make each level and field of public education free and accessible to all and to forgive all student debt.

### 111

**THE FEDERATION WILL** lobby the provincial government to establish a consultative mechanism so that stakeholders may participate in the future direction of post-secondary education in BC.

### 146

**THE FEDERATION WILL** support UBCP/ACTRA's recommendation demanding the Minister of Advanced Education, Skills & Training, Honourable Melanie Mark, require a sexual misconduct policy for institutions licensed by the Private Training Branch, and that the branch provide an officer for students to report complaints that have not been resolved through an institutions' sexual misconduct policy.

## Human Rights Standing Committee - Adopted at convention

### 119

**THE FEDERATION WILL** support Indigenous Nations when they say "no" to corporate or government exploitation - especially when said institutions present their respective cases through the mask of "necessity for Canada."

### 120A Composite resolution to cover 120 and 121

**THE FEDERATION WILL**, through the Canadian Labour Congress, lobby all levels of government to ensure that LGBTQI2S have access to mental wellness care that meets the unique needs of each individual; and

**THE FEDERATION WILL** write to provincial Minister of Health Adrian Dix calling for training for all health care workers on Trans care, LGBTQI2S issues and the aging-out program.

### 122 Amended

**THE FEDERATION WILL** encourage the provincial government to work closely with affiliates to fully and meaningfully implement Call to Action #57, as put forward by the Truth and Reconciliation Commission of Canada, to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations, and require skills-based training in intercultural competency, conflict resolution, human rights, and antiracism, across the entire province over the next two years.

### 125

**THE FEDERATION WILL:**

- encourage affiliates to educate themselves, leaders and members within their own unions about the importance of hiring people with disabilities into meaningful work; and
- also encourage affiliates to hire people with disabilities within their own unions.

### 126

**THE FEDERATION WILL**, along with the Canadian Labour Congress, apply pressure to all relevant levels of government to lift the Canada-United States Safe Third Country Agreement.

## Human Rights Standing Committee - Adopted at 2019 Executive Council meeting

### 25A Composite resolution to cover 25 and 66

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

- provide timely assessment and improved early intervention services for children from birth to age six with special needs;
- provide necessary therapy for school-age children with special needs;

- ensure children with special needs have additional supports they require to be able to participate in childcare programs;
- review and update the Ministry of Children and Family Development Children and Youth with Special Needs criteria to allow children with disabilities access to needed services; and
- make changes to provincial income assistance to ensure parents of children with disabilities are able to access income assistance rates for persons with disabilities.

### **118 Amended**

**THE FEDERATION WILL** send a letter to Prime Minister Trudeau and the federal health minister Ginette Petitpas Taylor to fulfill the federal Liberal campaign promise to end the discriminatory blood ban that creates and reinforces a negative stigma surrounding men who have sex with men, misgenders trans women for the purposes of blood donation, and prevents potentially healthy donors from donating blood, and ensure all citizens are treated equally.

### **123**

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

- increase affordable and accessible housing for persons with disabilities; and
- create legislation to ensure able-bodied people cannot rent accessible housing units intended for persons with physical disabilities.

### **124 Amended**

**THE FEDERATION WILL** lobby the provincial government, in consultation with workers with disabilities representatives, to legislate a British Columbians with Disabilities Act that establishes a clear, broad, inclusive definition of disability as well as mandatory and enforceable accessibility standards and that move us to a more accessible, inclusive society; and

**THE FEDERATION WILL** call upon the Canadian Labour Congress to consult with workers with disabilities representatives to lobby the Canadian government to pass a Canadians With Disabilities Act.

### **127 Amended**

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

**THE FEDERATION WILL** call upon all levels of government to honor this principle in the provision of any public services to provide access without fear.

### **144**

**THE FEDERATION WILL** recognize December 17 as the International Day to End Violence Against Sex Workers; and

**THE FEDERATION WILL** further begin a dialogue regarding sex work with a view to developing a policy that addresses questions of safety, de-criminalization, abolition, and related matters, and that the process include education, consideration by the BCFED committees, and consultation with community allies.

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

#### 130

**THE FEDERATION WILL** recommend that the BC government direct the Workers' Compensation Board to incorporate Canadian Standards Association (CSA) Standard Z1003 in the Occupational Health and Safety Regulation and provide the necessary occupational health and safety enforcement activities and safety resources to ensure that employers establish measures to:

- a) protect workers from psychological harm in the workplace; and
- b) promote psychological wellbeing.

#### 131 Amended

**THE FEDERATION WILL** lobby the provincial government to undertake additional legislative amendments to the presumptive clauses of the *Workers' Compensation Act* in order to recognize the full scope of occupations impacted by trauma-related psychological injuries and provide access to long-term support through the Workers' Compensation Board.

#### 133

**THE FEDERATION WILL** support UBCP/ACTRA and all affiliates by continuing to call on the provincial government to amend the *Workers Compensation Act* to impose a positive obligation on employers to prevent workplace violence, bullying, and harassment, including sexual harassment, and require employers to notify the Workers' Compensation Board when workplace violence and harassment incidents have occurred.

#### 137 Amended

**THE FEDERATION WILL** continue to support the USW Stop the Killing - Enforce the Law campaign which demands the following initiatives be implemented:

- crown attorneys be educated, trained and directed to apply Westray amendments;
- dedicated prosecutors are given the responsibility for health and safety fatalities;
- police be educated, trained and directed to apply Westray amendments; and
- greater coordination among regulators, police and crowns to ensure enforcement.

### Occupational Health & Safety Standing Committee - Adopted at 2019 Executive Council meeting

#### 128

**THE FEDERATION WILL** recommend that the BC government direct the Workers' Compensation Board (WCB) to provide the necessary occupational health and safety enforcement activities and resources to ensure that all BC employers which operate commercial, occupational or

personal vehicles (or combinations thereof) establish effective health and safety control measures that meet or exceed the minimum requirements of the *Workers Compensation Act* and Occupational Health and Safety Regulation (OHSR) as they relate to occupational driving safety; and

**THE FEDERATION WILL** recommend that the WCB adopt the requirements set out in the American National Standards Institute (ANSI) Standard Z.15 and integrate them into the OHSR.

**129**

**THE FEDERATION WILL** lobby the provincial government to discontinue the name of WorkSafeBC and restore the proper name Workers' Compensation Board.

**132 Amended**

**THE FEDERATION WILL** support affiliates in advocating with relevant provincial ministries for regulations that set safer staff-to-client ratios to help prevent and respond more effectively to violence in community social service workplaces; and

**THE FEDERATION WILL** support affiliates in advocating for increased provincial funding to develop and deliver improved violence prevention and response training in BC community social service workplaces.

**134 Amended**

**THE FEDERATION WILL** support and lobby for the occupational health and safety in mines to be removed from the Ministry of Energy, Mines and Petroleum Resources, and placed under the authority of the Workers' Compensation Board with no loss of resources or staffing.

**135 Amended**

**THE FEDERATION WILL** continue to increase its efforts to promote processes and laws to address mental health challenges in the workplace as a result of workplace stress, bullying, harassment and violence.

**136**

**THE FEDERATION WILL** support zero tolerance in all call center abuse policies and support workers to disconnect from calls that are abusive with guarantees that they will not be disciplined; and

**THE FEDERATION WILL** support educational initiatives to train managers and supervisors on how to support staff who have suffered from abuse.

