

**MINUTES**

**of the**

**51ST CONSTITUTIONAL CONVENTION**

**of the**

**B.C. GENERAL EMPLOYEES' UNION  
(BCGEU)**

**held at the**

**Hyatt Regency Hotel  
Vancouver, B.C.**

**and**

**Virtually via Chime Live Platform**

**June 9 to 12, 2021**

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## **MINUTES**

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**MINUTES** of the 2021 51<sup>st</sup> Constitutional Convention of the B.C. General Employees' Union held in person at the Hyatt Regency Hotel, Vancouver, BC and virtually on the Chime Live Platform on June 9 to 12, 2021.

### **PROCEEDINGS – 1<sup>ST</sup> SESSION** **9:00 a.m., Wednesday, June 9, 2021**

#### **CALL TO ORDER**

President Stephanie Smith called the 51<sup>st</sup> Constitutional Convention of the B.C. General Employees' Union to order at 9:00 a.m. on Wednesday, June 9, 2021.

Due to the pandemic the convention delegates attended the convention virtually via the Chime Live Platform. President Smith thanked the delegates for making time to participate in the convention and welcoming the union into their homes.

#### **ACKNOWLEDGEMENT OF TERRITORIES**

President Smith acknowledged that the convention was on the shared traditional territories of the Squamish, Musqueam and Tsleil-watuth First Nations.

#### **INDIGENOUS PEOPLE'S WELCOME**

President Smith introduced Victor Guerin, a member of the Musqueam First Nation who welcomed the delegates to his people's traditional lands.

#### **RECOGNITION OF TK'EMLÚPS TE SECWÉPEMC FIRST NATIONS DISCOVERY**

President Smith acknowledged the discovery of the unmarked graves by the Tk'emlúps Te Secwépemc First Nation. On the recommendation of the Indigenous Advisory Committee and agreement by the Kwantlen First Nations, a sacred fire will burn in memory and in celebration of the lives of the children found in the unmarked graves.

#### **TALKING STICK**

President Smith explained the symbolism of the Talking Stick, which represents open and honest discussion and gives the speaker confidence, strength and courage to express their viewpoint.

#### **INTRODUCTION OF THE PROVINCIAL EXECUTIVE**

President Smith introduced the Provincial Executive: Treasurer Paul Finch, Executive Vice Presidents James Coccola, Doug Kinna, Kari Michaels and Joanna Lord. Component Representatives - Dean Purdy, Correctional and Sheriff Services; Andrea Duncan and Pamela Pye, Community Social Services; Mahen Ramdharry and Cina Opel, Health Services; Kusam Doal, Retail Stores and Warehouse; Judy Fox-McGuire and Cynthia Egli, Social, Information and Health; Cindy Battersby(virtual), Education, Scientific, Technical and Administrative; Scott De Long and Richard Consalvi (unable to attend), Community Health Services; Rory Smith (virtual), Operational Health Services; Maria Middlemiss (virtual) and Matt Damario, Administrative Services; Dave MacDonald and Megan Washington, General Services; Rob Davis, Environmental, Technical and Operational.

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## ACKNOWLEDGEMENT OF AFFILIATES

President Smith acknowledged the union's affiliates; BC Ferry and Marine Workers' Union (BCFMWU), Compensation Employees' Union (CEU) and the Interior Brewery Workers, Local 308. Delegates from the BCFMWU and CEU were in attendance.

## REVIEW OF THE VIRTUAL PLATFORM

President Smith reviewed the virtual platform with the delegates and held a test vote to be used for resolutions.

## REPORT OF THE CREDENTIALS COMMITTEE

Cina Opel and Cynthia Egli gave the report of the Credentials Committee as follows:

Registered Delegates	439
Component observers	8
Life Members	15
Solidarity Guests	14
Staff	65
Total:	<b>541</b>

***It was M/S/C to adopt the first report of the Credentials Committee.***

## RULES OF ORDER

Treasurer Paul Finch was called upon to review the Rules of Order with the delegates.

He moved the adoption of the Rules of Order.

Executive Vice-President James Coccola moved to amend #9 of the Rules of Order to lower the speaking time for resolutions from three minutes to two minutes.

***It was M/S/C to amend #9 of the Rules of Order.***

Based on the vote the Rules of Order were amended so the speaking time for resolutions would be two minutes.

Treasurer Finch moved to adopt the Rules of Order as amended.

***It was M/S/C to adopt the Rules of Order as amended.***

## POLICIES – HARASSMENT, CODE OF CONDUCT, SCENT FREE ENVIRONMENT

Treasurer Finch also directed the delegates to the Provincial Executive policies (Harassment and Code of Conduct) contained in the Convention Handbook. He announced that Rajveen Shergill and Rene-John

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Nicolas were appointed by the Provincial Executive as administrators of these policies. The delegates were asked to familiarize themselves with the policies and govern themselves accordingly.

### AGENDA AND SESSIONAL HOURS

The sessional hours are 9:00 a.m. to 1:00 p.m. each day.

The detailed agenda was available under the Agenda Tab on the convention platform.

***It was M/S/C to adopt the sessional hours and agenda.***

### CONVENTION COMMITTEES

Treasurer Finch made the motion that the Provincial Executive recommends adoption of the committees as follows:

- Resolutions
- Convention Finance
- Constitution and Structure
- Credentials
- Balloting

### POINT OF INFORMATION

Lynn van Roode, Local 311 stated that the convention list on the screen did not include the credentials committee.

President Smith said to assume the list included the Credentials Committee as it was read out by Treasurer Finch and is listed in the Convention Handbook.

***It was M/S/C to adopt the convention committees.*** (see Appendix B – Convention Committees)

### ALLOCATION OF RESOLUTIONS

- A-1 to A-36      Constitution and Structure
- B-37 to B-68      Finance
- C-69 to C-221      Our Union
- D-222 to D-404      Our Issues
- E-405 to E-416      Collective Bargaining
- F-417 to F-458      Life Memberships

***It was M/S/C to accept this allocation of the resolutions to the 51st Constitutional Convention.***

### POINT OF INFORMATION

Veronica Barlee, Local 601 enquired if delegates would get prior notice of the order of the resolutions to be dealt with.

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### POINT OF INFORMATION

Rosario Viray, Local 404 asked for resolution C-73 to be reallocated to Finance.

President Smith answered that it is outside the window to be able to speak on the allocation of resolutions.

### INTERNATIONAL GUEST SPEAKER

Bernice Celeita, Buenaventura Civic Strike Committee (Colombia) was to have spoken but due to the situation in Colombia Yuliana Velez spoke on behalf of NOMADESC.

She spoke of how they are in the midst of a National General Strike. Workers are experiencing physical brutality, detention and death at the hands of the military. The Columbian state needs to hear from those outside of country. She spoke of the need to have voices from abroad express support and demand the Colombian state cease the brutality against demonstrators.

President Smith responded that the BCGEU stands in solidarity with NOMADESC and all they do for human rights. The BCGEU stands up for our comrades around the world through support from the Diane L Wood International Solidarity and Humanity Fund and Provincial Executive International Solidarity Committee.

### RESOLUTIONS COMMITTEE

President Smith called upon the Resolutions Committee to deal with resolutions.

### SOLIDARITY GREETINGS

Laird Cronk, President and Sussanne Skidmore, Secretary Treasurer of the B.C. Federation of Labour brought solidarity greetings to the convention.

### POINT OF INFORMATION

Souie Gorup, Local 601 asked in regards to composite resolution D-5, what is the amount that would be contributed to the Kurdistan fund?

President Smith responded that fund requests are allocated to the PE International Solidarity Committee, who then review the request, decide on an amount which then goes before the Provincial Executive for approval. At this point no dollar amount has been allocated to this resolution.

### POINT OF INFORMATION

Darcy Houston, Local 601 asked if resolution C-160 was consolidating resolutions C-158, C-159, C-161 and C-162.

President Smith responded that resolution C-160 was to cover resolutions C-158, C-159, C-161, and C-162.

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### POINT OF ORDER

Jonathan Bolton, Local 504 asked if question could be called as there had been more than three speakers for resolution C-95.

Treasurer Finch responded that question could not be called as there hadn't been three consecutive pro or con speakers.

### POINT OF INFORMATION

Brittany Boschma, Local 601 Young Worker Delegate asked if the educational campaign on violence (C-203) would include domestic violence since many have been working from home this past year.

Executive Vice-President Doug Kinna responded that if it has entered the workplace and you have been working from home than yes it would be included.

### POINT OF INFORMATION

Jeremy Williams, Local 803 asked if the website redesign (C-81) would include online grievance filing.

President Smith responded that this resolution is to bring a committee together to look at the website redesign. However, the union has been looking at the implementation of online grievance filing.

### ANNOUNCEMENTS

Treasurer Finch thanked President Smith and Executive Vice-Presidents Doug Kinna and Kari Michaels for their work on the resolutions. He thanked staff for their hard work to make convention happen.

He reminded delegates of the Indigenous and Workers with Disabilities Caucuses to be held that afternoon. Also, for delegates to make sure they had received their voting credential.

The theme for tomorrow's photo contest is "Throwback Thursday" and to send a picture of you at a past convention. Winners of today's contests are: photo contest winner: Jason Singh, Local 1203 and random draw winner: Gitan Rakhra, Local 707.

He thanked the Solidarity Guests who attended today's session.

### GOOD AND WELFARE

Due to the passing of his father the night before, Dave Herman , Local 505 Chairperson was unable to participate in the convention. The Union wanted to let him know they are behind him and grieve the loss as well.

Convention adjourned for the day at 1:00 p.m.

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## PROCEEDINGS – 2ND SESSION 9:00 a.m., Thursday, June 10, 2021

### WORKSITE ANIMATION

Treasurer Finch introduced the Worksite Animation which showed the numerous worksites the union's elected officers have visited in communities around British Columbia since the last convention.

### KEYNOTE ADDRESS

Treasurer Finch introduced President Smith who delivered her keynote address to the delegates.

