

Summary of Proceedings

BC Federation of Labour

60th Convention:

Workers Front and Centre

November 21-25, 2022

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Resolutions Adopted At:

Convention 2022; Executive Council January 19, 2023; Executive Officers March 9, 2023

General resolutions - Adopted at convention

Emergency Composite 1A to cover Emergency 1 and 2

THE FEDERATION WILL condemn the atrocities and violence inflicted by the Iranian regime that has resulted in the death of more than 300 civilians in the last two months for protesting the government and advocating for women's rights;

THE FEDERATION WILL lobby on its own, and through the CLC and global labour organizations, to expel Iran from the International Labour Organization (ILO) due to its human and labour rights violations; and

THE FEDERATION WILL stand in solidarity with the people of Iran for their fight for freedom, equality, prosperity, and take action to defend their rights and their families' rights.

2201

THE FEDERATION WILL lobby the Knowledge Network to showcase a more diverse view of BC, including more labour-focused content, ensuring that the stories of working people from all parts of our province are heard; and

THE FEDERATION WILL further lobby the Knowledge Network to ensure that unionized workers are used, wherever possible, in the productions that they fund and broadcast.

2203

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; and

THE FEDERATION WILL continue to lobby provincial governments to allow for free collective bargaining that leads to a robust, healthy and effective public sector through investments in workers and workplaces.

2204

THE FEDERATION WILL work with the affiliated unions to encourage the provincial government to legislate an annual cost-of-living allowance as a minimum employment standard for all workers.

2205 to cover 2206

THE FEDERATION WILL lobby the provincial government to establish minimum standards of care and a workforce strategy for long-term care; and

THE FEDERATION WILL lobby the provincial government to establish funding for long-term care transitioning to community-based, public or non-profit long-term care homes; and finally

THE FEDERATION WILL support immediate measures addressing staffing in long-term care by addressing compensation, lack of full-time work, while establishing intensive recruiting and training initiatives.

2207

THE FEDERATION WILL lobby the provincial government to ensure that public funds are directed to existing regulated and licensed care services by providing increased wages for workers, investing in measures to keep workers safe, and expanding the number of care spaces available, so that they can provide accessible, affordable and high-quality care; and

THE FEDERATION WILL lobby with organizations that support migrant worker caregivers so they are involved in decision-making for pandemic recovery; and to create an expedited path to permanent resident status for immigrant care workers so that they can access health care and worker protections on arrival; and

THE FEDERATION WILL advocate to ensure that personal protective equipment is being provided to migrant workers, conduct inspections on their working conditions, and ensure they have income support.

2208A Composite resolution to cover 2208 and 2209

THE FEDERATION WILL lobby the provincial government for at least fifteen (15) days of employer-paid illness or injury leave, and five (5) days of paid family responsibility leave annually for all workers so that everyone -- particularly those in front-line jobs -- can protect their health and that of the rest of the population; and

THE FEDERATION WILL lobby the provincial government to remove eligibility requirements to access these leaves; and

THE FEDERATION WILL campaign to eliminate the stigma related to using sick leave for mental as well as physical health recovery.

2210A Composite resolution to cover 2210 and 2211

THE FEDERATION WILL lobby the BC government to tackle food insecurity and poverty by raising income assistance and the minimum wage to the level of the highest living wage in BC within the next five (5) years and then adjust annually so no one has to choose between food or rent.

2212

THE FEDERATION WILL make all efforts whenever possible to provide an online hybrid option for all in-person meetings, training courses and events, and encourage affiliates to do the same.

2213

THE FEDERATION WILL lobby the provincial government to improve access to and increase funding for pain clinics; and

THE FEDERATION WILL encourage government to create independent, unionized treatment facilities which can help with the physical and emotional impacts of chronic pain.

2215 to cover part of 2214

THE FEDERATION WILL lobby the provincial government for inclusion of dental care as a medically necessary service to be covered by the Medical Services Plan of BC, with no deductibles for children under age 19 or people with developmental and/or intellectual disabilities.

2216 Amended

THE FEDERATION WILL lobby the government of British Columbia, and with the CLC, the government of Canada to:

- provide a safe, regulated drug supply ("safe supply") for those who currently rely on the illegal drug market in collaboration with evidence-based drug policy groups; and
- continue and extend the BC decriminalization pilot on the personal possession of drugs, increasing to amounts deemed appropriate by evidence-based policy groups; and
- pardon prior convictions that no longer would be charged recognizing the disproportionate impacts of criminalization on Indigenous, racialized and low-income people;
- advocate for harm reduction instead of the abstinence model; and
- provide additional infrastructure for access to mental and physical health supports as required.