**Political Action Standing Committee - Adopted at convention**

**138**

**THE FEDERATION WILL** continue to support organizations that help strengthen democracy in BC, such as the Canadian Centre for Policy Alternatives, the Broadbent Institute and the Tye; and

**THE FEDERATION WILL** encourage and support affiliates to provide members with the tools and information to increase their political literacy, become better informed and make choices based on reliable information sources.

**139**

**THE FEDERATION WILL:**

- continue its support of the BC NDP to keep working class and labour issues a priority;
- advocate for a strategic planning and action process encouraging progressive organizations throughout BC to collaborate on a unifying and mutually-supportive, long-term agenda for change; and
- encourage affiliates and partners to demonstrate broad-based support for the progressive legislation and policy changes by government, and establish that any efforts to ignore commitments or reverse progressive change carries political risk.

**141**

**THE FEDERATION WILL** maintain a state of election readiness in case a provincial election is held before the scheduled date of October 16, 2021; and

**THE FEDERATION WILL** encourage affiliates to maintain a state of election readiness.

**142**

**THE FEDERATION WILL** demand that the BC government amend the *Local Government Act*, and all other relevant Acts, so that municipal and school board employees are not required to resign their employ if successful in their respective municipal and school board elections.

**143**

**THE FEDERATION WILL** continue to undertake ongoing political action education in order to educate activists on how to work in political campaigns; properly participate in all-candidates meetings by asking labour relevant questions; and educate their coworkers, friends, family and neighbours on the importance of electing labour-friendly progressive candidates.

## **Women's Rights Standing Committee - Adopted at convention**

**145A Composite resolution to cover 145 and 147**

**THE FEDERATION WILL** encourage employers, including unions, to establish accessible quality childcare as a benefit within the workplace, where the workplace is of a size to accommodate a childcare centre; and

**THE FEDERATION WILL** encourage employers, including unions, with smaller workplaces to work with childcare associations to establish childcare centres in proximity to their workplaces; and

**THE FEDERATION WILL** demand ongoing provincial funding to achieve the quality, universal childcare system, as detailed in the \$10aDay childcare plan (community plan for a public system of integrated early care and learning); and

**THE FEDERATION WILL**, along with the Canadian Labour Congress, continue to work with the federal government to reduce the cost for families for quality accessible childcare.

#### **148A Composite resolution to cover 148 and 150**

**THE FEDERATION WILL** campaign for an amendment to the *Employment Standards Act* to provide all workers covered by the Act with at least five days of paid leave for attendance at medical appointments, legal proceedings, and any other necessary activities, in addition to existing leave entitlements, and be available to be taken as consecutive or single days or as a fraction of a day, without prior employer approval; and

**THE FEDERATION WILL** finally send a letter to Minister of Labour Harry Bains to advocate for same; and

**THE FEDERATION WILL** lobby the provincial government to implement and recognize the support working people need at the time of experiencing family violence, relationship abuse, domestic violence, intimate partner violence, or personal violence.

#### **149 Amended**

**THE FEDERATION WILL** lobby the provincial government to increase funding for transition houses and counselling for survivors of family violence, relationship abuse, domestic violence, intimate partner violence and personal violence.

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

#### **151 Amended**

**THE FEDERATION WILL** continue to lobby the provincial government to reinstate the full force of Grant's Law by ensuring that between the hours of 10:00 pm and 6:00 am there are always two workers present, or a protective barrier separating the worker from customers.

### **Late resolutions - Adopted at 2019 Executive Council meeting**

#### **152**

**THE FEDERATION WILL** call on the government to ensure workers on BC jobsites have the required skills to perform their craft properly and safely, by passing legislation to re-instate compulsory trades in British Columbia.

#### **153**

**THE FEDERATION WILL** continue to advocate for BC workers by lobbying the provincial government for a complete worker-focused review of the *Workers Compensation Act*, ensuring that it provides fair compensation, meaningful rehabilitation, and that injured workers who are permanently disabled receive fair and adequate lifetime pensions.

# ELECTIONS

## **PRESIDENT:**

- W. Laird Cronk, **IBEW**

## **SECRETARY-TREASURER:**

- Sussanne Skidmore, **BCGEU**

## **TRUSTEES:**

- Brenda Chu, **MoveUP** (four-year term)
- Frank Lee, **CUPE** (two-year term)
- Rory Smith, **BCGEU** (two-year term)
- Jeannie Andrews, **IATSE 891** (Alternate, two-year term)

## **LABOUR COUNCIL REPRESENTATIVES FOR EXECUTIVE COUNCIL:**

### **Lower Mainland representatives:**

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

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

- Darlene Gallant, **Victoria Labour Council**

### **BC Interior representative:**

- Ian Gordon, **North Okanagan Labour Council**

### **Northern BC representative:**

- Chrissy Polajzar, **North Central Labour Council**

## **EQUITY REPRESENTATIVES FOR EXECUTIVE COUNCIL:**

- Sky Belt, **PSAC, LGBTQ Workers' representative**
- Joulene Parent, **ILWU, Indigenous Workers' representative**
- Shanee Prasad, **BCTF, Workers of Colour representative**
- Shelley Saje Ricci, **CUPE, Indigenous Workers' representative**
- Sheryl Burns, **CUPE, Workers with Disabilities representative**



