

A publication of the B.C. General Employees' Union

# Provincial



## Public Sector Bargaining 2025

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**“The roundtable reaffirmed that true Reconciliation requires more than promises.”**



Indigenous Roundtable p.10

## Letter from the president

Friends,

First and foremost, I want to celebrate the decision of our Provincial Executive to create a new Indigenous services provincial component. This was a three year long journey initiated by the hard working activists of our union's Indigenous Advisory committee, and leads a recent trend of aligning our internal political structure with broad occupational groups that share common interests.

Since our convention, your newly elected executive has sought to reform and improve our internal governance, ensuring prudent financial oversight and implementation of the resolutions passed at our triennial convention. We have just completed the most recent round of steward elections, and are now heading into local elections in the first quarter of 2025.

It is important to understand the impact of the 2024 provincial election on our union. The dramatic shift in the political coalition supporting the official opposition is not new, but part of a long standing pattern in B.C. politics. In 1952 Social Credit ascended after the collapse of the governing Liberal and Progressive Conservative coalition. The 1991 election that saw Harcourt's NDP come to power marked the fall of Social Credit and parallel rise of the BC Liberal party.

All three of these elections, each four decades apart, were preceded by significant inflationary events that made life more unaffordable for working people. After each election, a political coalition emerged that sought to frame the public sector, and union wages, as the culprit of economic tumult. The same is happening today as

falling productivity and economic mismanagement are weaponized against the key engine of growth that is public sector employment.

The B.C. public sector is not oversized. Its employment sits at 20.3 per cent, just below the national average of 21.1 per cent. Our civil administration, the recent target of a hiring freeze, has grown by just 27.9 per cent since 2010, in contrast to excluded management which has grown by 51.9 per cent over the same period.

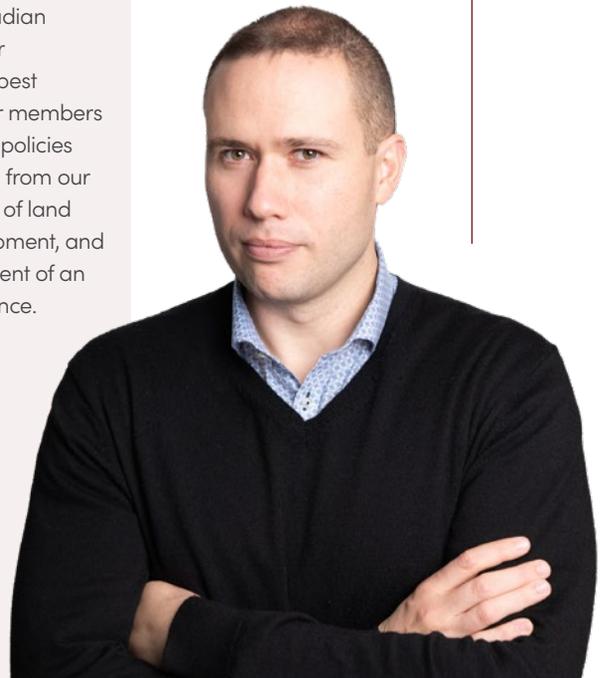
In 2025, over 71,000 BCGEU members will engage in sectoral bargaining demanding wages and benefits that address the significant erosion in the value of the Canadian dollar. Many of us, including myself, were disappointed we did not continue our strike in 2022. That contract saw our wages fall a slim 0.14 per cent behind inflation (as per B.C. CPI), for a total of 0.5 per cent behind over the decade.

We have a clear path ahead while the danger of a second inflationary regime looms as a result of low oil prices and a stagnant Canadian dollar. We must mobilize our membership to secure the best possible agreements for our members while arguing for provincial policies that see improved revenues from our natural resources, the value of land derived from urban development, and the long overdue development of an economic plan for the province.

In solidarity,

**Paul Finch**  
BCGEU President

**"We must mobilize our membership to secure the best possible agreements for our members."**



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## Provincial Executive

President	Paul Finch
Treasurer	Maria Bennett
Executive VP	Masoud Aminzavvar
Executive VP	Coralie Gregoire
Executive VP	Doug Kinna
Executive VP	Megan Washington
Executive VP	Tristen Wybou
Component 1	Dean Purdy
Component 3	Andrea Duncan Pamela Pye
Component 4	Mahen Ramdharry Richard Ziemianski
Component 5	Kusam Doal
Component 6	Judy Fox-McGuire Mona Dykes
Component 7	Joanna Lord
Component 8	Scott De Long MJ Colquhoun
Component 10	Rory Smith
Component 12	DJ Pohl Faith Johnston
Component 17	Dave MacDonald
Component 20	Rob Davis



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Get involved in political action

## Political action

# B.C. 2024 provincial election

This past October, dozens of BCGEU members gathered across the province to boost voter turnout in the 2024 provincial election. Using specialized texting software at local area offices, these volunteers reached out to more than 50,000 fellow BCGEU members about where and when to vote – and, at the same time, built our union’s capacity for political action.