2217

THE FEDERATION WILL lobby the BC government, in collaboration with evidence-based drug policy groups, to implement a system of quality care and oversight to ensure that publicly-funded and existing privately-funded substance use treatment is culturally safe, accessible and informed by scientific evidence; and

THE FEDERATION WILL lobby the BC government to ensure that drug treatment remains voluntary.

2218

THE FEDERATION WILL, with the CLC, start a letter-writing campaign to both the federal and provincial governments to include mental health counselling and medications under provincial and federal medical care plans.

2219 to cover part of 2214

THE FEDERATION WILL, through the CLC, lobby the federal government to develop and implement universal Pharmacare; and

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

2231

THE FEDERATION WILL work with the CLC to reach out and work with the Ukrainian Canadian Congress to organize efforts to support displaced Ukrainians in Canada particularly in securing work;

THE FEDERATION WILL explore divesting any of its assets that are directly and indirectly supporting the Russian state and encourage affiliates to do the same.

2232A Composite resolution to cover 2232, 2233, 2234 and 2238

THE FEDERATION WILL reaffirm its commitment to a strong public sector, including expanding public services, increasing public sector jobs and repatriating private sector jobs into the public sector;

THE FEDERATION WILL lobby the provincial government and campaign to address the systemic problems leading to staff shortages in the public sector and to end the practice of staffing through overtime and internal coverage;

THE FEDERATION WILL advocate for inquiries to be held when public service staffing levels drop below a specified threshold; and

THE FEDERATION WILL push the provincial government to increase funding to all public service sectors so staff are fairly compensated and supported and ensure that public services do not erode over time.

2235

THE FEDERATION WILL:

- promote BC as a global leader in the responsible development of minerals that a low-carbon future requires;
- press for governments to train workers and kickstart BC's critical mineral recycling industry, as they have in Ontario;
- protect Canada from the 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 jobs using local products in domestic, value-added manufacturing.

2236

THE FEDERATION WILL:

- review international models of sectoral bargaining with recommendations to modernize BC's *Labour Code*;
- make recommendations to the provincial government to enact sectoral bargaining in British Columbia; and
- encourage the BC Ministry of Labour to engage in a public education campaign to inform BC workers about workers' rights and their right to organize.

2237

THE FEDERATION WILL lobby the board of directors and curators of the Royal BC Museum to include a space, and content, in consultation with the British Columbia Labour Heritage Centre, to showcase British Columbia's diverse and impactful labour history.

2240

THE FEDERATION WILL lobby the BC Government to address diminishing affordability for working people by introducing refundable tax credits for health care and other essential workers to offset the cost of transit and parking related to getting to work to deliver critical public services.

2255

THE FEDERATION WILL work with the appropriate committees to develop a constitutional amendment to increase the representation and voice of equity and young workers at BCFED conventions.

General resolutions - Adopted at 2023 Executive Council meeting

2202

THE FEDERATION WILL work with the affiliated unions to seek an amendment to BC labour legislation to hold corporations/companies accountable for blatant violations of collective bargaining agreements, including appropriate financial penalties, which will increase exponentially with repeated violations.

2239

THE FEDERATION WILL:

- continue to participate through the CLC in the lobby of the federal government seeking a fair and equitable resolution to the softwood lumber dispute;
- lobby the provincial government for a commitment ensuring a sustainable forest for future generations, while creating jobs for today; and finally

- lobby the BC Ministry of Natural Resources for a strategy that includes re-establishment of a social license that promotes greater domestic manufacturing, re-manufacturing and re-creating the Jobs Protection Commissioner.

General resolutions - Adopted at March 9, 2023, Executive Officers meeting

2241 to cover 2242

THE FEDERATION WILL, with the CLC, lobby the Vancouver Fraser Port Authority to re-issue the request for proposals for Roberts Bank and ensure all companies awarded contracts operate in a healthy and safe manner and adhere to fair labour practices.

2294

THE FEDERATION WILL, with the CLC, and community allies, lobby the federal government for full regularization of all undocumented people without exception and permanent residence for all migrants, particularly those in low-waged jobs.