## BCFED STANDING COMMITTEES

### COMMUNITY & SOCIAL ACTION COMMITTEE

**Chair:**

Victor Elkins, **HEU**

Sky Belt, **PSAC**

Jim Dyball, **IBEW**

Terry Engler, **ILWU**

Gwenne Farrell, **MoveUP**

Bhaveena Goradia, **BCIT FSA**

Keith Martin Gordey,

**UBCP/**

**ACTRA**

Cheryl Greenhalgh, **HSA**

Harb Johal, **BCIT FSA**

Abby Leung, **UFCW**

Bill McMullan, **HEU**

Cindy McQueen, **CUPE**

Scott McRitchie, **USW**

Kari Michaels, **BCGEU**

Denise Moffatt, **BCFED**

Shannon Moore, **BCTF**

Sean Moores, **BCTF**

Steve Nasby, **ILWU**

Sheila Puga, **BCGEU**

Lucia Salazar, **FPSE**

Stephen Von Sychowski,

**Vancouver & DLC**

Anita Zaenker, **BCFED**

### CONSTITUTION & STRUCTURE COMMITTEE

**Co-chairs: Glen Hansman, BCTF; Terri Van Steinburg, FPSE**

Tim Armstrong, **CUPW**

David Black, **MoveUP**

Lynn Bueckert, **BCFED**

Frank Carr, **IUOE**

James Coccola, **BCGEU**

Peter Fenrich, **BCIT FSA**

Paul Finch, **BCGEU**

Jodi George, **HEU**

Walter Gerlach, **IAMAW**

Terry Gordon, **BCIT FSA**

Cheryl Greenhalgh, **HSA**

Orion Irvine, **CLC**

Patrick Johnson, **UFCW**

Scott Lunny, **USW**

Nav Malhotra, **CSWU**

Charlotte Millington, **HEU**

Jamey Mills, **PSAC**

Wayne Mills, **IUOE**

Toni Murray, **CEU**

Mike Old, **HEU**

A.D. Al Phillips, **UA**

Andy Ross, **UFCW**

Justin Schmid, **CUPE BC**

Russ St. Eloi, **UA**

Philip Venoit, **BC Building Trades**

Stephen Von Sychowski,

**Vancouver & DLC**

Sam Wiese, **BC FORUM**

Thom Yachnin, **BCGEU**

### EDUCATION COMMITTEE

**Chair: George Davison, FPSE**

Scott Ashton, **IBEW**

Robert Ashton, **ILWU**

**Canada**

Colette Barker, **HSABC**

Al Bieksa, **USW**

Greg Burkitt, **CUPE**

Carlos Carvalho, **CLC**

Phil Davis, **IBEW**

Nathan Devos, **BCIT FSA**

Gwenne Farrell, **MoveUP**

Sharon Geoghegan, **HSABC**

Walter Gerlach, **IAMAW**

Orion Irvine, **CLC**

Dan Kask, **ILWU**

Jason Mann, **UFCW**

Jamey Mills, **PSAC**

Jacques Percival, **BCFMWU**

A.D. Al Phillips, **UA**

Juli Rees, **HEU**

Paul Reniers, **BCIT FSA**

Rick Schaeffer, **BCGEU**

Fred Scott, **UFCW**

Deb Seaboyer, **PSAC**

Kendra Strauss, **SFU**

Dayna Sykes, **USW**

Gary Teeple, **SFU**

Karen Wong, **CUPE**

Anita Zaenker, **BCFED**

### HUMAN RIGHTS COMMITTEE

**Co-chairs: Victor Elkins, HEU; Sussanne Skidmore, BCGEU**

Ade Adesuyi, **UFCW**

Georgi Bates, **USW**

Christina Brock, **IBEW**

Sheryl Burns, **CUPE**

Darrell Causey, **UFCW**

Jennifer Chieh Ho, **PSAC**

Aimee Cho, **New**

**Westminster & DLC**

Cheryl Colborne, **CUPE**

Kassandra Cordero, **BCFED**

Karen De Francesco, **CUPW**

Jennifer Efting, **HEU**

Joyce Galuska, **MoveUP**

Sue Ghattas, **BCTF**

Sean Hillman, **FPSE**

Dan Kask, **ILWU**

Tamara Marshall, **USW**  
Karen McVeigh, **HEU**  
Sharryn Modder, **HEU**  
Kelly Moon, **IATSE**  
Jude Morrison, **BCIT FSA**  
Todd Patrick, **BCTF**  
Shanee Prasad, **BCTF**  
Maria Rodriguez, **HEU**  
Shelley Saje Ricci, **CUPE**  
Gunter Seifert, **MoveUP**  
Rick Singh, **IAMAW**  
Adrienne Smith, **CLC**  
Kati Spencer, **BCTF**  
Robert Strang, **PSAC**  
Natasha Tony, **IATSE**  
Annette Toth, **MoveUP**  
Tara Wilkie, **BCIT FSA**

**OCCUPATIONAL HEALTH &  
SAFETY COMMITTEE**

**Chair:**

**Karen Ranalletta, CUPE**

Sharon Barbour, **PSAC**  
Bob Barter, **IAHFIAW**  
Paul Bergin, **CEU**  
Mary Catherine Breadner,  
**USW**  
Dan Burroughs,  
**BC Building Trades**  
Brian Campbell, **BCFED**  
Mike Cartwright, **HEU**  
Jennifer Cheng, **BCIT FSA**  
Chris Cheung, **IAMAW**  
Laura Faccione, **BCFED**  
Gwenne Farrell, **MoveUP**  
John Fraser, **HEU**  
Nina Hansen, **BCFED**  
Brian Harder, **USW**  
Linda Harding, **PSAC**  
Angel Hoare, **CUPW**  
Jim Jarvie, **IBEW**  
Doug Kinna, **BCGEU**

Phil Klapwyk, **IATSE**  
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Lisa Langevin, **IBEW**  
Gord Lechner, **BCFED**  
Mike Lucas, **USW**  
Wendy Mah, **BCGEU**  
Mike Mayo, **IUOE**  
Tom McKenna, **CUPE**  
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Paul Pelletreau, **IAMAW**  
Ana Rahmat, **HEU**  
Lucia Salazar, **FPSE**  
Fred Scott, **UFCW**  
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Laura Snow, **CEU**  
Russ St. Eloi, **UA**  
Lori Stewart, **UBCP/ACTRA**  
Larry Stoffman, **UFCW**  
Brandon Thistle, **BCGEU**  
Annette Toth, **MoveUP**  
Josh Towsley, **IUOE**  
Les Veale, **USW**  
Don Ward, **IATSE**  
Cliff Wellicome, **ILWU**  
Teri Zunti, **BCFMWU**

**POLITICAL ACTION  
COMMITTEE**

**Chair:**

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Westminster & DLC**  
Robert Ashton, **ILWU**  
Brynn Bourke, **BC Building  
Trades**  
Patrick Bragg, **PSAC**  
James Coccola, **BCGEU**  
Emet Davis, **BCGEU**  
Cordell Draayers, **IAMAW**

Kyla Epstein, **BCIT FSA**  
Walter Gerlach, **IAMAW**  
Rick Hansen, **CUPW**  
Orion Irvine, **CLC**  
Abby Leung, **UFCW**  
Scott Lunny, **USW**  
Marcel Marsolais, **CUPE**  
Jaime Matten, **BCFED**  
Lori Mayhew, **MoveUP**  
Jamey Mills, **PSAC**  
Barb Nederpel, **HEU**  
Mike Old, **HEU**  
John Pesa, **IBEW**  
A.D. Al Phillips, **UA**  
Sharon Prescott, **CUPE**  
Garnett Renning, **BCFMWU**  
Carol Riviere, **HSA**  
Justin Schmid, **CUPE**  
Frank Scigliano, **ILWU**  
Nicole Seguin, **FPSE**  
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Russ St. Eloi, **UA**  
Chris Stephens, **TWU USW**  
Ron Stipp, **CLC**  
Bruce Temple, **UFCW**  
Josh Towsley, **IUOE**  
Terri Van Steinburg, **FPSE**  
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**Vancouver & DLC**  
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Diane Wood, **BC FORUM**

**WOMEN'S RIGHTS  
COMMITTEE**

**Chair:**

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Janet Andrews, **New  
Westminster & DLC**  
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Donisa Bernardo, **HEU**  
Angela Brathwaite, **IAMAW**

Rhonda Bruce, **HEU**  
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Barbara Tetu, **UA**  
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Joanne Walker, **HEU**

## **YOUNG WORKERS' COMMITTEE**

**Co-chairs: Caitlin Davidson-King, MoveUP – and- Kyle Knapton, ILWU**

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Kari Michaels, **BCGEU**  
Ryan Milligan, **UFCW**  
Denise Moffatt, **BCFED**  
Panta Mosleh, **UBCP/ACTRA**  
Telka Pesklevits, **BCFS**  
(guest)  
Tori Reid, **BCGEU**  
Brittany Roche, **UFCW\***  
Carmen Rogers Jones, **HEU**  
Geoff Stephens, **BCFMWU**  
Devon Stordy, **BCFMWU\***  
Karen Sunner, **CUPE**  
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Aaron Young, **CUPE**

## CONVENTION COMMITTEES

### BALLOTING COMMITTEE

#### Chairs:

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Susanne Bellefontaine,  
**BCGEU**

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Kari Bepple, **BCGEU**

Thomas Christen, **BCGEU**

Dawn Dreher, **BCGEU**

Cynthia Egli, **BCGEU**

Tanya Fralick, **BCGEU**

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Glen Hilton, **IBEW**

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Brad Kope, **BCGEU**

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Mike Mayo, **IUOE**

James Moe, **BCGEU**

Shea Morgan, **BCGEU**

Cina Opel, **BCGEU**

Coleen Nelson, **BCGEU**

Josh Petersen, **PSAC**

Mahen Ramdharry, **BCGEU**

Richard Schaeffer, **BCGEU**

Leslie Schulze, **BCGEU**

Craig Tott, **BCGEU**

Kip Wood, **BCTF**

### CREDENTIALS COMMITTEE

#### Chairs:

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**Stephen Von Sychowski**  
**(VDLC)**