“I volunteered to help get out the vote because being part of a union has greatly improved my life,” said Edgar Ondati, maintenance worker at Lookout Society, local 803. “I know that when it comes to politics, there’s a lot at stake for workers and our votes make a difference.”

**Political engagement goes hand-in-hand with belonging to a union – when workers vote, politicians take notice.**

**With a federal election on the horizon in 2025, will you take part in BCGEU political action?**



For more information, visit [bcgeu.ca/elections](http://bcgeu.ca/elections)



# Public sector bargaining 2025



**This year is shaping up to be busy for BCGEU members who work in the public sector. At the end of March, over 71,000 members' collective agreements will expire, and our union's leadership is already busy getting prepared for bargaining new agreements.**

## What is sectoral bargaining?

Unlike traditional or "independent" collective agreements that cover BCGEU members working for one employer, these agreements cover entire sectors of the B.C. economy with multiple employers and, in some cases, multiple unions. Our union refers to these agreements as "sectoral agreements" and the process of negotiating them as "sectoral bargaining".

Seven sectors of workers are included in this process: the BC Public Service, Community Health, Community Social Services, Post-secondary, Health Facilities, Health Science Professionals and Nurses.

Because each agreement covers thousands of BCGEU members, sectoral bargaining is an opportunity for us to work together to win needed improvements and set a higher standard that crosses sectoral lines and is felt beyond the public sector.

## What are BCGEU members up against?

Like most working people, BCGEU members are feeling the impacts of the rising cost of living. In 2022, our union was able to win significant increases that almost matched inflation over the period of the agreement. But years of falling behind prior to that and an outdated classification system that pays workers less than they would doing the same job in other jurisdictions have left a significant gap between our compensation and the wages needed to maintain strong public services for our province.

Members are also struggling to sustain increased workloads while dealing with insufficient staffing. The result is burnout and, sometimes, leaving the public sector. For people in British Columbia, that means loss of expertise and reduction in services they rely on.

On top of this, our society faces a general rise in precarious employment and increasing polarization across political lines. It's not just our working conditions on the line but the quality of our personal and communal life.

## How will we overcome these challenges and win?

Our union's leadership is committed to winning the pay increases and other measures that will allow B.C.'s public sector to recruit strong workers, retain those with experience and keep us all healthy. But winning those measures requires more than just skill at the negotiating table. We must exercise our solidarity and collective power.



The ultimate way of asserting our power is job action and withdrawing our labour through a strike. Before we get to that point, there are steps that we are taking to build our readiness and show our employers that we are united and able to strike effectively. The threat of a strong, coordinated strike has won many strong collective agreements before workers ever hit the pavement.

But that threat must be legitimate and mobilizing tens of thousands of us is a big challenge. Our success hinges on two things: your understanding of bargaining — the process, the goals, the reasons — and your trust in our bargaining committees' leadership. Last round, some members lost that trust and felt unsatisfied with gains in their collective agreements. That's why our bargaining committees this round are committing to communication and transparency every step of the way.

Part of that commitment is admitting that it's going to take more than one round of bargaining to achieve fair and just agreements for everyone. A rising tide raises all boats and our work this round includes laying the groundwork for additional improvements in the next two rounds of bargaining. Our bargaining committees will share as much information with you as strategically possible to ensure our collective success.

This round of bargaining will be impactful. Our union's leadership is energized and determined but effort from each BCGEU member is needed to drive that impact in our favour. Solidarity is needed more than ever. History tells us that when we fight together, we win. Let's make history again.

## Don't miss important info about bargaining

- Provide your up-to-date personal contact information in the BCGEU Member Portal at [my.bcgeu.ca](http://my.bcgeu.ca)
- Follow the BCGEU on Facebook, Instagram and X (formerly Twitter)
- Frequently visit [bcgeu.ca/bargaining2025](http://bcgeu.ca/bargaining2025)
- Attend town hall meetings hosted by your bargaining committee
- Put up the poster on the back of this magazine at your worksite



## Solidarity

For union members, “solidarity” is more than just a word. It’s a collective force that brings workers together in the fight for justice, dignity and better working conditions.

Solidarity is a practice of support, respect, connection and commitment. It can look like joining your colleague to talk to the boss about an issue, following your bargaining committee’s strategic plan (like wearing a button or voting to strike), speaking up for workers on strike and not crossing their picket lines, challenging problematic beliefs and narratives, calling out incorrect information, holding governments accountable for their behaviour, and learning from history and social movements.