Indigenous Rights and Reconciliation Working Group – Adopted at convention

2220 to cover 2221

THE FEDERATION and all of its affiliate unions will continue to lobby the province to legislate September 30th as a paid statutory holiday for all workers.

2222

THE FEDERATION WILL support the calls by Indigenous communities, scholars and activists for an independent, internationally led criminal investigation by the International Criminal Court (ICC) and/or other United Nations bodies into the Canadian state's design, implementation and administration of the Indian Residential School System and its ongoing destructive impact on Indigenous communities.

2223

THE FEDERATION WILL call on the BC provincial government, and through the CLC, the federal government, to completely disband the Community-Industry Response Group, to hold them responsible for their human rights violations, to cease collusion with private security firms and industry and to require on-site Indigenous civilian oversight of all RCMP operations on Indigenous lands.

2224

THE FEDERATION WILL lobby the provincial, and through the CLC, the federal government to create impartial police investigation processes; and

THE FEDERATION WILL lobby against injustices by police authorities toward Indigenous peoples; and

THE FEDERATION WILL lobby appropriate governments to hold police to a higher standard of accountability.

2225 to cover 2226

THE FEDERATION WILL call upon the provincial government to provide opportunities for learning the true history of Indigenous peoples, residential schools and reconciliation; and

THE FEDERATION WILL encourage its affiliates to provide their own educational sessions to their members on Indigenous history, truth and reconciliation, and contemporary issues and challenges that Indigenous peoples face; and

THE FEDERATION WILL encourage the inclusion of language in collective agreements for mandatory education around Indigenous learning (minimum of eight (8) hours).

2227

THE FEDERATION WILL support the call for mandatory training in the Truth and Reconciliation Commission report and *United Nations Declaration on the Rights of Indigenous Peoples* by signing and sharing the Anti-Oppression Educators Collective (AOEC) petition and sharing their open letter (www.aoec.ca).

2228

THE FEDERATION WILL lobby the provincial government and through the CLC, the federal government to resolve disputes over the use of Indigenous territory without the use of force and in a manner that respects and honors the sovereignty of Indigenous nations, the authority of Hereditary Chiefs, the *United Nations Declaration on the Rights of Indigenous Peoples*, the Truth and Reconciliation Commission Calls to Action and the spirit of true reconciliation.

2229

THE FEDERATION WILL, with the CLC, call upon the provincial and federal governments to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission within the next three years.

2230

THE FEDERATION WILL support all affiliate unions in creating and resourcing Indigenous committees, working groups, caucuses and/or advisory bodies.

Climate Change Standing Committee – Adopted at convention

2243 to cover 2244

THE FEDERATION WILL lobby the provincial government, and through the CLC, the federal government to invest in training and continued employment for workers exiting the fossil fuel industry through nationalizing the energy industry and beginning a controlled reduction in the production of fossil fuels in a swift transition to a renewable energy economy.

Community and Social Action Standing Committee – Adopted at convention

2245A Composite resolution to cover 2245 and 2247

THE FEDERATION WILL, with the CLC, lobby all levels of government to invest in low-cost housing as many BC residents cannot afford the high cost of rent and many people are living in poverty;

THE FEDERATION WILL endorse the concept of real rent control in British Columbia tied to the unit, not the tenancy agreement, and will create a registry to facilitate that.

2246A Composite resolution to cover 2246 and 2248

THE FEDERATION WILL advocate for affordable housing; and

THE FEDERATION WILL, with the CLC, lobby all levels of government to follow through on campaign promises to make housing more affordable and address the need for adequately maintained below-market public housing particularly for women and gender diverse people, Indigenous, and racialized people, people with disabilities and 2SLGBTQIA+ people; and

THE FEDERATION WILL, with the CLC, lobby all levels of government to take measurable action to urgently realize the National Housing Strategy to build 125,000 units of affordable housing, continue the 33% carve-out for gender-focused investments and ensure chronic houselessness drops by 50% (from 27,000 in 2016) by 2027; and

THE FEDERATION WILL lobby the provincial government to increase the BC Housing rental stock of accessible units; and advocate to the minister responsible for housing, and the BC Ministries of Social Development and Poverty Reduction (SDPR) and Citizens' Services to increase efforts to identify houseless individuals and assist with increasing access to affordable housing.