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Clare Audet, **BCGEU**

Mat Baker, **IUOE**

Jean Bates, **UFCW**

Mary Catharine Breadner,  
**USW**

Marja Burrows, **FPSE**

Brandon Cox, **BCGEU**

Kevin Drager, **FPSE**

Shannon Dudley, **BCGEU**

Trever Garrett, **BCGEU**

Carole Gordon, **BCTF**

David Gutierrez, **UFCW**

Shirley Kay, **BCGEU**

Ray Keen, **IBEW**

Florentina Kelly, **BCGEU**

Bonnie Lennox, **BCGEU**

Sean Parkinson, **FPSE**

Harmony Raine, **CUPE**

Thierry Rouget, **BCGEU**

Siri Tilling, **BCGEU**

Deborah Wagner, **BCGEU**

### RESOLUTIONS COMMITTEE

#### Chairs:

**Val Avery, HSA**

**Laird Cronk, IBEW**

Val Avery, **HSA**

Sheryl Burns, **CUPE**

Pat Byrne, **IUPAT**

Laird Cronk, **IBEW**

Nancy Hay, **HSA**

Doug Kinna, **BCGEU**

Jason Mann, **UFCW**

Lori Mayhew, **MoveUP**

Doug McKay, **IBEW**

Karen McVeigh, **HEU**

Teri Mooring, **BCTF**

Sean Parkinson, **FPSE**

Paul Pelletreau, **IAMAW**

Sabrina Prada, **UBCP/ACTRA**

Todd Smith, **PSAC**

Ron Stipp, **CLC**

Josh Towsley, **IUOE**

Jessie Uppal, **USW**

### SERGEANT-AT-ARMS COMMITTEE

#### Chair:

**Brett Chapman, IUOE 115**  
**Joanne Quirk, IATSE 891**

Michael Annesley, **CUPE**

Sean Ball, **USW**

Ken Bellows, **UFCW**

Dan Bombardir, **BCGEU**

Jonathan Boulton, **BCGEU**

Tyson Burge, **BCGEU**

Brent Bush, **CUPW**

Val Cadamia, **CUPE**

Brett Chapman, **IUOE**

Sherry Earl, **UFCW**

Susanne Francoeur, **BCGEU**

Jane Gibbons, **CUPE**

Shawn Gough, **BCTF**

Meg Hoy, **HEU**

Dave Johns, **HEU**

Brenda Landry, **BCGEU**

Katerina Marios, **HEU**

Cory McGregor, **IBEW**

Eric Munro, **UFCW**

Jeanne Olineck, **CEIU**

Brittany Roche, **UFCW**

Les Rowe, **BCTF**

Pamela Pye, **BCGEU**

Kathleen Reed, **FPSE**

Linda Rowley, **BCGEU**

Dave (Dharmendra) Singh,  
**CUPE**

Simon Thompson, **FPSE**

Kaili Vesik, **BCTF**

Thomas Wheatcroft, **BCGEU**



**2018**  
**CONVENTION**  
**DELEGATES**

**LEVEL THE PLAYING FIELD**

**58TH CONVENTION**  
BC FEDERATION OF LABOUR

**NOVEMBER 26 – 30, 2018**



## EXECUTIVE OFFICERS

Irene Lanzinger (**President**)  
Aaron Ekman (**Secretary-Treasurer**)

Robert Ashton, **ILWU**  
Val Avery, **HSA**  
Donisa Bernardo, **HEU**  
David Black, **MoveUP**  
Brian Cochrane, **IUOE**  
Laird Cronk, **IBEW**  
Emet Davis, **BCGEU**  
George Davison, **FPSE**  
Robert Demand, **UNITE HERE!**  
Victor Elkins, **HEU**  
Paul Faoro, **CUPE**  
Glen Hansman, **BCTF**  
Dave Holmes,  
**BC Building Trades**  
Steve Hunt, **USW**  
Orion Irvine, **CLC**  
Phil Klapwyk, **IATSE**  
Michelle Laurie, **USW**  
Ivan Limpricht, **UFCW**  
Jamey Mills, **PSAC**  
Kim Novak, **UFCW**  
Karen Ranalletta, **CUPE**  
Stephanie Smith, **BCGEU**

## EXECUTIVE COUNCIL

Manuel Alvernaz, **CSWU**  
Janet Andrews, **New  
Westminster & DLC**  
Tim Armstrong, **CUPW**  
Shelley Balfour,  
**East Kootenay DLC**  
Paul Beacom, **Ironworkers**  
Meena Brisard, **CUPE**  
Amanda Bronswyk, **IATSE**  
Sheryl Burns, **CUPE**  
Chris Carolan,

## TNG/CANADA/CWA

Zailda Chan, **UNITE HERE!**  
Caitlin Davidson-King, **MoveUP**  
Trevor Davies, **CUPE**  
Mark Derton, **BC Regional  
Council of Carpenters**  
Gordon Ditchburn, **BCPFFA**  
Paul Finch, **BCGEU**  
Natalie Fletcher,  
**North Central LC**  
Guy Fraser, **UFCW**  
Walter Gerlach, **IAMAW**  
Keith Martin Gordey,  
**UBCP/ACTRA**  
Shawn Henter, **Teamsters**  
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Graeme Johnston, **BCFMWU**  
Dusty Kelly, **VMA**  
Frank Kohlberger, **PEA**  
Robert Larson, **DGC**  
Lee Loftus, **IAHFIAW**  
Scott Lovell, **ATU**  
George MacPherson, **Shipyards  
General Workers' Federation**  
Lori Mayhew, **MoveUP**  
Cindy McQueen, **CUPE**  
Karen McVeigh, **HEU**  
Teri Mooring, **BCTF**  
Al Phillips, **UA**  
Danielle Pohl, **Fraser Valley LC**  
Shanee Prasad, **BCTF**  
Shelley Saje Ricci, **CUPE**  
Chris Sherman, **IBEW**  
Sussanne Skidmore, **BCGEU**  
Todd Smith, **PSAC**  
Laura Snow, **CEU**  
Miriam Sobrino, **HSA**  
Teresa Tracy, **IUOE**  
Terri Van Steinburg, **FPSE**  
Jennifer Whiteside, **HEU**  
Diane Wood, **BC FORUM**  
Kenzie Woodbridge, **BCIT FSA**

## DELEGATES

### ATU 1724

Tyler Felbel  
Michelle Hertner

### BC FORUM

Sam Wiese

### BCFMWU

Carl Campbell  
Lisa Hayes  
Dan Kimmerly  
Brian Lalli  
Kevin Lee  
Robert Martin  
Iris Sunday

### BCGEU

Kathryn Adams  
Masoud Aminzavvar  
Frank Anderson  
Megan Ashbury  
Clare Audet  
Tom Babott  
Bronwen Barnett  
Dorothy Bartsoff  
Cindy Battersby  
Bertha Bell  
Susanne Bellefontaine  
Erika Belsheim  
Kari Bepple  
Mauricio Bermudez  
Dan Bombardir  
Paul Brown  
Tyson Burge  
Bobbi Burrus  
Brian Calderwood  
Brent Camilleri  
Thomas Christen