President Smith reflected on how convention is a powerful experience, when people from all over the province come together to discuss policy, resolutions and to decide the course of the union for the next three years. She spoke of how the convention was originally to be held last year, after the union's Centennial but instead the pandemic hit which led to the postponement of convention for one year.

She informed delegates that since the last convention the union had major accomplishments: increase of membership; increase in staffing; ensuring proper funding of certifications and gains in wage parity. Roundtables were held to promote discussions on ways the union could be more inclusive. Campaigns were developed on housing affordability, universal childcare, the opioid crisis and settlement monies put back in the pockets of members.

She spoke of how the pandemic showed that not everyone is in the same boat. President Smith went on to say that when things "get back to normal" the union needs to use its power so the new "normal" is a more inclusive, diverse, prosperous, worker friendly society. Two thirds of the membership will be bargaining so all of the sacrifices made during the pandemic need to be reflected in the collective agreements.

She finished by saying the challenges faced are substantial but so are the opportunities. She wished everyone a great convention and thanked delegates for all they do.

### REPORTS OF THE CREDENTIALS COMMITTEE

Cina Opel and Cynthia Egli gave the report of the Credentials Committee as follows:

Registered delegates	404
Component observers	8
Life members	15
Solidarity guests	10
Staff	61
Total	<b>498</b>

***It was M/S/C to adopt the second report of the Credentials Committee.***

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## **MOMENT OF SILENCE**

The delegates were asked to observe a moment of silence in memory of our fellow members who died since our last convention.

## **RESOLUTIONS COMMITTEE**

President Smith called upon the Resolutions Committee to deal with resolutions and discuss the Equity and Inclusion Policy Paper.

## **SPIRIT OF LEADERSHIP AWARD**

The 51st BCGEU Convention recipient of the Spirit of Leadership Award was Dr. Cindy Blackstock, Executive Director, First Nations Child and Family Caring Society of Canada and a leader for Indigenous children and youth.

Dr. Blackstock thanked the BCGEU for the award and took the opportunity to speak of the 215 children buried in unmarked graves at Kamloops. She spoke of the inequalities of Indigenous peoples and how the Federal government underfunds all of the communities. The underfunding does nothing to assist the families to get through the generational trauma. She continued that the fight with government is ongoing with 14% of children likely to end up in care and the neglect of basic support services. She ended by telling delegates what they can do to help these children become the first generation to not have to deal with childhood trauma.

President Smith thanked Dr. Blackstock for her work and that she has the full support of the BCGEU.

## **RESOLUTIONS COMMITTEE**

President Smith called upon the Resolutions Committee to deal with resolutions.

## **POINT OF PRIVILEGE**

Beverly Anderson, Local 811 asked what the rules would be around the memorial fund (Emergency Resolution #1). She asked if a set of guidelines would be available to the membership as to how it would be used and tracked.

Treasurer Finch responded that the memorial would be governed by the same financial policies, as any union spending. First, it would require Executive Committee approval then approval by the PE. It would be documented and shown in year-end financial reports. The amount would be in consultation with the PE Indigenous Advisory Committee.

## **INTRODUCTION OF SOLIDARITY GUESTS**

Sister Smith introduced the solidarity guests, visitors and affiliates attending convention.

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## POINT OF ORDER

Drew Ferreira, Local 2010 asked if the order of resolutions were being followed as Composite 3 was missed.

Treasurer Finch responded that there is an established order but the order is connected to the agenda so that is why Composite 3 wasn't dealt with.

## CONSTITUTION AND STRUCTURE COMMITTEE

President Smith called upon the Constitution and Structure committee to deal with resolutions.

## POINT OF ORDER

Laurie Irvine, Local 1203 was concerned the voting results were in violation by doing a percentage and should be done as a fraction.

Treasurer Finch responded he was going to rule against her point. Results are presented in two ways as a percentage and the actual number voted on. If it was an in person convention the chair would figure whether two thirds was achieved by a standing vote. This would not be shown as a fraction and the chair would decide if threshold had been achieved. The results are based on the votes cast.

## SOLIDARITY GREETINGS

Guy Smith, President Alberta Union of Provincial Employees and Christine Boyle, Vancouver City Councillor brought solidarity greetings to the convention.

## GUEST SPEAKER

Premier John Horgan addressed the delegates and said how critical BCGEU members have been during the pandemic. He hoped when we come out of the pandemic the world sees the importance of public service to society whether government or private. He spoke of building a better BC together with universal childcare and a commitment to human rights. He looked forward to working together in the future and thanked the BCGEU membership for making BC the best place in Canada.

## RESOLUTIONS COMMITTEE

President Smith called upon the Resolutions Committee to deal with resolutions.

## POINT OF PRIVILEGE

Binny Sivia, Local 404 announced that this morning government agreed to defer logging at Fairy Creek.

## POINT OF PRIVILEGE

Jeremy Williams, Local 803, Equity delegate pointed out some derogatory language had been used about mental health medications.



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## POINT OF INFORMATION

Moshe Appel, Local 1201 wanted clarification as to what the presumptive clause refers to in resolution D-308 to cover D-306, D-307, D-310.

President Smith responded the presumptive clause is if you suffer an injury it is presumed to have happened at work so there is not a need to have to prove it to the Workers' Compensation Board.

## POINT OF PRIVILEGE

Gitan Rakhra, Local 707 raised that there has been exclusionary Trans language used. Trans women are women and deserve a seat at the table. (A-20 to cover A-21).

## POINT OF PRIVILEGE

Kayla Woodruff, Local 603 wanted to echo Gitan and felt that some of the previous speakers' language had been Trans phobic.

## POINT OF ORDER

Jeremy Leveque, Local 601 although in favour of the resolution he noticed there was no option for abstention.

## POINT OF INFORMATION

Jessie Bains, Local 604 felt the clapping after the announcement of the resolution passing was inappropriate.

## POINT OF INFORMATION

Caroline Kent, Local 303 asked why the number of delegates who abstained are not shown.

President Smith checked with the BCGEU Parliamentarian and it was decided that since the abstained votes don't count, and not to be confusing for delegates, they would not be shown.

## INTRODUCTION OF SOLIDARITY GUESTS

Sister Smith introduced the solidarity guests, visitors and affiliates attending convention.

## ANNOUNCEMENTS

Treasurer Finch thanked James Coccola and Joanna Lord for their work on the Constitution and Structure Resolutions Committee.

He reminded delegates of the next day's 9:00 a.m. start time.

Tomorrow's theme: #BCGEU dependents - dress kids/pets in BCGEU colours or swag.

Today's winners: Photo contest: Amena Cleveland, Local 801 with a picture from the Victoria Pride Parade.

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Random draw: Hayley MacDonald, Local 1201

He also encouraged delegates to join back at 2:00 p.m. for the All Candidates' Forum.

Convention adjourned for the day at 1:00 p.m.

### **PROCEEDINGS – 3RD SESSION 9:00 a.m., Friday, June 11, 2021**

President Smith called upon Director Sheila Puga to explain to delegates why there was no ASL interpreter present at the Workers' with Disabilities caucus.

Director Sheila Puga explained an ASL interpreter was to have been present at all of the caucuses. Due to an error the interpreter was given the wrong time for the caucus. Staff was notified but were unable to find an ASL Interpreter in time. This was an error on the union's part and a note has been made so as not to happen in the future.

Treasurer Paul Finch attended the caucus and checked to see if an interpreter was needed but none of the attendees required one so the caucus continued.

President Smith extended her sincere apologies, noted to never let it happen again and asked delegates to thank the wonderful interpreters.

#### **TREASURER REPORT**

Treasurer Paul Finch outlined in his report all the achievements the union had made since the last convention:

1. Development of our shareholder engagement program;
2. Brought on a procurement officer and developed procurement policy to the union;
3. Created internal auditor scheduled;
4. Refinement of our investment strategy;
5. LMAO project financed out of defence fund;
6. Refinement of our Strategic Partnership Program;
7. Happy to lead campaign to wear masks;
8. Have overhauled our operations reports.

He told the delegates the union is in a very healthy position financially but the strength in our union is in the activists. It is our ability to come together to strengthen the finances so as to be able to fund those things important to us as a union.

Treasurer Finch presented the Consolidated Financial Statements.

He introduced the Capital Stewardship policy paper – "Responsible Investment in Action" through this program the union is making significant impact and affecting needed change with the power of our investments and status as shareholders.

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### REPORTS OF THE CREDENTIALS COMMITTEE

Cina Opel and Cynthia Egli gave the report of the Credentials Committee as follows:

Registered delegates	412
Component observers	6
Life Members	14
Solidarity Guests	9
Staff	59
Total:	500

***It was M/S/C to adopt the third report of the Credentials Committee.***

### INTRODUCTION OF SOLIDARITY GUESTS

President Smith introduced the solidarity guests, visitors and affiliates attending convention.

### POINT OF PRIVILEGE

Keith Stone, Local 503 asked if a motion should be made to adopt the Financial Report.

President Smith responded that there is no need to adopt the Treasurer's report, it is like the President's report. However, there will be a motion for the Financial Statements and the Finance Committee report.

### CONVENTION FINANCE COMMITTEE

Treasurer Paul Finch introduced the Convention Finance Committee to the delegates and thanked them for their hard work. Treasurer Finch gave a presentation of the audited financial statements and answered any questions.

### POINT OF INFORMATION

Marcel Beerkens, Local 707 asked a question as to what the ratio of staff reps at the area offices are to the number of members.

Treasurer Finch called upon Director Doug Dykens to respond.

Director Doug Dykens responded that a rough calculation is 2,000 members per staff rep but that is not always perfect as need to consider other things such as number of grievance files or the number of independent negotiations.

***It was M/S/C to adopt the 2020 Audited Financial Statements.***

Treasurer Finch presented the Finance Committee Report which was included in the Conventions Report booklet.

***It was M/S/C to accept the Report of the Finance Committee.***

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President Smith called upon the Convention Finance Committee to deal with resolutions assigned to Finance.

### POINT OF INFORMATION

Binny Sivia, Local 404 asked what kind of contingencies are in place to make up a loss if there is a massive strike or downturn.