2249

THE FEDERATION WILL support the implementation of collective bargaining rights for tenants across BC; and

THE FEDERATION WILL share the Rent Strike Bargain (RSB) petition for collective bargaining rights for tenants in BC.

Constitution and Structure Standing Committee – Adopted at convention

2250 Amended

THE FEDERATION WILL amend Article 5 section 1 (b) to say:

- b) “At least seven (7) of the Vice-Presidents shall be **Two Spirit, women, trans and gender diverse workers**. In the event that less than seven (7) workers **as stated above** are designated by the affiliated organizations, the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional **Two Spirit, women, trans and gender diverse workers** to meet this requirement.”

THE FEDERATION WILL also amend Article 10, Section 8 (a) to replace “women” with **“Two Spirit, women, trans or gender diverse.”**

2252 Amended

THE FEDERATION WILL amend Article 5 to include Section 1(c):

- c) **“At least four (4) of the Vice-Presidents as designated from Section 1(a) and (b) must identify as a member of one of the following equity groups [one (1) each]: racialized worker, Indigenous worker, 2SLGBTQIA+ worker, and an accessibility worker. In the event there is no representation from one or more of these equity groups, then the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional Vice-Presidents to meet this requirement.”**

2253 to cover 2251 Amended

THE FEDERATION WILL amend Article 9 section 1 (a)(iii) to say:

- (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.”

2254 Amended

THE FEDERATION WILL replace all gender specific language in the constitution from “he/his” and “she/hers” to **“they/theirs;”** and

THE FEDERATION WILL also replace all references of “workers of colour” to **“racialized workers;”** and

THE FEDERATION WILL also replace all references of “LGBTQ” to **“2SLGBTQIA+;”** and

THE FEDERATION WILL also replace all references of “affirmative action” to **“equity;”** and

THE FEDERATION WILL also replace all references of “workers with a disability” to “accessibility workers.”

Education Standing Committee – Adopted at convention

2256

THE FEDERATION WILL strongly, publicly condemn the Royal Bank of Canada, OJO Home Canada, and the Fraser Institute for monetizing student assessment data for corporate profit, demand they cease this action, and call upon the BC provincial government to take immediate steps to prevent this misuse of student data, and work with other provincial and territorial federations of labour on this issue.

Human Rights Standing Committee – Adopted at convention

2257 Amended

THE FEDERATION WILL call on the provincial government to include decolonization and the legacy of oppression, racism, misogyny, homophobia and transphobia, and ableism and audism into its curriculum and to fund accessible adult learning programs that focus on the same subject.

2258

THE FEDERATION WILL encourage affiliated unions to transition from using the term “brothers/sisters” to more gender-neutral terms including, but not limited to, fellow-workers, siblings, kin, members, unionists, folks, friends or cousins.

2259

THE FEDERATION WILL advocate for the definition of family in collective agreements to be expanded to include chosen and culturally-defined family members.

2260

THE FEDERATION WILL encourage affiliates to include workplace protections for trans people in all collective agreements based on:

- input from gender diverse members;
- the CLC's Workers in Transition guide; and
- the World Professional Association for Transgender Health (WPATH); and

THE FEDERATION WILL encourage unions to ensure language includes training requirements for employers and workers and a minimum of eight (8) weeks of paid leave for each gender-affirming procedure and revision.

2261

THE FEDERATION WILL continue to campaign and lobby for Canadian Blood Services to end discriminatory policies, address testing processes that continue to limit individuals who take pre-exposure prophylaxis (PrEP) and post-exposure prophylaxis (PEP) from donating blood, and

ensure the introduction of appropriate training for frontline blood donor staff when serving 2SLGBTQIA+ people.

2262

THE FEDERATION WILL lobby the provincial government to improve provincial health care coverage for gender-affirming care based on the Yukon Territories' framework adopted in 2021 and ensure adequate training for medical professionals; and

THE FEDERATION WILL advocate, with allied movements where appropriate, for additional unrestricted resources for gender-affirming care for those requiring access to care at an older age and in remote and Northern communities.

2264

THE FEDERATION WILL work with allied 2SLGBTQIA+ youth organizations to advocate and lobby the provincial government to improve funding and access to 2SLGBTQIA+ youth programs and youth-related housing, especially for youth aging out of care; and

THE FEDERATION WILL in consultation and collaboration with 2SLGBTQIA+ youth, consider advocating for the provincial government to increase the age limit to 30 for access to youth programs and housing.