Amena Cleveland  
James Coccola  
MJ Colquhoun  
Mike Connolly  
Richard Consalvi  
Brandon Cox  
Christine Crawford  
Matt Damario  
Barb Darroch  
Robert Davis  
Scott De Long  
Oliver Demuth  
Kusam Doal  
Dawn Dreher  
Shannon Dudley  
April Duffield  
Andrea Duncan  
Doug Dykens  
Cynthia Egli  
Sarah Fawns  
Charmaine Fines  
Tammy Fisher  
Darryl Flasch  
Anne Fournon  
Janet Fowlie  
Judy Fox-McGuire  
Tanya Fralick  
Susanne Francoeur  
Sue Frith  
Trevor Garrett  
Cheryl Gilbert  
Sheri Graham  
Wynn Hartfelder  
Lois Higgins  
Gary Horsman  
Kelly Hutchinson  
Cindy Ingram  
Lori Isaac  
Shabina Jahan-Chaudhary  
Arnold Jenner



Lori Joaquin  
Anna Johnson  
Faith Johnston  
Robert Kary  
Russell Katzer  
Shirley Kay  
Jennifer Keenan  
Florentina Kelly  
Simon Kelly  
Karen Kenney  
Doug Kinna  
Steve Kitcher  
Maria Kolezar  
Selena Kongpreecha  
Bradley Kope  
Brenda Landry  
Kurt Langdon  
Suzanne Langdon  
Bonnie Lennox  
Tammy Lewis  
Joanna Lord  
Dave MacDonald  
Kimberlee Macgregor  
Katherine Manner  
Danielle Marchand  
Roxanne Martel  
Paz Mazaredo  
Sandi McCreight  
Kelly Mcdonald  
Lisa McDonald  
William McKerrow  
Megan McKinney  
Marilyn Mclean  
Jo Ann Medel  
Maria Middlemiss  
James Moe  
Helene Mohoric  
Shea Morgan  
Shannon Murray  
Colleen Nelson  
Cina Opel  
Diane Philbrook  
Jackie Pierre

Judi Porter  
Laurie Proudfoot  
Sheila Puga  
Dean Purdy  
Pamela Pye  
Ping Qiu  
Kevan Ram  
Drina Read  
Tori Reid  
Helen Repole  
Susan Ross  
Thierry Rouget  
Roxanne Round  
Linda Rowley  
Amber Rudek  
Leanne Salter  
Roy Scafe  
Jessica Scafe  
Richard Schaeffer  
Ryan Schmid  
Mike Schmidt  
Leslie Schulze  
Erin Sikora  
Robyn Smith  
Rory Smith  
Erica Sutherland  
Karen Tankard  
Siri Tilling  
Richard Tones  
Craig Tott  
Ana Treijs  
Lisa Trolland  
Tahnee Trusler  
Jocelyn Vandenheuvel  
Neil Vokey  
Megan Washington  
Pat Westerlund  
Thomas Wheatcroft  
Marsha Wiebe  
Monica Wyllie  
Thomas Yachnin

**BCGEU-CEU**

Roberto Agnello  
Adam Andrews  
Belinda Becker  
Kevin Bennett  
David Gaskill  
Michael Hess  
James Morrison  
Toni Murray  
Debbie Naidu  
Greg Thuveson

**BCIT FSA**

Chas Bains  
Peter Fenrich  
Colin Jones  
Nancy Knaggs  
Silvia Raschke

**BCTF**

Kevin Amboe  
Liz Baverstock  
Jatinder Bir  
Donna Brack  
Jennifer Brooks  
Donna Bulmer  
Shannon Busby  
Terry Callender  
Reid Clark  
Wendy Cook  
Tanja Cvekic  
Donna Dunn  
Tyler Emoff  
Rae Figursky  
Lourdes Friess  
Antonella Garcia  
Carole Gordon  
Shawn Gough  
Laurence Greeff  
Gavin Hainsworth  
Derek Imai  
Allison Jambor

June James  
Kavan Johal  
Clint Johnston  
Devinder Kaila  
Leslie Kemp  
Tanya Kerr  
Cora Kinoshita  
Rick Kumar  
Mahima Lamba  
Wes Lazaroff  
Vanessa Lefebvre  
Haymen Leong  
Jack MacDermot  
Julia MacRae  
Katie Marsh  
Bhupinder Mattoo  
Bruce Mccloy  
Tim McCracken  
Nora Moslin  
Doug Murray  
Karine Ng  
Deborah Nostdal  
Julia O'Kane  
Elaine Ong  
Carolyn Pena  
Stephen Platzer  
Jody Polukoshko  
Alison Roche  
Les Rowe  
Norm Sabourin  
Brett Salary  
Brian Sampson  
Sanjit Sangha  
James Sanyshyn  
Darryl Schelp  
Sarah Shove  
Gurinder Sidhu  
Susanne Simon  
Kristin Singbeil  
Leanne Sjodin  
Heather Skuse  
Doug Smuland  
Trevana Spilchen

Judy Stewart  
Darren Storsley  
Robin Toscza  
Susan Trabant  
Kaili Vesik  
Michael Wen  
Steve Wenglowski  
Ian Weniger  
Kip Wood  
Susan Yao

**Campbell River, Courtenay & DLC**

Cindy Gaboury  
Ben Olsson

**CSWU 1611**

Bruce Ferguson  
Jack Ferreira  
Manuel Figueiredo  
Eduardo Gomes  
Danny Klein  
Mark Olsen  
Oscar Sanchez  
Richard Saunders  
Merrick Walsh

**CUPE 1004**

Tuesday Andrigh  
Amber Bartlett  
Dennis Donnelly  
Ryan Groundwater  
Mark Hancock  
Tania Jarzebiak  
Andrew Ledger  
Frank Lee  
Gary Parker

**CUPE 1048**

Karen Welch

**CUPE 1091**

Larry Johnston

Alexis MacPherson  
Eileen Penney  
Patti Price  
Ian Reade

**CUPE 116**

Roger De Pieri  
Richard Gee  
David Lance  
Jim McKay  
Leah Murray  
Bill Provenzano  
Georgina Stark

**CUPE 118**

Stacy Watton

**CUPE 15**

Sally Bankiner  
Allison Bell  
Alex Fowler  
Kamal Gautam  
Ravina Lal  
Kyle Larson  
Thomas Leung  
Debbie Mohabir  
Donna Petersen  
Santino Scardillo  
Cynthia Schadt  
Warren Williams

**CUPE 1816**

Margarette Campbell  
Christine Johnson  
Beth Miller  
Roger Pearce

**CUPE 1908**

Kevin Hansen

**CUPE 1936**

Deea Bailey

Sheryl Burns  
Camille Cabatuando  
Leslie Carlberg  
Daniela Escolar  
Lee Ann Lalli  
Valeria Mancilla

**CUPE 2011**

Shana Kirkland  
Michael Roth  
Jeff Skippen

**CUPE 2081**

Erynne Grant  
Keith Todd

**CUPE 23**

Sarah Bjorknas  
Bruce Campbell  
Simon Challenger  
Denis Dionne  
Shannon Field  
Raf Olejniczak  
Adrian Blake  
Jason Collins  
Veena Rao  
Geraldine Wall

**CUPE 2396**

Jenelle Davies

**CUPE 2950**

Melody Chou  
Brett Dimond  
Hollie Griffin  
Maria Ho  
Grace Lai  
Susanne Lester  
Jack Lloyd  
Shehnaz Motani