Treasurer Finch responded if depleted to below \$82 million we would take 3% of the dues budget and move it to the defence fund which would be a further cut to the dues budget. We would also look to increase it with our investment funds.

President Smith reminded delegates that any dues increase has to be passed it can't arbitrarily be done.

### POINT OF INFORMATION

Darcy Houston, Local 601 asked what the average savings would be to each member if dues were reduced to 1.5%.

Treasurer Finch responded the average saving for a member, pre-tax over a year, would be \$175.

### POINT OF INFORMATION

Charmaine Fines, Local 802 asked what, if any, savings the union had because of COVID.

Treasurer Finch responded if any savings the monies have gone back into Member Services.

### POINT OF INFORMATION

Richard Schaeffer, Local 703 asked the chair when time to vote on this resolution if direction would be given as to how the vote works.

President Smith responded that 50% plus one is what is required for the vote.

### POINT OF ORDER

Casey Powell-Sirois, Local 1201 that after reviewing the agenda wanted to return to the order for the day.

President Smith explained that we are past the time allocated on the agenda for this so the delegate is asking to cease debate, call question then return to the order of the day on the agenda.

Motion was made and passed by delegates.

### RESOLUTIONS COMMITTEE

President Smith called upon the Resolutions Committee to deal with resolutions.

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Executive Vice-President Kari Michaels and Executive Vice-President Doug Kinna read the list of this convention's recipients of BCGEU life memberships.

EVP Kinna made a motion that the BCGEU bestow the union's highest honour of life membership to those named. S/C

Life Membership resolutions are F-417 – F-458. (These resolutions can be found on pages 156 to 164)

### **HONOUR ROLL**

The Honour Roll is for BCGEU members who met the criteria for Life Membership but hadn't received recognition before they passed away while in service, or following their retirement. EVP Kari Michaels and EVP Doug Kinna announced the Honour Roll had been bestowed to Christopher (CJ) Conroy, Local 101; Jacqueline (Jackie) Eckstein, Local 501; Branden Florio, Local 503; Cathy McCallum, Local 601; Sheila Veller, Local 604; Clovette Chandler, Local 610; and Suzy Labelle, Local 1201.

### **CONSTITUTION AND STRUCTURE COMMITTEE**

Treasurer Finch called upon the Constitution and Structure committee to deal with resolutions.

### **POINT OF ORDER**

Jeremy Williams, Local 803 Equity delegate said that during the last vote he voted then another request to vote came up so he wasn't sure what happened.

Treasurer Finch responded that the system will only accept one vote from your credential so might seem like you voted twice but only one vote gets processed.

### **POINT OF INFORMATION**

Jack Elkin, Local 301 doesn't know if pro or con as it is complex resolution.

### **POINT OF ORDER**

Wes Magee, Local 311 referred delegate to #8 in the Rules of Order, a speaker who is undecided must identify themselves as pro.

### **INTRODUCTION OF SOLIDARITY GUESTS**

Treasurer Finch introduced the solidarity guests, visitors and affiliates attending convention with special acknowledgement to President Emeritus George Heyman who is also MLA for Vancouver/Fairview.

### **POINT OF INFORMATION**

Ann Mary Joseph, Local 403 asked that the content of resolution (A-15) mentions four Executive Vice Presidents if this resolution is passed would future resolutions be affected.

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Executive Vice-President Coccola responded that when Constitution and Structure resolutions are passed they take effect immediately but doesn't see any future resolutions that if this resolution is passed would be affected.

### POINT OF INFORMATION

Darcy Houston, Local 601 asked since resolution A-16 would create a new EVP position would resolution A-15 effect it.

EVP Coccola replied that if the convention passes A-15 it goes into effect immediately and then if A-16 passed they both would be in effect, however, if they are changing the exact same thing the last resolution passed would be the one to take effect immediately.

### POINT OF ORDER

Casey Powell-Sirois, Local 1201 moved the voting of A-15 be postponed until voting on A-16 has been considered.

Harbinder Singh, Local 503 seconded the motion.

Delegates passed that resolution A-15 be suspended until resolution A-16 has been dealt with.

Constitution and Structure committee were asked to stand down.

### COMMITTEE REPORTS

President Smith reported out the highlights from the Executive and Administrative reports.

***It was M/S/C to accept the Executive Committee Report.***

***It was M/S/C to accept the Administrative Committee Report.***

### GUEST SPEAKER

President Smith introduced Jagmeet Singh, Leader of Federal NDP.

Jagmeet Singh thanked delegates for the amazing work they do to make so many people's lives better. The gains society has made comes from the labour movement. He continued that the Pandemic exposed the inequality in access to health care and essential service workers' low wages. He spoke of the need for a worker focused recovery plan that makes investments in healthcare, housing, childcare and protects the environment. He reminded delegates to volunteer if a Federal election called as we need to get more NDP representation in Ottawa. He ended with reminding delegates that when we lift the people among us we all rise together.

### CONSTITUTION AND STRUCTURE COMMITTEE

President Smith called upon the committee to continue dealing with resolutions.

# MINUTES

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## POINT OF ORDER

Kathleen Dow, Local 1201 moved that resolution C-113 (Appoint person for disabilities' audits and information) be placed in the general order for Saturday, June 12 at 11:30 a.m. S/C

## POINT OF INFORMATION

Ryan Richards, Local 401 asked what the added cost would be for the Equity VP position (A-16).

Treasurer Finch replied that it would be a variable cost but would be approximately \$122,000.

## POINT OF INFORMATION

Andrew Kerr, Local 1201 asked if this resolution A-16 passes then a subsequent resolution comes up saying that position would be created immediately after convention would that decision overrule this one.

EVP Coccola responded that if A-16 passes and then for example A-17 passes, it would supercede A-16 and would come into effect.

## INTRODUCTION OF SOLIDARITY GUESTS

Sister Smith introduced the solidarity guests, visitors and affiliates attending convention.

## ANNOUNCEMENTS

Brother Finch reminded delegates of the 2SLGBTQI+ and Workers of Colour caucuses. The official agenda begins at 9:00 a.m. tomorrow with the elections for the new Executive Committee.

Tomorrow's contest the theme is #Convention Cosy what your virtual convention attire is?

Today's winners: Photo: Amena Cleveland, Local 801 and Random: Hayley MacDonald, Local 1201.

Convention adjourned for the day at 1:00 p.m.

## PROCEEDINGS – 4th SESSION 9:00 a.m., Saturday, June 12, 2021

## CALL TO ORDER

President Smith called the convention to order at 9:00 a.m. on Saturday, June 12, 2021.

## ANNOUNCEMENTS

President Smith reassured delegates that although the voting window was not currently available that it would be when the elections are conducted. Also, if you haven't received your voting credential to contact Conventions.

## MINUTES

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She also acknowledged the discovery of the unmarked graves at the Brandon Residential School confirming what First Nations already knew happened to their children. It is up to all of us to learn and act, to dismantle this legacy in our community and union.

### POINT OF INFORMATION

Andrea Duncan, Local 303 informed delegates of an incident that happened at their virtual caucus meeting where an uninvited delegate entered and promoted election materials for a candidate. The rules of order and standards of conduct are still to be followed whether in person or virtual. The delegate in question voluntarily withdrew their credential but she still wanted to inform fellow delegates what had taken place.

### POINT OF ORDER

Sheri Crawford, Local 703 moved that resolutions A-17 and A-18 be debated prior to the election process.

Richard Schaeffer, Local 703 seconded the motion.

The chair reminded delegates that this motion would require changing the order of the previously passed day's agenda so would require a two thirds vote to pass.

The motion was defeated as didn't meet the 2/3 threshold.

### POINT OF ORDER

Rosario Viray, Local 404 requested that resolution B-39 to be brought back to the committee for consideration.

The chair reminded delegates that since Constitution and Structure resolutions can only be dealt with at convention and elections need to be conducted that many of the general resolutions might not make it to the convention floor.

### POINT OF ORDER

Ryan Richard, Local 401 asked if delegates would be receiving a credentials report prior to the elections.

The chair responded that there will be a report from the credentials committee prior to the election.

### POINT OF ORDER

Jonathan Bolton, Local 504 commented that the window is not open when voting for resolutions so unable to vote.

The chair reminded delegates to go to chime live and if window doesn't pop up to contact Tech support.

### POINT OF ORDER

Gayle Furgala, Local 1707 commented that delegates from Component 17 are saying the voting window for resolutions is popping up but you cannot submit and it dies after 45 seconds.



## MINUTES

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The chair told delegates that the Tech support is looking into this but this is not required for conducting the elections.

### ELECTION OF OFFICERS

President Smith welcomed virtually Jason MacLean, President Nova Scotia Government Employees' Union (NSGEU) and in person Sussanne Skidmore, Secretary Treasurer BC Federation of Labour to assist with the elections.

### REPORT OF CREDENTIALS COMMITTEE

Cina Opel and Cynthia Egli gave the report of the Credentials Committee as follows:

Registered voting delegate	412
Component Observers	5
Life Members	12
Solidarity Guests	5
Staff	49
Total:	<b>483</b>

***It was M/S/C to adopt the fourth report of the Credentials Committee.***

### INTRODUCTION OF SOLIDARITY GUESTS

President Smith introduced the solidarity guests, visitors and affiliates attending convention.

### ELECTION OF OFFICERS

Order of Elections  
President  
Treasurer  
2 male EVP  
2 female EVP

The chair Jason McLean, reviewed with delegates the process for voting as the election required a different credential sent May 28th and then again this morning. When it is time to vote the voting tab will automatically open. If it doesn't open go to the voting elections tab which is only seen by voting delegates. As chair he would let delegates know when voting was to begin as there will be no access prior to the time to vote.

The chair did some test votes with delegates. Sussanne Skidmore interrupted to say they had a technical glitch which would be dealt with while delegates watched a video.

Chair Jason McLean's virtual connection wasn't stable so Sussanne Skidmore stepped in as chair.