2265 to cover 2266

THE FEDERATION WILL undertake a process to identify and address systems of discrimination, oppression and racism within its own policies, practices and procedures;

THE FEDERATION WILL encourage affiliates to undertake their own processes to identify and address systems of discrimination, oppression and racism; and

THE FEDERATION WILL encourage affiliates to address similar systems of discrimination, oppression and racism with their employers at the bargaining table and beyond, by finding meaningful ways to tear down these barriers and create more inclusive and supportive workplaces.

2267

THE FEDERATION WILL lobby the provincial government to create a framework for workplaces to implement diversity, equity and inclusion (DEI) audits and encourage workplaces to engage by implementing incentives.

2268

THE FEDERATION WILL lobby the provincial government to provide increased funding for frontline organizations across BC that deliver peer-led and person-centered programming to support sex workers;

THE FEDERATION WILL lobby the provincial government to provide funding toward the provincial Bad Date and Aggressor Reporting system which is being developed.

Human Rights Standing Committee – Adopted at March 9, 2023, Executive Officers’ meeting

2263

THE FEDERATION WILL advocate for the provincial government to review the scope and implementation of the Medical Assistance in Dying (MAID) program to ensure access to appropriate and timely support and medical care for applicants is provided and that trans-affirming, life-affirming and autonomy affirming safeguards are in place; and

THE FEDERATION WILL work with allied disability justice and 2SLGBTQIA+ organizations to address concerns around adequate resources and programs and to address concerns around the implementation of the MAID program.

Occupational Health & Safety Standing Committee - Adopted at convention

2270A Composite resolution to cover 2269 and 2270

THE FEDERATION WILL, along with the CLC, lobby governments to implement training programs for law enforcement and crown prosecutors to understand criminal negligence investigations/charges, and establish communications between law enforcement, health and safety regulators and the courts; and

THE FEDERATION WILL ALSO:

- lobby the province to establish dedicated crown prosecutors and police officers to deal exclusively with serious workplace incidents;
- develop and provide training for joint health and safety committees on documenting and preserving evidence that could lead to successful criminal convictions;
- encourage the provincial government to fully implement the Helps recommendations by reviewing crown counsel policies on prosecution in matters of workplace incidents involving criminal negligence; and
- encourage the BC Ministry of Attorney General to ensure prosecutorial staff are trained and up to date on the policy and its application.

2272 Amended

THE FEDERATION WILL lobby the provincial government to ensure minimum standards of health and safety for women and gender diverse workers, including an adequate number of accessible toilets, shower areas, change rooms; properly fitted personal protective equipment; clear protocols to support workers when pregnant and nursing and when going through menopause; and effective anti-harassment policies in the workplace;

THE FEDERATION WILL develop and provide training for health and safety committees to encourage women and gender diverse members to come forward with health and safety concerns, to appreciate the sex and gender differences in workplace hazards and to engage more women and gender diverse people as health and safety activists and committee members.

2275A Composite resolution to cover 2274 and 2275

THE FEDERATION WILL lobby the provincial government to direct the WCB to develop psychological health and safety training in all worksites and sectors in accordance with Canadian Standards Association (CSA) Group Z1003 titled "Psychological Health and Safety in the Workplace" to:

- prevent psychological harm;
- promote psychological health of workers; and
- address problems related to psychological health and safety; and

THE FEDERATION WILL lobby the provincial government to establish the Canadian Standards Association (CSA) standard on psychological health and safety as regulation in workplaces.

2276 to cover 2277

THE FEDERATION WILL bring awareness to psychological injuries in the workplace (including bullying and harassment and post-traumatic event disorders); and

THE FEDERATION WILL lobby the WCB policy makers and government to expand upon its "presumptive coverage" that is currently offered to some professions in Part 4, Division 1 -- 135 of the *Workers Compensation Act* to include all workers.

2278

THE FEDERATION WILL work closely with the Workers' Compensation Board and the BC Ministry of Labour to mandate access to a breakroom with washroom access for all workers.

2280

THE FEDERATION WILL create a campaign and lobby the provincial government to significantly increase fatality lump sum payments in BC to a minimum of \$90,000 plus annual CPI adjustments.