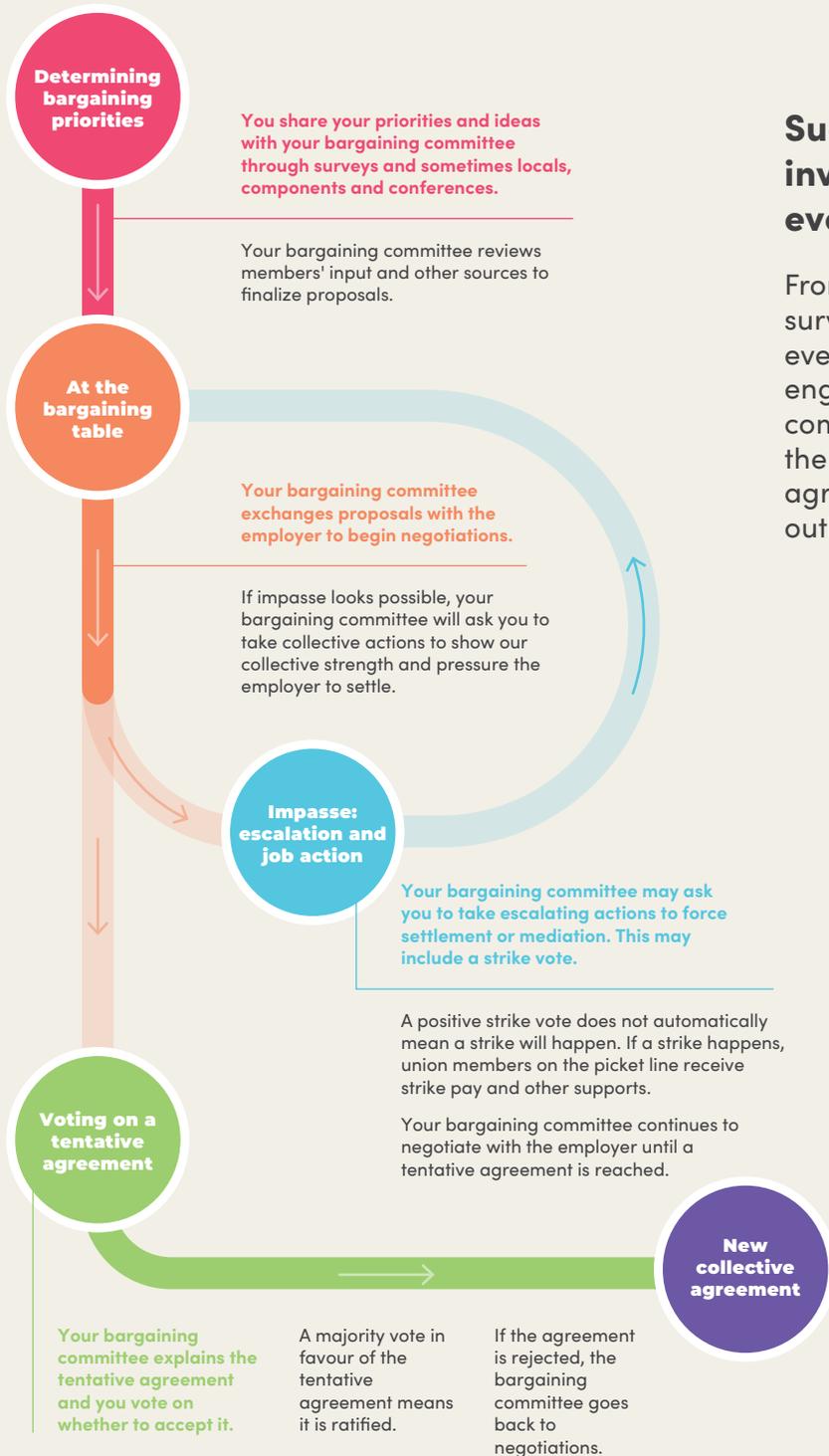
Solidarity unites workers across industries, sectors and even borders. It amplifies our voices, challenges power imbalances and increases pressure on our employers and governments to address our concerns. It fosters a sense of community within organized labour and harnesses our collective strength, ensuring that no worker is left behind.

Solidarity is always important, but it’s especially important right now, in a time marked by an increase in divisiveness, individualism and the changing nature of work. As workers face rising inequality, job insecurity, isolation without benefits and the overall erosion of their rights, solidarity — expressed virtually and in-person — is the necessary backbone of our collective fight for better working conditions and a better world.

As the majority of BCGEU members engage in bargaining with the provincial government this year, our solidarity with each other and the thousands of other workers in B.C. is essential to getting the collective agreements we need.



# The process



## Successful bargaining involves BCGEU members at every stage of the process

From sharing concerns in bargaining surveys to participating in solidarity events and taking job action, engaged members give bargaining committees the power they need at the table to achieve a strong and fair agreement. Check out the graphic outlining the process.

**The amount of power we have in bargaining is directly related to our solidarity. Your engagement in the bargaining process makes a big difference.**

- Complete a bargaining survey
- Prepare a bargaining proposal
- Provide your up-to-date personal contact information
- Ask questions, talk with colleagues, know the bargaining process
- Follow your bargaining committee's strategic directions
- Volunteer as a worksite contact and picket captain

**Table:** union members covered by the same collective agreement  
**Local:** union members of an occupational grouping in a particular geographic area

**Component:** members in an occupational sector  
**Bargaining committee:** union members elected to bargain with employer(s)  
**Impasse:** When our union and employer are unable to reach an agreement



# BCGEU public sector bargaining units

The following BCGEU members will bargain with the B.C. government in 2025.