**CUPE 3376**

Max Miles

**CUPE 338**

Kiran Kooner  
Sharon Prescott  
Justin Schmid  
Clay Suddaby

**CUPE 3479**

Michelle Waite

**CUPE 3500**

Nicole Edmondson  
Harmony Raine  
Carlo Sia

**CUPE 3523**

Ronn Dunn  
David Tether

**CUPE 3570**

Troy Forster  
Ewen Rycroft

**CUPE 374**

Shireen Clark  
Amanda Irving  
Melissa Kirk

**CUPE 3742**

Ellen Bryden  
Karen Wong

**CUPE 379**

John Delima  
Tommy Fagan  
Simi Hundle  
Virginia Kay  
Shona Kelly  
Lester Drew Paris

Paul Simpson  
Michael Vanderlans

**CUPE 3799**

Dale Laluk  
Caroline Sewell

**CUPE 386**

Brett Hobkirk  
Gord MacDonnell  
Natasa Muhic  
Dan Person  
Mike Richard  
Matt Sessions

**CUPE 389**

Matt Byers  
Hermila Gallaher  
Joyce Griffiths  
Dinesh Kapoor  
Kathy McMahan  
Cindy McQueen  
Carol Nordby  
Tina Nowaczewski  
Dalton Taylor  
Tony Volpe

**CUPE 391**

Anne Dodington  
Johnathan Dyer  
Tanya Ferry  
Wendy Fletcher  
Aliza Nevarie

**CUPE 394**

Tom Knowles  
Scott Burbidge

**CUPE 401**

Blaine Gurrie  
Jenny James

**CUPE 402**

Michael Annesley  
Steven Broad  
Rick Chapman  
Sandra Cole  
Tobias Daniel  
Mike Guraliuk  
Jeannie Kilby  
Darcy McPartlin  
Casey Orth  
Lisa Owens  
Denise Parks  
Rick Tanaka

**CUPE 403**

Jordana Feist

**CUPE 409**

Marcel Marsolais

**CUPE 454**

Nick Angrignon  
Kathleen Chan  
John Gibson  
Jeff Kirkbride  
Tamara Laza

**CUPE 458**

Regan Gehman  
Brad Hanninen  
Darlene Worthylake

**CUPE 459**

Maggie Clark  
Amber Leonard

**CUPE 5101**

Tara Brooks  
Nancy Fee  
Sherrene Ross

**CUPE 5523**

Gray Boisvert  
Donelda Gamage  
Linda Tifenbach

**CUPE 556**

Karen Garrett

**CUPE 561**

Jennifer Brookes  
Don Duncan  
Jane Gibbons  
Leanne Hargrave  
Susan Heard  
Debbie Monkman

**CUPE 606**

Ken Best  
Steve Fielden  
Laurie Jenks  
Robert Zver

**CUPE 608**

Amanda Lust

**CUPE 7000**

Steve Favero  
Janice Kovacs  
Terry Mercer  
Liam O'Neill  
Tony Rebelo

**CUPE 703**

Anna Marer

**CUPE 716**

Lisa Devitt  
Brigitte Dvorak  
Ian Hillman  
Colleen Martins  
Stacey Robinson

Cody Rogers  
Nancy Williams

**CUPE 718**

Dal Benning  
Marianne Thomas

**CUPE 727**

Nadine Doucette  
Nadine White

**CUPE 728**

Randy Anderson-Fennell  
Val Cadamia  
Marcey Campbell  
George Hardy  
Nora Hooper  
Corey Hyslop  
Eric Jaworski  
Mark Kawakami  
Anna Meadows  
Tammy Murphy  
Theresa Pidcock  
Dave Singh

**CUPE 774**

Ryan Doman  
Julie McLean  
Joe Rodrigue

**CUPE 873**

Matthew Bordewick  
Annemarie Byers  
Corey Froese  
Dustin Jackson  
Ashton Paradis  
Robert Parkinson  
Sophia Parkinson

**CUPE 900**

Adam Jensen  
Travis Carlin

**CUPE 951**

Page DeWolfe  
Ted Godwin  
Kara White

**CUPW Cranbrook**

Brent Bush

**CUPW Fraser Valley West**

Angela Hoare  
Karen De Francesco

**CUPW Lower Mainland**

Devan Ritchie  
Aaron Spires  
John Tweed  
Kelly-Ann Westhaver  
CUPW Victoria  
Janet Barney

**East Kootenay District LC**

Jackie Spain

**FPSE**

Shirley Ackland  
Bill Archibald  
Jacquie Arndt  
Cherylynn Bassani  
Lesley Burke-O'Flynn  
Marja Burrows  
Graeme Cheadle  
Natalie Clark  
Jacquie Conway  
Frank Cosco  
Weldon Cowan  
Bob Davis  
Kevin Drager  
Amber Engel  
Teresa Fedorak  
Stephen Fielding  
Blair Fisher  
Tom Friedman

Rachel Garrick  
Alex Hass  
Christopher Hethrington  
Ben Heyde  
Sean Hillman  
Marc Kampschuur  
Joan Kaun  
Romy Kozak  
Mary Kruger  
Raphael Lagoutin  
Marie Low  
Stuart Malinowski  
Sharon Mansiere  
Scott McLean  
Len Millis  
Mahtab Nazemi  
Christina Neigel  
Sean Parkinson  
Susana Phillips  
Stephen Ramsay  
Kathleen Reed  
Sheree Ronaasen  
Deanna Roozendaal  
Erin Rozman  
Gordon Rudolph  
Lucia Salazar  
Mark Salopek  
Nicole Seguin  
Karen Shortt  
Jessie Smith  
Glen Stanger  
Neil Stubbs  
Melissa Svendsen  
Simon Thompson  
Zoe Towle  
Jacqueline Vapenik  
Tim Walters  
Rita Wong

**Fraser Valley LC**

Danielle (DJ) Pohl

### **GWU 333**

Moore Chris  
Gerry Gault  
Doug Lea-Smith  
Kevin Ling

### **HEU**

Nildo (Arniel) Abella  
Angela Allen  
Tracey Augustine  
Romuel (Roy) Balayan  
Rori Bale  
Heather Barschel  
Christopher Batting  
Carmen Belanger  
Ken Bennett  
Barbara Biley  
Chena Binns  
Catherine Black  
Jason Blond  
Darlene Bown  
Shelley Bridge  
Lorraine Bruce  
Rhonda Bruce  
Italia Cameron  
Christopher (Chris) Carr  
Erica Carr  
Mike Cartwright  
Maria Celeste  
Candace Charalambidis  
Lawrence Cheung  
Lucinda Cheung  
Julie Chmielewski  
Lisa Crema  
Gemma De Jesus  
Talitha Dekker  
Shannon Den Duyf  
Jonathan Donaldson  
Michael Dunne  
Debbie Dyer  
Jody Dziuba  
Kim Eang

Sandra Elkin  
Ivy Eriksen  
Lina Fernandez  
Rosanna Flewitt  
Weldon Friesen  
Predrag Gajic  
Jodi George  
Baljit Gill  
Abraham Goldberg  
Gunwant Grewal  
Sandra Grindley  
Nahid Gul  
Janet Hall  
Raymond Hamm  
Bonnie Hammermeister  
Donna Hanley  
Barbara (Barb) Hayden  
Melanie Hayden  
John Hodgson  
Lydia Houle  
Megan Hoy-Mcafee  
Trudy Hulley  
Maria Fe Infante  
Paul Jackson  
David Johns  
Michelle Jolley  
Laura Kane  
Cindy Keller  
Trevor Kelly  
Philip Kha  
Graham King  
Debra Klettke-Elcome  
Kelly Knox  
Lisa Kreut  
Adri-Anne Kroll  
Daniel (Woody) Laforest  
Georgina Lawless  
Chris Ledrew  
Darcy Leeworthy  
Tommy Liu  
George Loewen  
Maria Lugs  
Caroline Mah