2281

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

Occupational Health & Safety Standing Committee - Adopted at 2023 Executive Council meeting

2271

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

THE FEDERATION WILL encourage affiliates to negotiate collective agreements that designate the BCFED Health & Safety Centre as the preferred provider of all external health and safety training in the workplace.

2273

THE FEDERATION WILL continue to make mental health education a priority, encouraging unions to utilize resources available in order to better prepare for representing members dealing with mental health issues; and

THE FEDERATION WILL lobby the provincial government and the WCB to amend the Occupational Health & Safety Regulation to obligate the employer to have at least one certified mental health first aid attendant at each work site where an Occupational First Aid attendant is required.

2279

THE FEDERATION WILL start a campaign advocating to change the operating name from WorkSafeBC to Workers' Compensation Board and will ask the government to put the WCB instead.

2282

THE FEDERATION WILL lobby the provincial government to improve health and safety protections for workers in BC, and to increase worker representation to the Workers' Compensation Board of Directors.

2283

THE FEDERATION WILL encourage all affiliates to provide effective in-house WCB representation to all members injured or made ill because of their workplace; and

THE FEDERATION WILL develop and provide training and resources to unions so that they may represent their injured workers throughout the applicable workers' compensation process.

Political Action Standing Committee - Adopted at convention

2284

THE FEDERATION WILL promote the Press Progress website on the BC Federation of Labour's website.

2286A Composite resolution to cover 2285 and 2286

THE FEDERATION WILL continue to support, encourage, and endorse progressive, self-identified women and gender diverse candidates, with a focus on those with intersecting marginalized identities, to run for public office, and will encourage its affiliates to do the same; and

THE FEDERATION WILL call out structures of oppression including racism, sexism, homophobia, transphobia, ableism, ageism, classism and discrimination based on religion and family status in politics, and amplify the calls of our community partners to remedy these issues; and

THE FEDERATION WILL work with the CLC and labour councils around the province to host educational and training opportunities to support self-identifying women and gender diverse members in developing their leadership skills.

Women and Gender Rights Standing Committee - Adopted at convention

2287 Amended

THE FEDERATION WILL lobby the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid leave from the current five (5) days.

2288 Amended

THE FEDERATION WILL lobby the provincial government to ensure that the \$10 A Day Plan is a key element of all economic recovery plans, including coordination between the reopening of schools and childcare centres, and the unions that represent them, with that of the broader economy.

2289

THE FEDERATION WILL work with affiliates to advocate for extended health benefits providers to improve extended medical plans to include all forms of birth control and hormone therapy; and

THE FEDERATION WILL continue to work with AccessBC on their campaign for free contraceptives and educate workers about the issue.

2290 Amended

THE FEDERATION WILL lobby the provincial government to ensure all hospitals and other medical facilities that provide emergency services have Sexual Assault Evidence Kits (SAEK), and that all hospitals will ensure staff are trained to administer the kits.

Young Workers' Standing Committee - Adopted at convention

2291

THE FEDERATION WILL advocate that the voting age in British Columbia be lowered to age 16.

Late resolutions - Adopted at 2023 Executive Council meeting

2292

THE FEDERATION WILL call on the BC Ministry of Labour to amend Section 45.14 of the employment standards regulation to allow child performers to safeguard their earnings with ACTRA Performers' Rights Society Minors' Trust.

2293

THE FEDERATION WILL:

- call on the provincial government to only contract with advertising agencies that are signatory to the ACTRA National Commercial Agreement; and
- work with affiliates and our progressive allies to promote the use of signatory advertising agencies.

2296

THE FEDERATION WILL demand the provincial government move ahead with working in partnership with affiliates to fully and meaningfully implement Call to Action #57 of 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.

2297 Amended

THE FEDERATION WILL encourage the provincial government to consult with unions, stakeholders and rightsholders within K-12 as part of a review of the *School Act* provisions that relate to school trustees in order to create a process for removal of a trustee when the trustee has made public discriminatory and hate-based statements.