# MINUTES

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## POINT OF ORDER

Jackie Pierre, Local 2003 challenged the chair's previous ruling against the motion to proceed with the resolution debate prior to election.

The chair checked with the Parliamentarian and the challenge would have had to have happened when the motion had hit the floor so ruled out of order.

## POINT OF ORDER

Glenn Mahoney, Local 601 observed that the order of resolutions were not posted under today's tab.

The chair replied she would check into it.

## CREDENTIAL UPDATE

The chair mentioned that since virtual one can't control when people log in so updates would be provided on the number of voting delegates.

### **Credentials Update (10 a.m.)**

Registered voting delegates	445
Comp observers	6
Life members	21
Solidarity guests	6
Staff	63

Total: **541**

## POINT OF ORDER

Lynn van Roode, Local 311 moved the elections be tabled until the afternoon and the delegates proceed dealing with resolutions since delegates are sitting around doing nothing.

The chair ruled out of order as the sessional hours are set to end at 1pm and nothing is scheduled for the remainder of the afternoon.

## ELECTION OF OFFICERS

Director Sheila Puga was called to the stage to go over with the delegates how the election works.

## ELECTION FOR THE POSITION OF PRESIDENT

Nominations were made for the position of President.

The following delegates were nominated:

Stephanie Smith (accepted)  
Orson Choy, Local 504 (declined)

## MINUTES

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Since there were no other nominations, Stephanie Smith was acclaimed as President of the B.C. General Employees' Union.

### ELECTION FOR THE POSITION OF TREASURER

Nominations were made for the position of Treasurer.

The following delegate was nominated:  
Paul Finch (accepted)

Since there were no other nominations, Paul Finch was acclaimed as Treasurer of the B.C. General Employees' Union.

### POINT OF ORDER

Ruth Howard, Local 603 asked why since there were two nominations for the position of treasurer the other nominee wasn't given a chance to call in and accept the nomination.

The chair ruled out of order as all nominations were for Paul Finch.

### POSITIONS OF EXECUTIVE VICE PRESIDENT (2 FEMALE)

Nominations were conducted and voting proceeded for the position of Executive Vice-President (2 positions-female).

Kari Michaels, Local 704 (accepted)  
Judy Phipps, Local 703(accepted)  
Joanna Lord, Local 702 (accepted)  
Coralie Gregoire, Local 703 (accepted)  
Jackie Pierre, Local 2003 (accepted)

Each candidate was invited to address the delegates. Electronic voting took place.

Director Sheila Puga took to the stage to assist with the election.

### First Ballot

Judy Phipps	146
<b>Kari Michaels</b>	<b>276 (declared elected)</b>
Coralie Gregoire	134
Jackie Pierre	76
Joanna Lord	174

403 delegates voted

### Second Ballot

Judy Phipps	135
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## MINUTES

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Coralie Gregoire 82  
Jackie Pierre 35  
Joanna Lord 152

404 voted

No candidate receives over 50% so candidate with lowest votes drops off ballot.  
Jackie Pierre drops off the ballot.

### **Third Ballot**

Judy Phipps 161  
Coralie Gregoire 79  
Joanna Lord 171

411 voted

No one achieved 50% so lowest drops off ballot.  
Coralie Gregoire drops off the ballot.

### **Fourth Ballot**

**Judy Phipps 207 (declared elected)**  
Joanna Lord 195

402 voted

Judy Phipps achieved 50% so declared elected.

Chair announced that Kari Michaels and Judy Phipps were elected to the two Executive Vice-President positions (female).

### **POINT OF PERSONAL PRIVILEGE**

Gayle Furgala, Local 1707 said she had problems placing her first vote and was told to refresh but it still didn't work.

Director Puga told delegates they were aware that some delegates seem to be experiencing difficulties receiving ballots but reminded them if they are experiencing difficulties to contact tech support who were ready to assist delegates with the elections.

### **ELECTION OF EXECUTIVE VICE-PRESIDENTS (2 MALE)**

Nominations were conducted and voting proceeded for the position of Executive Vice-President (2 positions-male).

Doug Kinna, Local 601 (accepted)

## MINUTES

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Masoud Aminzavvar, Local 803 (accepted)  
Binny Sivia, Local 404 (accepted)  
Jeremy Williams, Local 803 (accepted)  
James Coccola, Local 1201 (accepted)  
Jack Etkin, Local 301 (accepted)

Each candidate was invited to address the delegates. Electronic voting took place.

### POINT OF ORDER

Jenn Lovett, Local 804 said there are issues regarding voting as the refresh doesn't work so you have to log right out of the platform then back in.

Coleen Nelson, Local 702 said the outcome of the election could be affected since a sufficient number of delegates were prevented from voting.

The chair ruled that since a sufficient number of delegates were having issues voting and it is an amount that could have changed the result of the election the last ballot of the female EVP candidates will be rerun at the conclusion of the voting for the male EVP positions.

### ELECTION OF EXECUTIVE VICE-PRESIDENTS (2 MALE)

#### First ballot

<b>Doug Kinna</b>	<b>237</b>	<b>(declared elected)</b>
Jeremy Williams	51	
Masoud Aminzavvar	112	
<b>James Coccola</b>	<b>251</b>	<b>(declared elected)</b>
Binny Sivia	138	
Jack Etkin	49	

419 voted

James Coccola and-Doug Kinna were elected to the two Executive Vice-President positions (male).

### POINT OF ORDER

Kevin McKenzie, Local 707 moved to extend convention one hour past elections.

Richard Schaeffer, Local 703 seconded the motion.

The chair ruled the motion out of order as the hours can't be extended as the ASL interpreter is no longer available and the closed caption and phone lines are only available until 2p.m.

### POSITIONS OF EXECUTIVE VICE PRESIDENT (2 FEMALE)

Last ballot for female VP redone due to technical issues with voting, delegates must choose one:

## MINUTES

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<b>Judy Phipps</b>	<b>212 (declared elected)</b>
Joanna Lord	190
Total voted	402

Kari Michaels and Judy Phipps were elected to the two Executive Vice-President positions (female).

### OATH OF OFFICE

Diane Wood administered the oath of office to the newly-elected officers.

### POINT OF PRIVILEGE

President Stephanie Smith thanked all candidates who put their name forward, all the newly elected executive, and thanked Joanna Lord for her work on the Executive Committee over the last three years.

### POINT OF ORDER

Glenn Mahoney, Local 601 moved to amend the order of resolutions so as to deal with A-17 first.

Coralie Gregoire, Local 703 second the motion.

***It was M/S/C to amend the order of resolutions to deal with A-17 first.***

### POINT OF ORDER

Judy Porter, Local 601 made a motion on behalf of the Finance committee that the honorarium for the PE, except President and Treasurer, be increased from \$3700 to \$3900 for the next three years. The motion was carried by the delegates.

### POINT OF ORDER

Jeremy Levesque, Local 601 asked that since there had been three consecutive pros shouldn't the question been called.

Chair agreed that question should have been called.

The chair reminded delegates that any outstanding constitution and structure resolutions will be considered done after adjournment of convention. Delegates need to make a motion to refer all of the other resolutions to be dealt with by the PE.

### POINT OF ORDER

Dawn Dreher, Local 1211 moved all outstanding general and financial resolutions be referred back to the Provincial Executive. The motion carried by the delegates.

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### **GOOD AND WELFARE**

President Smith thanked everyone for all of their hard work this past week.

### **ADJOURNMENT**

President Smith declared the 51st Constitutional Convention of the B.C. General Employees' Union adjourned at 2:00 p.m.

# MINUTES

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## Appendix A – Delegate List

### Provincial Executive

### Table Officers

President	Stephanie Smith
Treasurer	Paul Finch
Executive Vice President	Kari Michaels
Executive Vice President	James Coccola
Executive Vice President	Joanna Lord
Executive Vice President	Doug Kinna

### Component Representatives

1	Corrections and Sheriff Services	Dean Purdy
3	Community Social Services	Andrea Duncan Pamela Pye
4	Health Services	Mahen Ramdharry Cina Opel
5	Retail Stores and Warehouse	Kusam Doal
6	Social, Information and Health	Judy Fox-McGuire Cynthia Egli
7	Education, Scientific, Technical and Administrative	Cindy Battersby
8	Community Health Services	Scott De Long Richard Consalvi*
10	Operational Services	Rory Smith
12	Administrative Services	Maria Middlemiss Matt Damario
17	General Services	David MacDonald Megan Washington
20	Environmental, Technical and Operational	Robert Davis

\*unable to attend



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### Corrections and Sheriff Services

Local	101	Trace Bilawchuk, Nicholas Robinson
Local	102	Shane Rush
Local	103	Paul Dhillon, David Iorizzo, Derrick Goodwin, Danielle Vander Voort
Local	104	Ashleagh Castagna, Ira Kibbe, Rick Holzapfel, Teresa Shaley
Local	105	Mehdi Salem, Tracy Elias
Local	107/08/09	Scott Cudney, Sean Michael Swanson
Local	111/06/10/12	Theo Bolstad, Annaka Westwick

Young Worker Delegate: Josh Burneau (105)

Equity Delegates: Edmund Quan (103), Monica Adam (104)

### Community Social Services

Local	301	Ken Neal, Jasmine Clarke, Abigail Claydon, Jack Etkin, Tiffany Fischer, John Manthorpe, Nabeela Ramji
Local	302	Lois Higgins, Sheila Catherwood, Georgina Hendsbee
Local	303	Julian Avelino, Angela Chiasson, Deborah Doyon, April Duffield, Shakti Duggal, Hazel Francis, Angel Grewal, Swinder Hamilton, Caroline Kent, Marguerite Laliberte, Colleen Neely, Melissa Paluch, Patricia Phillips, Jodi Woods, Tahmineh Yazdanyar
Local	304	Tamara Peterson, Leticia Aguilar Rodriguez, Garth Blois, Nanette Caldwell, Sharon Hollingsworth, Shabina Jahan-Chaudhary, Nicole Jamieson, Valda Kargbo, Siobhan Keserich, Yvon Lauzon, Tammy Lewis, Alexandra Vucko
Local	305	Kari Bepple, Krista Sherwood
Local	306	Linda Rowley
Local	307	Wynn Hartfelder, Suezan Kasper, Amanda Thompson, Pamela Wiebe, Kindie Wolfe
Local	308	No delegate
Local	309	Joyce Palsson
Local	310	Melody Carleton, Ann Gavreau
Local	311	Pat Westerlund, Rachael Iverson, Weston McGee, Lynne van Roode
Local	312	Dorothy Bartsoff, Sarah Browne, Samantha Raven