## Public service

**The BCGEU's public service bargaining unit is one of the largest in B.C., consisting of over 34,000 members employed by the province's Public Service Agency (PSA).**

These members deliver the services we all rely on to protect and support families, communities, the economy and our natural environment. They also generate the vital revenue that funds these services. Their roles include social workers, correctional officers and sheriffs, wildfire fighters, administrative professionals, conservation officers, liquor and cannabis retail and distribution staff, and many more. Public service members are covered by a main agreement and five component agreements for specific occupational groups.

## Community social services

**Community social services workers are the unsung heroes of every B.C. community. They support at-risk youth, families, elders, women and children escaping violence, and young people who are aging out of foster care.**

They also provide support services to Indigenous families, children and adults with developmental and physical disabilities, and people with mental health challenges.

The BCGEU is the lead union of the nine-union Community Social Services Union Bargaining Association (CSSBA) that represents 23,000 workers (including 15,000 BCGEU members) covered by three collective agreements: *Community Living Services*, *General Services* and *Indigenous Services*. Meaningful wage issues and benefit improvements are their top bargaining issues.

## Post-secondary

**The BCGEU bargains agreements for approximately 4,000 vocational instructors and administrative professionals with the Post-Secondary Employers' Association and individual post-secondary institutes.**

These members work across B.C. in post-secondary institutes including the British Columbia Institute of Technology, Camosun College, Coast Mountain College, Douglas College, Justice Institute of BC, Kwantlen Polytechnic University, Okanagan College, Selkirk College, and Vancouver Island University. Compensation and workload are their key bargaining issues.

## Health

**Over 18,000 BCGEU members who work in health care delivery will bargain with the Health Employers Association of BC this year. These members work in Community Health (CBA - where the BCGEU is the lead union), Health Facilities (FBA), Health Science Professionals (HSP) and Nurses (NBA).**

About 12,500 BCGEU members work in Community Health as community health workers, support workers, administrative support workers, program coordinators, therapy aides and detox workers.

About 2,400 BCGEU members work in Health Facilities in a variety of settings including institutional and long-term-care facilities, providing personal care, housekeeping, building maintenance, laundry, dietary, security and rehabilitation services.

About 3,300 BCGEU members work as Health Science Professionals, including social program officers, environmental health officers, public health inspectors, occupational therapists, and medical laboratory technologists.

About a dozen BCGEU members work as nurses in communities across the province.

Wage and benefit improvements and mental health supports are their top bargaining issues.



# Contract campaigns: building power and winning deals

**There is no worksite too big or too small for a contract campaign. Whether it's just a few members or many, unions win better contracts when members are strategic, engaged and united.**

A contract campaign is a multifaceted effort made by members of a union to accomplish two goals at the same time: win a

better contract and build a stronger union. Contract campaigns are conducted by a bargaining unit — a group of union members who share the same employer, worksite and/or function — to help shift the power dynamic in negotiations and win improvements on wages and issues like health and safety, workload and job evaluations. The focus of contract campaigns is to build sufficient collective power amongst workers and their allies to apply

effective pressure to an employer in ways beyond just traditional forms of job action (such as a strike).

Bargaining committees who have led effective contract campaigns often start with some strategic planning. They define their goals, choose collective actions and tactics that align with their capacity and resources, and are calculated about targeting employers and stakeholders.

## Kwantlen Student Association (KSA)



The bargaining committee for the 43 BCGEU members working for KSA formed a strategic planning group early in the 2024 bargaining process. The group focused on engaging fellow members early and regularly and visibly raising awareness on campus of possible job action. They wore “ask me about the strike” stickers and answered students’ questions about bargaining and how it would affect them. This effort made a huge difference in mobilizing the rest of the unit. Members attended regular union-run social events, signed a letter to the KSA board and wrote an open letter to Kwantlen Polytechnic University students that was published in the student newspaper.

**“Our contract campaign showed the employer that we had an energized and coordinated group of people ready to fight, which ultimately helped us get what we needed without having to go on strike,”**

**John O'Brien**

**Bargaining Committee Chair  
and KSA Advocacy Coordinator**





## BC Housing

The bargaining committee for the over 800 BCGEU members working for BC Housing also did strategic planning in their preparation for bargaining. They determined that the support of their new CEO was required to get much-needed changes in their workplace. They wrote a letter, gathered signatures from

hundreds of members, and set up a meeting to deliver it. The result was impactful for the committee and the unit's strength overall.

"Meeting with the CEO, knowing we had the strength of hundreds of our coworkers behind us, made us feel like our issues were being taken seriously," said Jeevn

Atwal, maintenance bargaining committee chair and BC Housing building manager. "Getting the signatures allowed us to have conversations with our coworkers and build connections across departments that have carried on past bargaining."