Elections

President

- Sussanne Skidmore, **BCGEU**

Secretary-Treasurer

- Hermender Singh Kailley, **ILWU**

Trustees

- Brenda Chu, **MoveUP** (four-year term)
- Jeane Andrews, **IATSE** (two-year term)
- Frank Lee, **CUPE BC** (two-year term)
- Shane Pollack, **PSAC** (Alternate, two-year term)

Labour council representatives for executive council

BC Interior representative:

- Mike van Hellemond, **West Kootenay Labour Council**

Lower Mainland representatives:

- Janet Andrews, **New Westminster & District Labour Council**
- Graeme Hutchison, **Fraser Valley Labour Council**

Northern BC representative:

- Terri-Lynne Huddleston, **Prince Rupert & District Labour Council**

Vancouver Island and Sunshine Coast representative:

- Shelley Siemens, **Campbell River, Courtenay & District Labour Council**

Equity representatives for executive council

2SLGBTQIA+ Workers' representative:

- Desiree Cabecinha, **BCGEU**

Accessibility Workers' representative:

- Sheryl Burns, **CUPE**

Indigenous Workers' representatives:

- Sean McQuillan, **IATSE**
- Lynn Serhan, **HEU**

Racial Equity and Justice Workers' representative:

- Cora Mojica, **HEU**

BCFED Standing Committees

Climate Change Committee

Co-chairs:

Danielle Pohl, FVLC;
Sussanne Skidmore, BCFED

Kevin Bennett, **BCGEU-CEU**
James Coccola, **BCGEU**
Lisa Crema, **HEU**
Bob Dhaliwal, **ILWU**
Tara Ehrcke, **BCTF**
Dr. Art Fredeen, **UNBCFA**
Trish Garner, **BCFED**
Kerly Hitchcock, **BCIT FSA**
Kate Holowatiuk, **CUPW**
Orion Irvine, **CLC**
Patrick Johnson, **UFCW**
Phil Klapwyk, **IATSE**
Rysa Kronebusch,
MoveUP
Shawna Larade, **PEA**
Lori Mayhew, **MoveUP**
Melanie McAulay,
BCGEU-BCFMWU
Janice Morrison, **HSA**
Becky Packer, **HSA**
Katie Riecken, **HSA**
Josef Rieder, **HSA**
Patrick Rodrigues, **USW**
Michelle Waite, **CUPE BC**
Kevin Weston, **IUPAT 38**
Warren Wulff, **PSAC**

Community & Social Action Committee

Co-chairs:

Janet Andrews, NWDLC;
Stephen Von Sychowski,
VDLC

Laura Adkin, **UBCP/ACTRA**
Neal Adolph, **UWLM**

Celine Ahodekon,
PSAC
Tim Armstrong, **FPSE**
Rohini Arora, **BCFED**
Michael Billings, **IATSE**
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2022

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Workers Front and Centre

60th Convention

BC Federation of Labour

November 21- 25, 2022



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Union Acronyms of BCFED Affiliates

ACTRA	Alliance of Canadian Cinema, Television & Radio Arts	
ATU	Amalgamated Transit Union	
IATSE-ACWU B778	Arts & Cultural Workers Union	<i>affiliated through IATSE</i>
BCTGM	Bakery, Confectionery & Tobacco & Grain Millers International Union	
BCFMWU	BC Ferry & Marine Workers' Union	<i>affiliated through BCGEU</i>
BCGEU	BC Government and Service Employees' Union	
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	<i>affiliated through BCGEU</i>
CSWU/LIUNA	Construction & Specialized Workers' Union/Laborers' International Union of North America	
DGC	Directors' Guild of Canada	
EKDLC	East Kootenay and District Labour Council	
FPSE	Federation of Post-Secondary Educators of BC	
FVLC	Fraser Valley Labour Council	
GSU	Grain and General Services Union	
GWU	Grain Workers' Union	<i>affiliated through ILWU</i>
HSA	Health Sciences Association of BC	
HEU	Hospital Employees' Union	
IBWU	Interior Brewery Workers' Union	<i>affiliated through BCGEU</i>
IATSE	International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts	
IW	International Association of Bridge Structural and Ornamental Iron Workers	
IAFF	International Association of Fire Fighters	
IAHFIAW	International Association of Heat and Frost Insulators and Asbestos Workers (BC Insulators)	
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	
KTDL	Kitimat, Terrace and District Labour Council	
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	
SOBLC	South Okanagan Boundary Labour Council	
SDLC	Squamish and District Labour Council	
SCLC	Sunshine Coast Labour Council	
TWU USW	Telecommunications Workers' Union-United Steelworkers Local 1944	
PIPSC	The Professional Institute of the Public Service of Canada	
UBCP	Union of BC Performers	<i>affiliated through ACTRA</i>
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	