Young Worker Delegate: Emily Collins (307)

Equity Delegate: Esteban Gonzalez (303), Katherine Baker (306), Laurel Nielsen (312)

### Health Services

Local	401	Jordie Allen-Newman, Joel Blanco, Mandy de Fields, Michelle Kind, Ryan Richard, Bhajan Tathgar, Richard Ziemianski
Local	402	Tim Bilyk, Peter Carter, David Dixon, Stacey Sowa
Local	403	Kirsten Albrighton, Ian Blatchford, Jennifer Camara, Leilanie Frogoso, Ann Mary Joseph, John Mogk, Rob Petrie, Diane Philbrook, Tami Reid, Seyoum Tekle, Ken Wong, Mary Ann Dela Rosa

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Local	404	Tim Little, Mandeep Dial, Mike Fafard, Verity Howarth, Randy Heilbron, Jeniene Lutz, Nav Mahanger, Bonita Miller, Daniel Park, Binny Sivia, Len Strelezki, Rosario Viray
Local	405	Celine Lachapelle, Nicole Lockie, Sophia Wadowska
Local	406	Thomas Christen, Tammy Buchan
Local	407	Deb Wagner, Helena Clarke, Erica Sutherland, Kat Trowsse, Lance Valcourt
Local	408	Eleine Gordon
Local	409	Rory Pownall
Local	411/410	Seyoum Gebeyehu, Meaghan Mallough
Local	412	Lisa McQuatt

Young Worker Delegate: Maryam Baghalha (403)

Equity Delegate: Billy de Leon (403), Ben Olsson (402), Vicky Page (411)

### Retail Stores and Warehouse

Local	501	Matthew Robinson, Shannon Dudley
Local	502	Lorri Britt
Local	503	Keith Stone, Ryan Banning, Ronald Barnes, Erica Cardarelli, Cherylene Choy, Orson Choy, Mark Christie, Michael Innantuoni, Scott Gordon, Sheena Lisberg, Austin Miller, Ash Singh
Local	504	Kimberlee MacGregor, Shawn Bell, Jonathon Boulton
Local	505	Thomas Mikalishen
Local	507	Margie Edmondson, Marlene Lodermeier
Local	508	Tanya Fralick
Local	509	Raina Witt
Local	511/10/06	Jodi Comeau, Katrina Jill Thomas
Local	512	Ellen Nicholson

Young Worker Delegate: Megan Cawood (503)

Equity Delegates: Tyson Crane (503), Harbinder Singh (503)

Observers: Kelly Smith (503)

### Social, Information and Health

Local	601	Judi Porter, Veronica Barlee, Desiree Cabecinha, Nicole Dykema, Souie Gorup, Marius Herrmann, Darcy Houston, Jeremy Leveque, Glenn Mahoney, Kelly McNulty, Sandra Pittroff, Falon Renshaw, Stephen Russo, Kirsten Smestad
Local	602	Daryl Marceau, Lisa Bylsma, Jolene Rankin
Local	603	Darryl Flasch, Steve Anderson, Kevin Ball, William Dare, Robert Gabanyi, Sidney Licaros, Vicky Lo, Michael Peter Martin, Lisa McDonald, Kayla Woodruff
Local	604	Harbinder Gill, Jessie Bains, Nancy Bell, Andrea Mitchell, Jozef Pisko-Dubienski, Mallika Sahai, Brent Stokell
Local	605	Carissa Clarke, Bill Sauer
Local	606	Susanne Nelson
Local	607	Mona Dykes, Jocelle Smith, Leanne Smith
Local	608	Karen Kenney

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Local	609	Anna Depretto
Local	610	No Delegate
Local	611	Debra Burns
Local	612	Teri Goodrick

Young Worker Delegate: Brittany Boschma (601)

Equity Delegates: Sue Cambridge (602), Meena Dhillon (603), Ruth Howard (603),  
Adrian Bourgeois (612)

Observers: Joseph Ivens (612), Kathleen MacKillop (604)

### Education, Scientific, Technical and Administrative

Local	701	Steve Kitcher
Local	702	Colleen Nelson, Andrea McDonald
Local	703	Amber Keane, Fran Auckland, Jason Blackman, Ryan Cousineau, Sherry Crawford, Kim Daniel, Celeste Dunstan, Coralie Gregoire, Nadja Komnenic, Scott McAlpine, Judy Phipps, Richard Schaeffer, Darryl Wong
Local	704	Monica Wyllie, Deanna Fasciani, John O'Brian, Trina Whitsitt
Local	705/06	Brenda Dunn
Local	707	Kristy Baxter, Marcel Beerkens, Karolynn Green, Kevin McKenzie, Elke Pritchard, Gitan Rakhra, Emily White
Local	709/08	Jennifer Cliff-Marks
Local	710/11	Kathy Fossum, Tanya Boyd, Paola Rodriguez Ruah
Local	712	Jessica Scafe, Seth Downs

Young Worker Delegate: Preet Sangha (704)

Equity Delegate: Jessica Humphries (702)

Bargaining Council Delegate: Jennifer Seper (702)

Observers: Scott Ostertag (703), Candy Ashdown (704), Kristine Wickner (705),  
Kirsten Gear (709), Juanita Fraser (710), Kathy Adams (705)

### Community Health Services

Local	801	Teen Boschma, Amena Cleveland, Paula Crotty, David Fox, Darlene Gallant, Carla Orrico, Tania Wallace, Shannon Youson
Local	802	Charmaine Fines, Marietta Bippes, Carolyn Fiddick, Michelle Whyte
Local	803	Masoud Aminzavvar, Leonor Alcantara, Sara Black, Melchora Casiano, Marjorie Cayabas, Seyran Enveri, Bryan Estill, Davood Ghaemi, Douglas Hetherington, Surjit Jaswal, Donna Jones, Florentina Kelly, Luc Lamont-Caputo, Elizabeth Look, Manpreep Mahil, Roxanne Martel, Paz Mazaredo, Rosemarie Punzalan, Juliet Quizzagan, Myrna Regan, Stephanie Wang
Local	804	MJ Colquhoun, Lovepreet Chahal, Parm Deol, Jaideep Dhillon, Shelley Einarson, Marlene Fryer, Kelli Glover, Linda Harder, Jenn Lovett, Joy Nga, Rishab Rajdev, Sukhjot Randhawa, Michele Reade, Jenni Stewart
Local	805/06	Mike Connolly, JoAnne Leclerc

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Local	807	Sheri Graham, Colin Gilchrist, Darla Holmwood
Local	808	William McKerrow
Local	809	Laurie Proudfoot
Local	810	Carrie Lessing
Local	811	Allison Sorokowski, Beverly Anderson
Local	812	Sussanne Bellefontaine

Young Worker Delegate: Taylor-Rae Howe (804)

Equity Delegates: Joseph Sippel (802), Jeremy Williams (803), Azubuike Chude (805), Teresa Brown (808)

Observers: Francesca Burgon (808), Andrew Hunt (809), Renata Ambrosi (810)

### Operational Services

Local	1001	Shea Morgan
Local	1002	Dan Campbell
Local	1003	Lana Vincent, Catherine Doucette
Local	1004	Brendan Borba
Local	1005	Michelle McKenna Feltren
Local	1006	Kelly McDonald, Alex Braun
Local	1007	No Delegate
Local	1008	Randy Sandberg
Local	1009	James Kastrukoff, David Boughton
Local	1010	John Cantlon
Local	1011	No Delegate
Local	1012	Earl Haward

Young Worker Delegate: Ian Qualtieri (1009)

Equity Delegates: Vanessa Batres Toasperm (1003)

### Administrative Services

Local	1201	Moshe Appel, Kimberly Au, Kathleen Caldwell, Rhonda Campbell, Waheed Chaudhry, Andrea Clark, Kathleen Dow, Robert Dromey, Katia Gauvin, Leila George, Jeff Hook, Lori Isaac, Andrew R. Kerr, Valerie Laronde, Tanya Lamoureux, Darcy Lindberg, Rob Lore, Emily Lust, Hayley MacDonald, Terrence McKenny, Breanna Merrigan, Roxanne Neville, Marcus O'Sullivan, Casey Powell-Sirois, Jeremy Schmidt, Graeme Scott, Kieren Smith, Liam Smith, Abebe Tilahun, Nicole Tshuma, Daniel Von Schulmann
Local	1202	Leslie Schulze, Ross Owens
Local	1203	Nicole Besler, Manilyn Corpuz, Jennifer Elkabbany, Howard Gao, Laurie Irvine, Rhiannon Dominy-Pergentile, Drina Read, Nicole Sangha, Jason Singh, Bert Steinmanis, Cynthia Unrau, Jenny Zhang
Local	1204	DJ Pohl, Corry Amankwa, Leona Birchard, Reshma Chandra, Sukhmani Deol, Michael Leone
Local	1205	Tahnee Trusler, Leah McLean, Rob Woytuck
Local	1206	Faith Johnston
Local	1207	Tori Reid, Ashley Condie

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Local	1208	Robert Kary
Local	1209	Kevin Megale
Local	1210	Tammy Fisher
Local	1211	Dawn Dreher, Sandy Johnston
Local	1212	Christine Crawford, Amanda Hurlburt

Young Worker Delegate: Jasmeen Boparai (1203)

Equity Delegates: Micha Hogg (1201), Kiarash Izadifar (1201), Amanda Plomp (1201), Jo-Anne Chartrand (1211)