## Welltower

Contract campaigns are even more effective when multiple bargaining units with the same employer work together, like the over 100 members employed by Welltower did. One of the three independent living worksites represented by the BCGEU was far behind the others. By creating a common bargaining table for all three sites, taking part in collective action like events and

wearing buttons and engaging residents, members managed to bring wages up significantly.

"We got closer to parity with the other Welltower sites than we could have on our own," said Heather McKay, bargaining committee member and Welltower overnight housekeeper. "Our residents were amazing. They were willing to walk the

picket line with us if it came to that."

Contract campaigns come in all sizes and the scope is not necessarily determined by the number of members in a bargaining unit but by members' willingness to take action together. The aim is to achieve superior collective agreements for all BCGEU members.





# Strengthening Indigenous solidarity

**In November, 28 Indigenous BCGEU members gathered on Coast Salish Territories (Vancouver) for the 2024 BCGEU Indigenous roundtable to discuss Reconciliation, union transformation and solidarity.**

Themed *“Our Collective Voices: Strengthening Indigenous Solidarity in Action,”* the two-day event focused on addressing systemic barriers while amplifying Indigenous leadership within the union.

The first day began with a powerful opening by Victor Guerin of the Musqueam First Nation and a performance by the Indigenous Women Rise drum group. Facilitator Kellie Tennant guided participants in discussions about the slow pace of

Reconciliation and the gaps in union support for Indigenous members. Key issues included inconsistent cultural leave policies, the lack of Indigenous stewards and insufficient Indigenous representation at bargaining tables.

Using the medicine wheel as a grounding framework, members explored ways to balance emotional, mental, physical and spiritual well-being while advocating for change.

“Reconciliation begins with relationships,” one member noted, emphasizing the need to address the power imbalance within union structures.

The second day shifted to action, with participants prioritizing achievable goals. Motions included concrete actions to support

Indigenous members and advance Reconciliation. Members also stressed the need for regional gatherings and leadership development to sustain momentum.

“Solidarity is truly forever within this caucus of people,” reflected BCGEU executive vice-president Tristen Wybou as the event closed.

Participants reported positive impacts from the event.

“It was very inspiring!” said April Duffield (local 303). “The attendees have a focus on what they want for the present and future of the Indigenous caucus, and they will achieve it, I’m certain.”

“The agenda’s use of Indigenous cultural values opened up creative and innovative information sharing,”





said retiree Valerie Laronde (local 1201). “And, of course, we shared the healing power of laughter!”

“The roundtable reaffirmed that true Reconciliation requires more than promises – it demands action, allyship and the amplification of Indigenous voices,” said BCGEU executive vice-president Coralie Gregoire. “With clear goals and collective strength, BCGEU’s Indigenous members are shaping a stronger, more inclusive union.”

On the first evening members gathered to honour Coralie Gregoire and Tristen Wybou, our union’s two current executive vice-presidents who are Indigenous, both elected at the BCGEU’s 52nd triennial convention in May 2024. Coralie was presented with a union inspired ribbon skirt, shawl and eagle feather

and Tristen was presented with a union inspired Tsimshian button vest and eagle feather.

Retiring or retired activists Valerie Laronde, Fran Auckland, Lori Isaac, April Duffield and Souie Gorup were also honoured. Each was presented with beaded eagle feathers for their hard work and dedication to creating a place for Indigenous members within the union.

**“The roundtable reaffirmed that true Reconciliation requires more than promises – it demands action, allyship and the amplification of Indigenous voices... With clear goals and collective strength, BCGEU’s Indigenous members are shaping a stronger, more inclusive union.”**

— Coralie Gregoire  
BCGEU Executive Vice-President



# Campaign wins

**In 2024, BCGEU members achieved two major victories outside of bargaining, demonstrating the power of collective action, public advocacy and that, when one group of workers wins, it strengthens the collective power of our union.**

## Early retirement benefits for wildland firefighters

After years of campaigning, BCGEU wildland firefighters have won the ability to retire five years earlier under the Public Service Pension Plan. This agreement-in-principle makes B.C. the first province to provide early retirement benefits for wildland firefighters, aligning them with other public safety professionals like paramedics and police.

Through a significant push to improve compensation, pensions and benefits for wildland firefighters, this victory reflects our union's ongoing support for sustainable careers. The BCGEU advanced this campaign through a combination of public advocacy and lobbying – firefighter members met with government officials and, through compelling personal narrative and statistics, conveyed the urgent need for change. Widespread public support also played a critical role – over 9,000 people signed an open letter to government calling for better pensions and wages.

## The power of public campaigns

Feedback from members involved in both campaigns underscores the transformative impact of public advocacy. Members expressed that having their stories amplified helped build solidarity and brought much-needed attention to their issues.

This sentiment was echoed by Gabe Black, the winner of our Wildfire Journey photo contest. Despite the demands of wildfire season, Gabe was motivated by the public campaign and shared a remarkable series of photos for our union to use.