Heather Mandziuk  
Paula (Pritpal) Mann  
Sara Mann  
Katerina Marios  
Teresa McCoy  
Stuart McCready  
Liz McDonagh  
Barbara McLeod  
William (Bill) McMullan  
Paulette Meier  
Tammy Meise  
Melanie Miles  
Charlotte Millington  
Tyler Moore  
Kathryn Munn  
Lindsey Munson  
Barbara Nederpel  
Dorothy Nelson  
Gail Neufeld  
William (Dave) Newcombe  
Shelby O'Brien  
Balbina Olkiewicz  
Lorraine O'Mara  
Julie Ovens  
Mark Perry  
Elizabeth (Beth) Pettett  
Susan Pinder  
Elizabeth Poitras  
Stacy Porter  
Maryann Pyne  
Bryan Ramage  
Jennifer Ranyard  
Drew Robertson  
Ken Robinson  
Frances Roche  
Chrystal Rose  
Valerie Sailer  
Jennel Sample  
Baldeesh Sandhu  
Baljit Sandhu  
Sheryl Sanjenko  
Ivonne Santizo  
Crystyna Sawyer

Michael Sevigny  
Kathy Sharp  
Christine Shovar  
Anal Singh  
Joyce Sisson  
Deanna Smith  
Barry (Brijender) Sohal  
Christopher Suderman  
Jason Sullivan  
Ernie Tanguay  
Monica Thiessen  
Cathy (Catherine) Thomson  
Ratna Tithh  
Rebecca Tolentino  
Juliana Tomljenovic  
Suzan Tschaplinski  
Betty Valenzuela  
Karin Vik  
Louella Vincent  
Joanne Walker  
Mary Wierzejski  
Sharon Williams  
Bev Wishart  
Michael Wright  
George Yeulett

#### **HSA**

Christine Ambrose  
Sheila Anderson  
Ramzan Anjum  
Mandi Ayers  
Osman Azad  
Donna Barker  
Val Barker  
Carol Blake  
Alwyn Chan  
John Christopherson  
Ella Chrobak  
Tammam El-Khodor  
Carla Gibbons  
Jas Giddha  
Laurie Golemiac  
Cheryl Greenhalgh

Nancy Hay  
Osita Hibbert  
Derrick Hoyt  
Cherylee Hylands  
Candis Johnson  
Sherry-Lee Lewis  
Andy Longhurst  
Nadia Louzi  
Heather Maschek  
Nicole McIntosh  
Janice Morrison  
Charlotte Nanalal  
Becky Packer  
Ron Regier  
Carol Riviere  
Annemarie Rongve  
Karen Sandhu  
Joe Sebastian  
Anthony Tung  
Louise Vaile  
Jed Whitehouse  
Caroline Widgiz

**IAFF 18**

Dustin Bourdeaudhuy

**IAFF 19**

Chris Coleman

**IAHFIAW 118**

Robert Barter  
Ashley Duncan  
Garrett Gronick

**IAMAW 1857**

Bill MacPherson

**IAMAW 1858**

Paul Pelletreau

**IAMAW 764**

Stephen Delaney

Christy Dixon  
Austen Knight

**IATSE 118**

Jordan Both  
Dustin Burns

**IATSE 669**

Crystal Braunwarth  
Christina Kasperczyk

**IATSE 891**

Jeane Andrews  
Mike Barnes  
Amanda Bronswyk  
Casey Chan  
Kerri Coombs  
Mitch Davies  
Dana Gaudet  
Kyle Gauthier  
Axel Gonzalez  
Jonathan Helgason  
Nancy Hum-Balbosa  
Buck Jolicoeur  
John Keys  
Phil Klapwyk  
Milton Loo  
Sean McQuillan  
Amy Miller  
Violet Modaresi  
Kelly Moon  
Julia Neville  
Chuck Newson  
Joanne Quirk  
Ron Simmons  
JP Sorensen  
Jim Stanworth

**IBEW 1003**

Ray Keen

**IBEW 213**

Corry Anderson-Fennell  
Scott Ashton  
Darcy Biln  
Albert Bortolussi  
Brynn Bourke  
Sandra Brynjolfson  
Veronica Chicas-Melendez  
Emelia Colman-Shepherd  
Phil Davis  
Jim Dyball  
Rav Ghuman  
Lisa Langevin  
Jim Lofty  
Becky Lupton  
William Maarsman  
Shelley McEachern  
Todd Nickel  
Ryan Osborne  
John Pesa  
Manraj Randhawa  
Mandeep Saggu  
Jeff Self  
Adam Van Steinburg  
Mervyn Van Steinburg

**IBEW 230**

Chris Anthony  
Collin Heuman  
Christian MacRae  
Ray Perlstrom  
Mark Peters  
Shane Scott  
Phil Venoit

**IBEW 258**

Nicole Biernaczyk  
Michelle Boudreau  
Lianne Bunting  
Larry Byhre  
Brandon Dyck  
Vicki Flett

Natalie Gidora  
Dean Kotaras  
Klaus Kraft  
Doug McKay  
Dave McMinn  
Don McNabb  
Robert Munro  
Gerald Pope  
Williams Trevor

**IBEW 993**

Lorne Fisher  
Glen Hilton  
Douglas McDonald  
Darryl Schmidt

**IBT 155**

Shawn Henter  
Joe Hermoza  
Darrin Pearson  
Barrie Poirier  
Lorrie Ward

**ILWU 400**

Terry Engler  
Kyle Knapton

**ILWU 500**

Antonio Bonamin  
Al Carrigan  
Eric Chohan  
Aman Lalli  
Gary Moorman  
Joulene Parent  
Hart Schorneck

**ILWU 502**

Tom Doran  
Aaron Hoolsema  
Rick Hurtubise  
Jessica Isbister  
Hermen Kailley

Cara Kerins  
Jeremy Noullett  
Kal Uppal

**ILWU 505**

Genevieve Lorenzo

**ILWU 508**

Dan Kask

**ILWU 514**

Frank Scigliano

**ILWU 517**

Michael Macfarlane  
Shane Pittman

**ILWU 519**

Dave Pritchett

**ILWU 520**

Rachael MacDougall

**ILWU 522**

Jason Woods

**ILWU 523**

Regan Fletcher

**IUOE 115**

Matt Baker  
Dennis Best  
Frank Carr  
Brett Chapman  
Brian Cochrane  
Herb Conat  
Chelsea French  
Goretti Guilbault  
Leanne Hughf  
Mike Mayo  
Wayne Mills

Don Swerdan  
Josh Towsley

**IUOE 882**

Adrian David  
Derrick Willms

**IUOE 963**

Tim Chester  
Tim Devivo  
Harjit Khangura  
Paul Loeman

**IUPAT 38**

Pat Byrne  
Justin Chapman  
Adrian Horsburgh  
Dan Jajic  
Marv Magnison  
Tom Sigurdson  
Kevin Weston