### General Services

Local	1701	Dan Bombardir, Deanne Terpenning
Local	1702	Jennifer Keenan
Local	1703	Doreen Aquino, Katherine Bec-Wilson, David Bell, Trevor Bodill, Kam Cheong, Pak Keung Chun, Cherry Huang, Michael Johansen, Nigel Keenan, Angie Kulis, Yang Liu, Edeliza Madriaga, Cecilia Magpantay, Melissa Maan, Li Miao, Manuela Mihaljevic, Samantha Moskie, Dan Neufeld, Rick Raymond, Jas Sangha, Hayman Sung, Hua Hsun Tseng, Katherine Wiebe, Michael Wong, Doug Worden
Local	1704	Gurmeet Singh
Local	1705	Mike Schmidt, Edward Lalonde
Local	1706/11	Jody Stratton
Local	1707/09	Gayle Furgala, Candie Diffin
Local	1708	Bonnie Lennox
Local	1710	Naomi Gallant, Jocelyn Vandenheuvel
Local	1712	No Delegate

Young Worker Delegate: Katherine Cunningham (1703)

Equity Delegates: Joan Gicho (1703)

Bargaining Council Delegates: Tracy Noseworthy (1708)

### Environmental, Technical and Operational:

Local	2001	Ryan Wiederick, Tabitha Black-Lock, Myke Labelle, Jessica Knowler, Dimitri Vaisius
Local	2002	Thierry Rouget
Local	2003	Jackie Pierre, Kevin Harding, Colette Fauchon
Local	2004	Peter Euler, Gary Hoffman
Local	2005	Rene Pike, Jonah Timms
Local	2006	James Moe, James Carter, Ryan Robertson
Local	2007	Lorraine Robinson, Meaghan Murphy
Local	2008	Gary Casperson
Local	2009	Janet Fowlie, Robert Bosse, Joey Lewis
Local	2010	Erin Hall, Drew Ferreira
Local	2011	Brian Goetz
Local	2012	Stuart Abels

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Young Worker Delegate: Emily Campbell (2006)

Equity Delegates: Peter McCartney (2003)

### **Affiliates**

**B.C. Ferry and Marine Workers' Union:** Eric McNeely, Lezlie Gorosh-Carey, Dan Kimmerly, Paula White

**Interior Brewery Workers, Local 308:** No Delegates

**Compensation Employees' Union:** Laura Snow, Toni Murray

# MINUTES

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## Appendix B – Convention Committee List

### Resolutions Committee

Co-chairs: Doug Kinna, Kari Michaels

Staff assigned: Doug Dykens

Comp 1	Mehdi Salem
Comp 3	Pamela Pye
Comp 4	Tim Little
Comp 5	Shannon Dudley
Comp 6	Andrea Mitchell
Comp 7	Steve Kitcher
Comp 8	MJ Colquhoun
Comp 10	Earl Haward
Comp 12	Jason Singh
Comp 17	Bonnie Lennox
Comp 20	Ryan Wiederick

### Balloting Committee

Chair: Judy Fox-McGuire

Staff assigned: Shannon Murray

Comp 1	Ira Kibbe
Comp 3	Dorothy Bartsoff
Comp 4	Marzena Motz
Comp 5	Thomas Mikalishen
Comp 8	William McKerrow
Comp 10	Danny Campbell
Comp 12	Liam Smith
Comp 17	Rick Raymond
Comp 20	Thierry Rouget

### Constitution & Structure Committee

Co-chairs: James Coccola, Joanna Lord

Staff assigned: Thom Yachnin

Comp 1	Teresa Shaley
Comp 3	April Duffield
Comp 4	Ryan Richard
Comp 5	Kusam Doal
Comp 6	Kayla Woodruff
Comp 7	Cindy Battersby
Comp 8	Mike Connolly
Comp 10	Randy Sandberg
Comp 12	Matt Damario
Comp 17	Megan Washington
Comp 20	Jackie Pierre
Comp 20	Dimitri Vaisius

### Finance Committee

Co-chairs: Paul Finch, Maria Middlemiss

Staff assigned: Peter Mehling

Comp 1	Shane Rush
Comp 3	Andrea Duncan
Comp 4	Thom Cristen
Comp 5	Keith Stone
Comp 6	Judi Porter
Comp 7	Amber Keane
Comp 8	Rick Consalvi (Charmaine Fines)
Comp 10	Lana Vincent
Comp 12	Maria Middlemiss
Comp 17	Dave MacDonald
Comp 20	Dimitri Vaisius

### Credentials Committee

Co-chairs: Cina Opel, Cynthia Egli

Staff assigned: Doug Dykens

Comp 3	Wyn Hartfelder
Comp 5	David Herman
Comp 8	Susanne Bellefontaine
Comp 12	Tori Reid
Comp 17	Gurmeet Singh

# MINUTES

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## DISPOSITION OF RESOLUTIONS THAT WERE PRESENTED TO THE 51ST CONSTITUTIONAL CONVENTION

### A-1 PROVINCIAL EXECUTIVE

#### Name of the Union

#### THE BCGEU WILL:

- amend the BCGEU constitution Article 1, as follows:
  - (a) This organization is known as the ~~B.C. Government and Service~~ **B.C. General Employees' Union** (BCGEU), and is referred to as the union.

**Passed**

### COMPOSITE TO COVER A-2, A-7, AND A-27 PROVINCIAL EXECUTIVE

#### Affiliations and Mergers

#### THE BCGEU WILL:

- amend the BCGEU constitution Clauses 1(b) and 5.9, and Article 13 as follows:

##### Article 1 - Name

(b) ~~The union is an affiliate of the National Union of Public & General Employees, the Canadian Labour Congress and the BC Federation of Labour.;~~

##### 5.9 Affiliations and Mergers

- (a) ~~The provincial executive decides how workers are affiliated to the BCGEU and sets the terms and conditions. Considerations include (but not restricted to) the jurisdiction under the relevant labour legislation of the affiliate, authority to negotiate collective agreements, affiliation fees, strike policy, defence fund, provision of technical and administrative service and representation to conventions or executives.~~
- (b) ~~The provincial executive may decide if a union or a group of workers can merge with the BCGEU, and may decide the terms and conditions. Where those terms and conditions are inconsistent with the constitution or bylaws, the provincial executive may vary the constitution or bylaws in order to facilitate the merger. If the variance is on-going in nature, it is subject to ratification by the delegates to the next triennial constitutional convention.~~

**Affiliations and mergers of the BCGEU to other unions, federation of labour, and organizations may take place under the following rules:**

- (a) **The BCGEU merging in to another union**

**The BCGEU may only merge into another union by a three-fourth majority vote at a triennial constitutional convention of the union.**



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**(b) Another union merging in to the BCGEU:**

- (i) Other unions of 5,000 members or fewer may merge in to the BCGEU by a three-fourth majority vote of the provincial executive.**
- (ii) Other unions of greater than 5,000 members may merge in to the BCGEU on a provisional basis by a three-fourth majority vote of the provincial executive. The merger must be confirmed by a three-fourth majority vote at the next triennial constitutional convention. Until this confirmation, the other union will be considered an affiliate of the BCGEU and may remain an affiliate if the merger is not confirmed.**

**(c) Another union affiliating to the BCGEU:**

- (i) A union may affiliate to the BCGEU by way of an affiliation agreement, which must be ratified by a three-fourth majority vote of the provincial executive.**
- (ii) The affiliation agreement will set out the terms and conditions of affiliation, including the payment of any fees for services.**
- (iii) The BCGEU's triennial constitutional convention must approve, by a two-third majority vote, the portion of any affiliation agreement that entitles the affiliating union to delegates at the BCGEU's triennial constitutional convention or any other elected body of the union. This requirement does not impact other portions of the affiliation agreement from coming into effect at the time of ratification by the provincial executive.**
- (iv) Unions already affiliated to the BCGEU at the time this resolution is adopted will be deemed to have met the conditions of Clause 5.9(c).**

**(d) Affiliations to labour councils:**

**The provincial executive will develop policy regarding affiliation and disaffiliation to labour councils.**

**(e) Affiliations to federations of labour and labour organizations:**

- (i) The provincial executive may affiliate the union to regional, provincial, territorial, national or international federations of labour or labour organizations, which must be voted on and confirmed by a two-third majority vote of the next constitutional convention.**
- (ii) The union may not enter into any affiliation that contradicts or changes the constitution and bylaws of the union.**
- (iii) The provincial executive may suspend payment of fees to, or membership in, any federation of labour or labour organization at any time.**
- (iv) The union may only disaffiliate from a federation of labour or labour organization by a two-third majority vote of the union's constitutional convention.**

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- (v) Examples of a federation of labour or labour organization include the BC Federation of Labour, the National Union of Public and General Employees, and the Canadian Labour Congress.;

~~Article 13 – Affiliations~~

~~The union can only affiliate or disaffiliate with any union or organization by a majority vote in a secret ballot of all members.;~~

**Passed**

### A-2 PROVINCIAL EXECUTIVE

#### Clause 1(b)

##### THE BCGEU WILL:

- delete the BCGEU constitution Clause 1(b);

~~The union is an affiliate of the National Union of Public & General Employees, the Canadian Labour Congress and the BC Federation of Labour.;~~

**Covered by Composite Resolution to cover A-2, A-7 & A-27**

### A-3 PROVINCIAL EXECUTIVE

#### Copy paste error Section 2(k) revert to old 2(h)

##### THE BCGEU WILL:

- amend the BCGEU constitution Section 2(k), as follows:

Except where otherwise provided by component bylaws, all elections of bargaining committees shall utilize the same method as local elections. ~~The bargaining committee chair shall be selected by vote of the bargaining committee. ,~~ **with the bargaining committee chair being elected by referendum as a distinct position.** Where feasible, alternates will be elected in order of votes received.;

**Passed**

### A-4 PROVINCIAL EXECUTIVE

#### Adding sector council

##### THE BCGEU WILL:

- amend the BCGEU constitution bylaw Section 1(c)(iv), as follows:

The chairperson of each local is on the component executive. Components elect additional members to the component executive, ~~or~~ bargaining council **and sector council** on a per capita basis as determined by the component bylaws.;