These victories showcase the effectiveness of public action and member-led campaigns in driving real change—building a stronger and more equitable future for all BCGEU members.

## Pay equity progress for supportive housing sector

In the supportive housing sector, workers at Atira Women's Resource Society led a powerful public campaign to address long-standing gender pay inequities. Their advocacy, including rallies, media outreach and thousands of messages to government officials, secured significant wage increases for workers at over 50 agencies funded by BC Housing, closing the wage gap between the mostly women workers and their counterparts.

This progress represents a major step toward pay equity in a sector where workers provide essential services, such as housing support and overdose response, to vulnerable communities.

**“Normally, you only get to share pictures of our work with close friends... Sharing the photos with a larger audience was an opportunity I couldn't pass up.”**

**Gabe Black**

**Winner of our Wildfire Journey contest**





# 14 Locals: the building blocks of union democracy

A member's most immediate connection to our union is through their local – the foundation of our union.

A local is a group of BCGEU members working similar occupations in the same geographic area. Locals are where members discuss their occupational concerns with union leadership – an important part of our union democracy.

Members of a local also elect delegates to the BCGEU's triennial convention and representatives to their own local executive who elect representatives to component executives (who, in turn, elect representatives to the BCGEU Provincial Executive).

## FYI

**You cannot run for a local executive if you do not physically work in the area.**

For members who have a permanent work-from-home arrangement with their employer and wish to re-assign themselves to the local of their home address, complete this form: [www.bcg.eu.ca/change\\_my\\_local](http://www.bcg.eu.ca/change_my_local)

## Local elections

Every three years, elections are held for all positions on every BCGEU local executive. For most locals, the nomination period opens on January 29. However, to meet the needs of members, locals can apply for a different opening date. Stewards or area office staff will email you the correct information for your local, so keep an eye on your inbox.

To run in the election, members must be nominated by at least one other BCGEU member in the same local.

Nominated members will receive a confirmation of their nomination and will be advised on the opening of the campaign period.

Before elections, all candidates will have equal opportunity to make their case for the positions.

The candidate with the most votes in the election will become a member of the local executive for a three-year term.

**For more information, visit [bcgeu.ca/local-elections](http://bcgeu.ca/local-elections)**

**Running for local executive officer**

**JANUARY 10**  
Deadline for local chair to apply for exemption to this timeline.

**JANUARY 29\***  
Nominations open for 30 days. All stewards, local officers and members who have registered on the BCGEU Member Portal receive a direct communication advising them nominations are open.

Starting in 2025, to run for your local executive, you must be a member of that local and physically conduct work in the area that you wish to run in.

\*These dates may differ for your local if your local chair applied for a timeline exemption. For exact dates of your local's nomination period, check your email inbox.



## The importance of a well-run local executive

A well-run local is the best protection for workers and ensures that any problems at a worksite are dealt with as smoothly as possible. In the best run locals, there is a close relationship and good flow of information between stewards, worksites and the component and provincial executives.

Being a local executive officer is not a ceremonial role – there's work involved. Some local officers meet as little as two times per year while others meet monthly. As a local officer you are expected to attend local meetings and, if your role demands it, component meetings as well.

"To continue building working class power, we need to stretch out the muscles of worker democracy and engagement – and that starts with our locals," said Paul Finch, BCGEU president. "By nominating a strong local, you will be protecting the jobs and paycheques of you and your coworkers."

## Local officer roles

The roles on a local executive can vary according to individual bylaws. But most locals have executive members filling the following roles:

**CHAIRPERSON** Other than chairing the meetings of the local executive, and local meetings, the chairperson is ultimately responsible for the running of the local. Typically, they also represent your local at the component level.

**VICE CHAIRPERSON** The vice steps in for the chair when they are unable to chair a meeting. They support the chairperson in organizing and communicating with the members of the local.

**TREASURER** The treasurer is responsible for the finances of the local. This includes proper accounting, and reporting to both the local and component. The union provides training for all new incoming treasurers.

**RECORDING SECRETARY** The recording secretary is responsible for keeping accurate minutes, and records of the local executive, and local meetings.

**YOUNG WORKER REPRESENTATIVE** This position is open to all workers under the age of 30, to raise issues with a specific eye to the changing nature of work for young people.

**EQUITY** This representative on the local executive is elected to represent the unique needs of equity groups in their local.

**MEMBER AT LARGE** Most local executives have several spots for members at large, who serve on the board in a general role, and pitch in wherever is needed at the discretion of the local executive.

### FEBRUARY 28\*

Nominations close and election period begins. Candidates are provided a list of the local's members and can submit a one-page bio and photo to accompany the ballot. Elections are conducted by electronic ballot.

### APRIL 30

Election must be completed by this date but may close earlier. Stay tuned to your email. Results are announced to all candidates.

### Did you know?

You can find your component number by logging into [my.bcgeu.ca](https://my.bcgeu.ca) and your local by clicking on your component at [bcgeu.ca/components](https://bcgeu.ca/components).