**Kamloops & DLC**

Lois Rugg

**MoveUP 378**

Safar Alikhani  
Romina Ambrosio  
Anderson Charles  
Brenda Chu  
Colin Clark  
Hani Dakkak  
Bryan Finstad  
Daniel Fung  
Milena Kollay  
Janice Krieger  
Rysa Kronebusch  
Sheela Kumar  
Francis Lamiel  
Melissa Maher  
Colleen Rayner  
Sal Ruffolo

Bruce Sarvis  
Gunter Seifert  
Christy Slusarenko  
Lana Topic  
Annette Toth  
Dora Wong  
Elizabeth Zlot

**Nanaimo, Duncan & DLC**

John Humphrey  
Cina Opel  
Ellen Oxman

**New Westminster & DLC**

Aimee Cho  
Yudon Garie  
Elaine May

**North Central LC**

Kelly Boudreau

**North Okanagan LC**

Shane Curveon  
Ian Gordon  
Ron Stipp

**PEA**

Brett Harper  
Taso Kourtessis  
Scott McCannell  
Melissa Moroz  
Cherene Palmer  
Aleasha Wegner

**PEA-HESU**

Christina Lloyd-Jones

**PSAC 20040 CIU**

Alex Yip  
Leila Jaakkola  
David Knoblauch

**PSAC 20040 USJE**

Mike Britton

**PSAC 20042 CIU**

Leanne Hughes

**PSAC 20044 AGRU**

Sky Belt

**PSAC 20045 CIU**

Keith Palmer

**PSAC 20045 UVAE**

Michael Shane Polak

**PSAC 20090 UHEW**

Richard May

**PSAC 20095 UPCE**

Joanne Hay

**PSAC 20220 UCTE**

Andre Bessette  
Robert (Bert) Farwell

**PSAC 20221 UCTE**

Dave Clark  
Barry Tchir

**PSAC 20500 DCL**

Curtis Martin

**PSAC 20729 UHEW**

Nickie-lee Dagasso

**PSAC 20901 CEIU**

Vanessa Miller

**PSAC 20903 CEIU**

Stephen Klaver

**PSAC 20910 CEIU**

Samina Anwar

**PSAC 20914 CEIU**

Jeanne Olineck

**PSAC 20918 CEIU**

Ed King

**PSAC 20921 CEIU**

Roger Leroux

**PSAC 20926 CEIU**

Nikki McVey

**PSAC 20937 CEIU**

Kevin Au  
David Le

**PSAC 20938 CEIU**

Paul Croes

**PSAC 20941 CEIU**

Deb Foster

**PSAC 20943 CEIU**

Daniella Cairns

**PSAC 20944 CEIU**

Patricia Martin

**PSAC 20947 CEIU**

James Brierley

**PSAC 20964 CEIU**

Susie Blyth

**PSAC 20974 CEIU**

Crystal Warner

**PSAC 21007 UNDE**

Nigel Pollard

**PSAC 21008 UNDE**

David Bradt  
Brenda Kipot

**PSAC 21009 UNDE**

Josh Peterson

**PSAC 21011 UNDE**

Danielle Dardengo

**PSAC 21013 UNDE**

Ryan Simmonds

**PSAC 21016 UNDE**

Shawn Creamer  
Kevin Hunt

**PSAC 21018 UNDE**

Rick Levigne

**RWU 517**

Colin Bonner  
Tyson Costa  
Jared Zazubek

**RWU 580**

Shawn Lakusta  
Aaron Larson  
Mike Molag

**SEIU 2**

Gerry Bergunder  
Brad Dahl  
Raj Dhaliwal  
Trevor Fletcher  
Regan Laraway  
John Locke

**SJCIU 9**

Richard Lata

**South Okanagan Boundary LC**

Greg McGowan

**TWU-USW 1944**

Robin Arndt  
Brett Barden  
Steve McWhirter  
Perry Pasqualetto  
Michael Phillips  
Lee Riggs  
Chris Stephens

**UA 170**

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Barry Donaldson  
Gordon Forbes  
Susan Hickey  
Raven McMahon  
Cassandra Naymie  
Al Phillips  
William Qually  
Taj Reed  
Russel St. Eloi

**UBCJA 1541**

Ken Podgogornik

**UBCJA 1907**

Jason Sarac  
Julie Sawatsky

**UBCJA 2404**

Derek Hyson  
Steve Reid

**UBCP/ACTRA**

Michelle Brezinski  
Keith Martin Gordey

Bonnie Hay  
Winnie Hung  
Nitha Karanja  
Angela Moore  
Sabrina Prada  
Alvin Sanders  
Darby Steeves

**UFCW 1518**

Adeleke Adesuyi  
Becky Axom  
Jean (Rhonda) Bates  
Kenneth Bellows  
Hailey Brandner  
Sandra Brandson  
Ashley Campbell  
Laura Cipolato  
Peter Drombrowski  
Sherry Earl  
Jaime Emerson  
Virgilio Encarnacion  
Michelle Fedosoff  
Marylou Fonda  
Nanette Fredericks  
David Gutierrez  
Tamara Hammell  
Rebecca Hartley  
Patrick Johnson  
Jake Kardosh  
Danette Lankmayr  
Abby Leung  
Ivan Limpright  
Kelly Malcomson  
Jason Mann  
Kaci Martens  
Adam Matran  
Rajiv Mehra  
Robert Milan  
Kate Milberry  
Tyler Missere  
Samantha Monckton  
Eric Munro  
Brian Nasu

Stefan Nielsen  
Kim Novak  
Diana Perez  
Dave Porteous  
Michael Reid  
Brittany Roche  
Matt Rose  
Brianna Rota  
Lazina Sahib  
Eleanor Smith  
Stephanie Smith  
Kevin Sparkes  
Daxter Stucki  
Jennifer Vecchio  
Niska Vollert  
Ryann Von Schleinitz  
Dave Wilson

#### **UFCW 247**

Kathleen Allen  
Guy Fraser  
Sandra Geldart  
Dan Goodman  
Suzanne Hodge  
Doug Insley  
Gorden McDonald  
Sandra Peters

#### **UNBCFA**

Bruce Bidgood  
Dawn Hemingway

#### **UNITEHERE! 40**

Christina Bencze  
Zailda Chan  
Robert Demand

#### **USW 2009**

Mycal Barrowclough  
Nathan Beausoleil  
Al Bieksa  
Mike Duhra

Alex Gendron  
Hardy Gill  
Pablo Guerra  
Brian Harder  
Cindy Lee  
Dayna Sykes  
Jessie Uppal  
Mitch Verhage  
Brad West

#### **USW 2017**

Joemel Aldon  
Tawinder ` Dhak  
Paul French  
Chris Gogolin  
Tim Gutterson  
Boota Johal  
Clayton Kinder  
Sylvain Minville  
Brad Mores  
Brian O'Rourke  
Rod Park

#### **USW 417**

Philip Ducharme  
Kim Godyn  
Mike Iaccino  
Fran Johnson  
Eric Will

#### **USW 423**

Marty Gunderson  
Deanne Kary  
John McKnight  
Scott Summers

#### **USW 480**

Brian Onyschak  
Chris Vaughan  
Chris Walker  
Jay Walters



**USW 7619**

Sean Ball  
Mary Catharine Breadner  
Bob Matters

**USW 9346**

Sean Harris  
Scott Lunny  
John Radosevic

**Vancouver & DLC**

Betty Bi  
Keith Stone  
Stephen von Sychowski

**Victoria LC**

Darlene Gallant  
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Sylvia Brow **Executive Assistant**  
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Kelly West **Executive Assistant**  
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