**Passed**

## MINUTES

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### A-5 LOCAL 2010

#### Electronic voting

#### THE BCGEU WILL:

- amend Section 2(f) of the BCGEU constitution, as follows:

##### Section 2 Union Elections

(f) In the case of local and steward elections, each member eligible to vote will be provided with a ballot, either by a steward on the worksite, at the closest BCGEU area office, or by mail, or electronically, with instructions on how to fill it out. **For local elections, electronic voting shall always be provided to voters, in conjunction with other methods.;**

**This resolution expired as the convention hours ran out before it could be considered.**

### A-6 LOCAL 406

#### Amend Clause 5.4

#### THE BCGEU WILL:

- amend Clause 5.4(b)(i) of the BCGEU constitution, as follows:

##### 5.4 Cross component committees

(b) (i) Local chairpersons (or designate) are the cross component committee. Locals can appoint member activists with voice but no vote. The component approves their expenses. **Headquarters will cover all expenses for the local voting delegate to attend cross component meetings including their travel, leave and dependent care.;**

**This resolution expired as the convention hours ran out before it could be considered.**

### A-7 PROVINCIAL EXECUTIVE

#### Affiliations and Mergers

#### THE BCGEU WILL:

- amend the BCGEU constitution Clause 5.9, as follows:

##### 5.9 Affiliations and Mergers

~~(c) The provincial executive decides how workers are affiliated to the BCGEU and sets the terms and conditions. Considerations include (but not restricted to) the jurisdiction under the relevant labour legislation of the affiliate, authority to negotiate collective agreements, affiliation fees, strike policy, defence fund, provision of technical and administrative service and representation to conventions or executives.~~

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~~(d) The provincial executive may decide if a union or a group of workers can merge with the BCGEU, and may decide the terms and conditions. Where those terms and conditions are inconsistent with the constitution or bylaws, the provincial executive may vary the constitution or bylaws in order to facilitate the merger. If the variance is on-going in nature, it is subject to ratification by the delegates to the next triennial constitutional convention.~~

**Affiliations and mergers of the BCGEU to other unions, federation of labour, and organizations may take place under the following rules:**

**(a) The BCGEU merging in to another union**

**The BCGEU may only merge into another union by a three-fourth majority vote at a triennial constitutional convention of the union.**

**(b) Another union merging in to the BCGEU:**

- (i) Other unions of 5,000 members or fewer may merge in to the BCGEU by a three-fourth majority vote of the provincial executive.**
- (ii) Other unions of greater than 5,000 members may merge in to the BCGEU on a provisional basis by a three-fourth majority vote of the provincial executive. The merger must be confirmed by a three-fourth majority vote at the next triennial constitutional convention. Until this confirmation, the other union will be considered an affiliate of the BCGEU and may remain an affiliate if the merger is not confirmed.**

**(c) Another union affiliating to the BCGEU:**

- (i) A union may affiliate to the BCGEU by way of an affiliation agreement, which must be ratified by a three-fourth majority vote of the provincial executive.**
- (ii) The affiliation agreement will set out the terms and conditions of affiliation, including the payment of any fees for services.**
- (iii) The BCGEU's triennial constitutional convention must approve, by a two-third majority vote, the portion of any affiliation agreement that entitles the affiliating union to delegates at the BCGEU's triennial constitutional convention or any other elected body of the union. This requirement does not impact other portions of the affiliation agreement from coming into effect at the time of ratification by the provincial executive.**
- (iv) Unions already affiliated to the BCGEU at the time this resolution is adopted will be deemed to have met the conditions of Clause 5.9(c).**

**(d) Affiliations to labour councils:**

**The provincial executive will develop policy regarding affiliation and disaffiliation to labour councils.**

**(e) Affiliations to federations of labour and labour organizations:**

- (i) The provincial executive may affiliate the union to regional, provincial, territorial, national or international federations of labour or labour organizations, which must be**

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voted on and confirmed by a two-third majority vote of the next constitutional convention.

- (ii) The union may not enter into any affiliation that contradicts or changes the constitution and bylaws of the union.
- (iii) The provincial executive may suspend payment of fees to, or membership in, any federation of labour or labour organization at any time.
- (iv) The union may only disaffiliate from a federation of labour or labour organization by a two-third majority vote of the union's constitutional convention.
- (v) Examples of a federation of labour or labour organization include the BC Federation of Labour, the National Union of Public and General Employees, and the Canadian Labour Congress.;

Covered by Composite Resolution to cover A-2, A-7 & A-27

### A-8 LOCAL 810

#### Life membership

#### THE BCGEU WILL:

- amend Article 7 of the BCGEU constitution to include those who have been granted life membership, as follows:

##### 7.1 Duty

Each member **(including life members)**, ha(ve) the duty to be faithful to the constitution and bylaws, uphold their pledge of obligation to the union and in the case of officers, uphold their oath of office.

##### 7.12 Penalty

If the charges are sustained, the hearing panel may impose a penalty that fits with the breach of duty, after giving the complainant and respondent a chance to say in writing what they think the penalty should be. A penalty could include temporarily suspending or ending the respondent's membership, imposing terms of membership, placing conditions on the member's ability to hold office, fine or some other form of discipline.

7.12 – new language: (a) **For life members, this penalty may include the revocation of life membership.**;

**This resolution expired as the convention hours ran out before it could be considered.**

### A-9 PROVINCIAL EXECUTIVE

#### Article 7

#### THE BCGEU WILL:

- amend the BCGEU constitution Article 7, as follows:
  - 7.4 Complaint procedure
  - (a) A member, members, or component ("the complainant") can charge a member ("the respondent") for breach of duty under Clause 7.3.

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(b) To initiate a complaint, the complainant must provide a written statement (the “written statement”) to their local chairperson within 30 days of the alleged incident(s). The written statement must include the following information:

- the name of respondent;
- the specific actions and dates that the complainant alleges constitute a breach of the constitution;
- the dates on which those alleged actions occurred;
- the names of witnesses; ~~and~~
- an explanation as to why the allegation should be considered a breach of the constitution; and
- the remedy the complainant is looking for.

(c) The complainant’s local chairperson provides a copy of the written statement to the respondent **and executive committee** within seven days after receiving it.

**(d) The executive committee may refer the complaint to a three-person panel of the provincial executive to consider dismissal of the complaint at this stage. Timelines under Article 7 will be suspended if a complaint is referred in this manner. The panel will render a decision within seven days of referral and a complaint will only be dismissed if at least one of the following criteria are met:**

- **even if all of the facts in the complaint are assumed to be true, the complaint does not show any apparent breach of the constitution; or**
- **if the complaint has not been filed within 30 days of the alleged incident(s), there is no reasonable and unavoidable explanation for the delay, and there is no policy reason for permitting the complaint to continue.**

**A decision to dismiss a complaint under this article is final and binding.**

~~(d)~~ (e) The local chairperson, in consultation with an area staff representative or staff appointed by the president, then investigates and reports on the allegations within 21 days. At the request of the local chairperson, the president may grant an extension. This investigation includes interviewing both the complainant and respondent. The local chairperson forwards a written report (the “written report”) to the president.

~~(e)~~ (f) The written report must include:

- a copy of the written statement;
- a brief description of the investigation; and
- a recommendation with reasons as to whether or not the charges should go to a hearing before the hearing panel.

~~(f)~~ (g) If the local chairperson is the respondent, the complainant directs the written statement to the complainant’s component vice-president who names someone else to carry out the functions of the local chairperson under this section. If the local chairperson is the component vice president, the complaint may be directed to the president who has the authority to appoint another elected officer to carry out the functions of this section.;

**Passed**

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### A-10 LOCAL 2001

#### Delegates to convention

#### THE BCGEU WILL:

- amend Clause 8.2 of the BCGEU constitution, as follows:

#### **Delegates to triennial constitutional convention**

- (b) The chairperson of each local within a component is the delegate for the first 100 members or part thereof of the local. **Additional members of the component executive are delegates.** The local may elect one additional delegate for each additional 200 members or major part thereof in the local. **Any delegate attending by right as a member of their component executive shall be counted against the delegate entitlement for their local;**

**This resolution expired as the convention hours ran out before it could be considered.**

### COMPOSITE RESOLUTION TO COVER A-11 AND A-12 PROVINCIAL EXECUTIVE

#### Equity and bargaining delegates

#### THE BCGEU WILL:

- amend the BCGEU constitution Clause 8.2, as follows:

#### **8.2 Delegates to triennial constitutional convention**

Delegates to the triennial constitutional convention are determined on the following basis:

- (a) The members of the provincial executive are delegates.
- (b) The chairperson of each local within a component is the delegate for the first 100 members or part thereof of the local. The local may elect one additional delegate for each additional 200 members or major part thereof in the local.
- (c) Nominations may exceed the number of delegates to be elected by at least two. The unsuccessful candidates become alternate delegates and are ranked in order of the number of votes each received.
- (d) Despite any of the above, the delegate entitlement of affiliates is in accordance with Clause ~~5-7~~ **5.9**.
- (e) The provincial executive determines what travel, salary and living expenses of delegates will be paid by the union.