*Young worker seats were created to open opportunities for young people to get included in leadership in our union. They sit as equals with the other members at large and can work on anything.*



# 16 Labour unions

## Keeping credit unions accountable and worker-friendly

**As any BCGEU member working for a credit union will tell you, how friendly the financial institution is to workers depends on its commitment to its democratic roots.**

Born of a mutual-aid effort, credit unions arose when workers and other underserved communities decided to pool their money and start their own chequing and

lending systems, rejecting mainstream banks that had failed them with discriminatory and greedy practices.

To this day, credit unions differentiate themselves from “big banks” with their co-operative structure, granting every member a right to have some say over how their money and loans are handled. In practice, this right is most exercised through board elections, where every member gets a vote.

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## Grassroot support for workers' rights

**Last year, our union surveyed over 23,000 credit union members, most of whom are workers. An overwhelming number said that, if they voted in their credit union's board election, they would back candidates who support workers' rights and progressive values.**

Unfortunately, the survey also showed that only 35 per cent of respondents would consider voting in their credit union's elections. This means these financial institutions have a long way to go before they can truly call themselves workers' banks. People power requires mass participation.

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## Labour unions have the power

**A cooperative's board is accountable to its members. By not sharing all necessary information with them, the board betrays its values as a member-first institution. This is the case at Vancity.**

Without consulting Vancity members, the board increased service fees mere months after laying off 200 staff, causing significant financial and service impacts for members.

Knowing this is not the behaviour of an organization that calls itself a “union,” BCGEU members who are both employees and members of Vancity are harnessing their labour union power to collectively fight for a fair contract that holds their employer accountable to its stated values.

**“BCGEU members are raising their voices and practicing the active citizenship that Vancity only preaches... Our union is reinforcing the message that a worker-friendly credit union is a member-first credit union, so we can bring these financial institutions back to their roots.”**

**Samantha Moskie**  
Bargaining committee chair



# Your dues at work

## Our 2025 Budget

As a union member, you pay dues – regular financial contributions based on your working status that, when pooled together, fund our union's activities like ensuring collective protection and representation and achieving fair wages, benefits and safe working conditions.

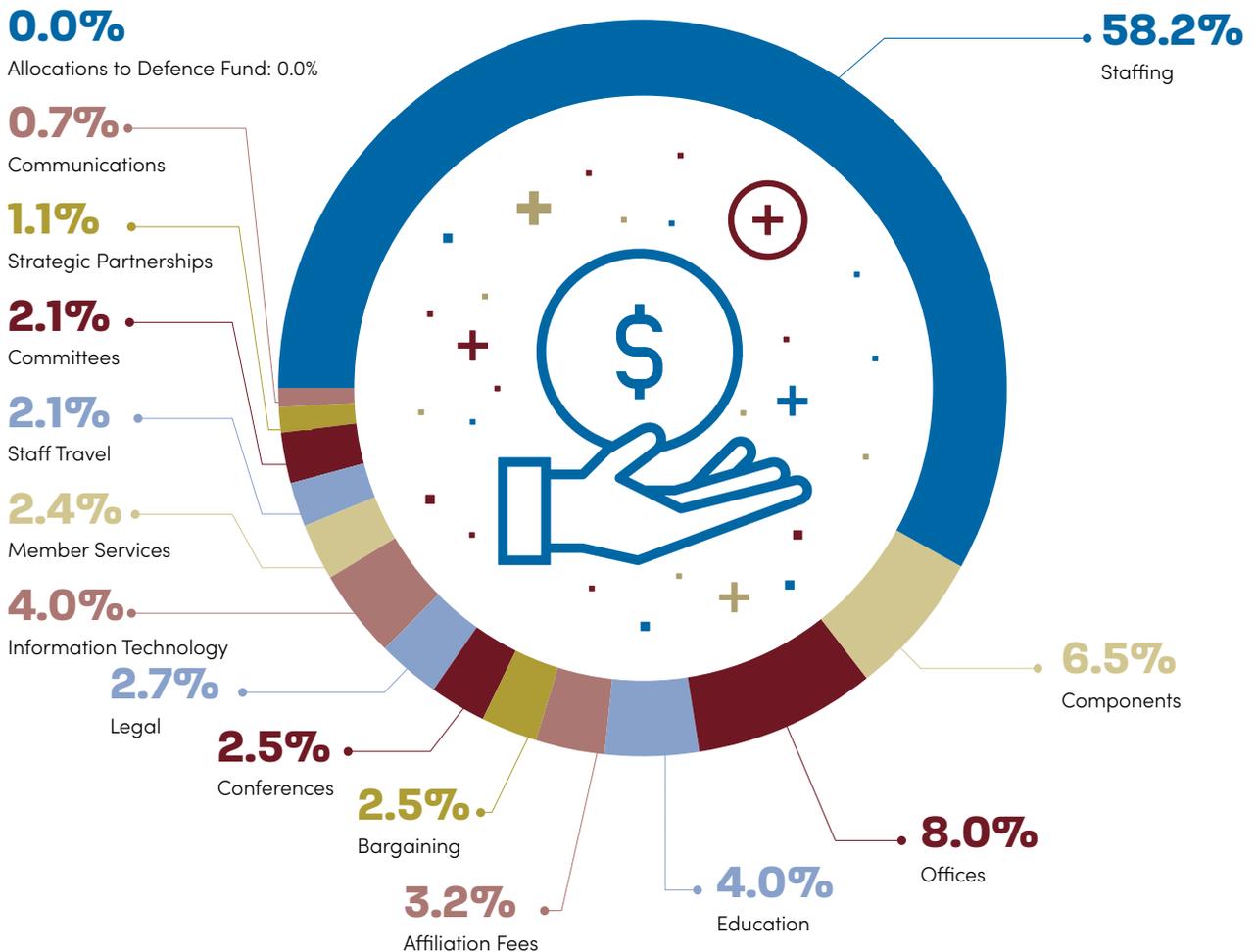
Each year, the BCGEU Provincial Executive carefully allocates your dues by passing a budget. In 2025, our approved budget is \$105.9 million. Over half is allocated to staffing – the largest investment in front-line staffing in our union's history – and nearly 20 per cent is allocated to offices, components and member education. This reflects the priority of the Provincial Executive so that members can access the supports they need and have the means to prepare for and conduct bargaining. Importantly, our

union's defence (strike) fund is also robust having grown by its own investment returns since 2017.

The 2025 budget also shows that we are in a strong position heading into an important round of public sector bargaining that affects 80 per cent of BCGEU members.

If you have questions about our budget process, or want more information about where your dues go, please contact your local chair.

Over the past decade our union has increased its staffing, particularly front-line staffing, by approximately 27 per cent above the per capita equivalent increase in our membership. This is reflected in the chart below.



# 18 Member profiles



## Brad Jannaway

**Heavy Mechanical Instructor (Local 702)**

Brad is a heavy mechanical instructor at Vancouver Island University in Nanaimo, and has been teaching for seven years. He finds teaching at all levels of the apprenticeship program to be very rewarding.

“I personally continue to grow and learn about new systems being added to our education programs, which I appreciate.”

Brad is also a worksite steward and the bargaining unit chair for vocational instructors at his worksite. To him, being part of a union means career stability and support.

**“Our collective agreement gives me a good understanding of my obligations to my employer, as well as the rights and benefits my employer is accountable to provide me with in return. Being part of a union means promoting a fair and equitable workplace.”**



## Karin Laderoute

**Early Childhood Educator (Local 303)**

Karin’s worksite is a child care centre providing children of all abilities with the opportunity to learn, grow and develop in a safe, inclusive environment.

Like many of her colleagues in the Community Social Services sector, Karin worries about how her profession, early childhood education (ECE), is undervalued and the impact that has on this vital sector.

**“ECE workers across the province are still facing low professional status, and with that comes low wages. Unfortunately, at this point, there isn’t much that is drawing the next generation into the field.”**



## Erlinda Bailio

**Care Aide (Local 404)**

Erlinda is a care aide at a complex care facility for seniors in Surrey and has been a BCGEU member for 31 years. Erlinda finds her work rewarding and deeply meaningful — she was raised by her grandmother.

**“I came to Canada when I was 24 and we never thought of having rights as an employee. Being a union member is like we’re family. I have people behind me backing me up.”**



## Danny Munro

### Assistant Manager (Local 510/511)

Danny is an assistant manager at the BC Cannabis store in Prince George and has been a BCGEU member for five years. He is proud to follow in the footsteps of his father, who was also a Component 5 member for 35 years and a local chairperson.

As chairperson of his local, Danny encourages members who work for the public service to attend meetings and engage in the bargaining process this year.

**“This is a really important time to have your voices heard, and it’s a time where we can actually try and make some change with the employer.”**



## Mehdi Salem

### Correctional Officer (Local 105)

Mehdi has been a provincial correctional officer for 28 years. During this time he has seen periods of severe funding cuts, closures and overcrowding. He has also participated in campaigns to restore the resources he and his coworkers need, all with the support of his union.

**“The union is only as good as its members. If we have unity and solidarity, in the toughest times, it is the spirit of friendship, togetherness and hope that lives on.”**



## Dilpreet Thiara

### Mobile Harm Reduction Outreach Worker (Local 804)

Dilpreet has been a BCGEU member for 20 years and works as a mobile harm reduction outreach worker with Lookout Society. Usually working with a partner, she drives around to meet community members who are often struggling with substance use issues, trauma, mental health and addictions.

Dilpreet worries about the rising cost of living and the lack of mental health supports for her and her colleagues.

**“Us as workers — we’re not being supported enough. It’s not a light job that we do... and we don’t have enough wraparound services just for us workers.”**





NEARLY 80% OF BCGEU MEMBERS  
WILL BE IN BARGAINING IN 2025

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