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- (f) ~~(i) — Each component shall be allowed to elect two equity delegates, except if a component has a bargaining council. If a component has a bargaining council, then one delegate will be from an equity group and one delegate will be from a bargaining council.~~
- (i) **Each component under 7,500 members will be allowed one (1) equity delegate and one (1) bargaining or sector council delegate. In the event a component does not have a bargaining or sector council, they will be entitled to fill the position with another equity delegate.**
- ~~(ii) — Components with 7,500 members or more shall elect an additional two delegates.~~
- (ii) **Each component at or over 7,500 members will be allowed two (2) equity delegates and (2) bargaining or sector council delegates. In the event a component does not have a bargaining or sector council, they will be entitled to fill the positions with additional equity delegates.;**

**This resolution expired as the convention hours ran out before it could be considered.**

### **A-11 PROVINCIAL EXECUTIVE**

#### **Sector council delegate 8.2(f)**

#### **THE BCGEU WILL:**

- amend the BCGEU constitution Clause 8.2, as follows:

#### **8.2 Delegates to triennial constitutional convention**

Delegates to the triennial constitutional convention are determined on the following basis:

- (a) The members of the provincial executive are delegates.
- (b) The chairperson of each local within a component is the delegate for the first 100 members or part thereof of the local. The local may elect one additional delegate for each additional 200 members or major part thereof in the local.
- (c) Nominations may exceed the number of delegates to be elected by at least two. The unsuccessful candidates become alternate delegates and are ranked in order of the number of votes each received.
- (d) Despite any of the above, the delegate entitlement of affiliates is in accordance with Clause ~~5-7~~ **5.9**.
- (e) The provincial executive determines what travel, salary and living expenses of delegates will be paid by the union.
- (f) (i) Each component shall be allowed to elect two equity delegates, except if a component has a bargaining council **or sector council**. If a component has a bargaining council **or sector**



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**council**, then one delegate will be from an equity group and one delegate will be from a bargaining council **or sector council**;

**Covered by Composite Resolution to Cover A-11 and A-12**

### **A-12 PROVINCIAL EXECUTIVE**

#### **Equity and bargaining delegates**

##### **THE BCGEU WILL:**

- amend the BCGEU constitution Clause 8.2.(f), as follows:
  - ~~(i) Each component shall be allowed to elect two equity delegates, except if a component has a bargaining council. If a component has a bargaining council, then one delegate will be from an equity group and one delegate will be from a bargaining council.~~
  - (i) **Each component under 7,500 members will be allowed one (1) equity delegate and one (1) bargaining or sector council delegate. In the event a component does not have a bargaining or sector council, they will be entitled to fill the position with another equity delegate.**
  - ~~(ii) Components with 7,500 members or more shall elect an additional two delegates.~~
  - (ii) **Each component at or over 7,500 members will be allowed two (2) equity delegates and (2) bargaining or sector council delegates. In the event a component does not have a bargaining or sector council, they will be entitled to fill the positions with additional equity delegates;**

**Covered by Composite Resolution to Cover A-11 and A-12**

### **A-13 COVERS A-14 PROVINCIAL EXECUTIVE**

#### **Young worker age**

##### **THE BCGEU WILL:**

- amend the BCGEU constitution Clause 8.2(f)(iii), as follows:

Each component's young workers are entitled to elect one young worker delegate. Components shall be responsible for conducting the election in conjunction with staff assigned by the president. **Young workers shall be defined as a member under the age of 30 at the time of their election;**

**This resolution expired as the convention hours ran out before it could be considered.**

### **A-14 PROVINCIAL EXECUTIVE (YOUNG WORKER COMMITTEE)**

#### **Set Young worker age**

##### **The BCGEU WILL:**

- amend the BCGEU constitution Clause 8.2(f)(iii), as follows:

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Each component's young workers are entitled to elect one young worker delegate. Components shall be responsible for conducting the election in conjunction with staff assigned by the president. **Young workers shall be defined as a member under the age of 30 at the time of their election.;**

**Covered by A-13 to cover A-14.**

### **A-15 PROVINCIAL EXECUTIVE**

#### **Executive Vice Presidents**

##### **THE BCGEU WILL:**

- amend the BCGEU constitution Clause 9.1, effective June 2023, as follows:

##### **9.1 Composition**

The provincial executive consists of the president, treasurer, **four provincial executive vice-president positions** two of which will be provincial executive vice-president positions for women, two of which will be provincial executive vice-president positions for men **all other members**, and the vice-president of each component and additional member pursuant to Clause 9.3.;

**This resolution expired as the convention hours ran out before it could be considered.**

### **A-16 LOCAL 1203, 1204**

#### **Equity VP Position**

##### **THE BCGEU WILL:**

- amend Article 9 of the BCGEU constitution as follows, to take effect at the next BCGEU convention:

##### **9.1 Composition**

The provincial executive consists of the president, treasurer, two provincial executive vice-president positions for women, two provincial executive vice-president positions for men, **one executive vice-president position for equity groups**, and the vice-president of each component and additional member pursuant to Clause 9.3.

##### **9.2 President, treasurer, provincial executive vice-presidents**

Delegates at the triennial constitutional convention elect the president, treasurer and ~~four~~ **five** provincial executive vice-presidents by majority vote of delegates present and voting, using a secret ballot.;

**Passed**

### **A-17 LOCAL 803**

#### **Equity EVP position**

##### **THE BCGEU WILL:**

- amend Article 9 of the BCGEU constitution, as follows:

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### 9.1 Composition

The provincial executive consists of the president, treasurer, two provincial executive vice-president positions for women, two provincial executive vice-president positions for men, **one executive vice-president position for equity groups**, and the vice-president of each component and additional member pursuant to Clause 9.3.

### 9.2 President, treasurer, provincial executive vice-presidents

(a) Delegates at the triennial constitutional convention elect the president, treasurer and ~~four~~ **five** provincial executive vice-presidents by majority vote of delegates present and voting, using a secret ballot.;

**Defeated**

### A-18 LOCAL 402

#### EVP diversity inclusion

#### THE BCGEU WILL:

- amend Clause 9.1 of the BCGEU constitution, as follows:

The provincial executive ~~to~~ consists of the president, treasurer, two provincial executive vice-president positions for women, two provincial executive vice-president positions for men, **one executive vice-president who is black, indigenous or person of colour**, the vice-president of each component and additional member pursuant to Clause 9.3.;

**This resolution expired as the convention hours ran out before it could be considered.**

### A-19 PROVINCIAL EXECUTIVE

#### Finance Committee

#### THE BCGEU WILL:

- amend the constitution of the BCGEU, as follows:

#### 9.9 Committees

- (iv) finance committee

The finance committee, chaired by the treasurer, is made up of at least three **(3) voting** members **appointed from the provincial executive** and authorizes the normal day to day expenses. ~~Assigned staff is also a member of the committee~~ **Staff may be assigned as non-voting members of the committee.**

The finance committee is responsible for the union's finances **and for overseeing the audit, internal audit and risk management of the funds and assets of the union** and includes the power to:

- conduct an audit of ~~the books of any component, local or cross-component committee~~ **any department or body within the union;**

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- order any **department or body within the union** ~~component, local or cross-component committee~~ to have an audit done and a financial statement forwarded to the finance committee;
- decide if any officer, staff or other person who handles the union's money or property needs to be bonded;
- withhold money to any **department or body within the union** ~~component, local or cross-component committee~~ not following **the budget or** financial policies, **subject to appeal to the provincial executive of the union;**
- freeze (with executive committee approval) the funds of any **department or body within the union** ~~component, local or cross-component committee~~ that violates financial policies, **subject to appeal to the provincial executive of the union;**
- order any **department or body within the union** ~~component, local or cross-component committee~~ to pay any ~~account run up by, or on behalf of, that component, local or cross-component committee~~ **outstanding account or liability, subject to appeal to the provincial executive of the union;**
- submit financial policies to the provincial executive for approval;~~and~~
- **interpret existing financial policies;**
- **consider requests for the reimbursement of extraordinary expenses not provided for under existing financial policies and authorize the reimbursement of such expenses where appropriate;**
- **review and report to the provincial executive on the successful completion of finance-related training, including training on fiduciary responsibility, for elected officers and staff of the union where appropriate;** ~~Teach all elected treasurers about the union's financial policies and makes sure they are following them.~~
- **undertake regular internal audit and risk management activities;**
- **review and report compliance of all departments and bodies within the union to all relevant budgets, policies and procedures;**
- **where the treasurer "takes care of the business of the finance committee when not in session" as per Clause 9.6(c), review those decisions at the next regular meeting of the committee.;**

This resolution expired as the convention hours ran out before it could be considered.

### A-20 COVERS A-21

### PROVINCIAL EXECUTIVE

#### Building an inclusive women's committee

#### THE BCGEU WILL:

- amend Clause 9.9(vi) of the BCGEU constitution, as follows:

#### **(vi) women and gender rights committee**

The women **and gender rights** committee consists of women **and gender diverse people** appointed according to Clause 9.9(a). The committee advises the provincial executive on issues related to women **and two-spirited, non-binary, and gender diverse people** in the workplace, union and society.;

**Passed**

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### A-21 PROVINCIAL EXECUTIVE (WOMEN'S COMMITTEE)

#### Building an inclusive women's committee

##### THE BCGEU WILL:

- amend Clause 9.9 (a)(vi) of the BCGEU constitution, as follows:

**(vii) women and gender rights committee**

The women **and gender rights** committee consists of women **and gender diverse people** appointed according to Clause 9.9(a). The committee advises the provincial executive on issues related to women **and two-spirited, non-binary, and gender diverse people** in the workplace, union and society.;

Covered by A-20 to cover A-21

### A-22 PROVINCIAL EXECUTIVE

#### Update equity committee terminology in constitution

##### THE BCGEU WILL:

- update Section 9.9 (vii) of the BCGEU constitution, as follows:

**(vii) equity and human rights committee**

"The equity and human rights committee will consist of two members from each designated equity groups (~~aboriginal~~ **Indigenous workers**; workers of colour; **two-spirit**, gay, lesbian, bisexual, ~~or transgender~~, **queer, and intersex (2SLGBTQI+)** workers; and workers with disabilities), who shall be elected at an equity & human rights conference".;

Passed

### A-23 LOCAL 601

#### Clause 9.9 - Committees

##### THE BCGEU WILL:

- amend the constitution of the BCGEU, as follows:

9.9 Committees

**(a) (viii) human resources and governance committee**

**The human resources and governance committee will:**

- consist of the president (chairperson), treasurer, and at least three (3) additional voting members from the provincial executive;
- include appropriate staff assigned by the president as non-voting members;
- meet at least twice a year;

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- recommend policy to the provincial executive on human resources and governance issues, including compensation as outlined in Clause 9.8(b);
- review and report on the implementation of human resources and governance policies passed by the provincial executive.;

Passed

### A-24 PROVINCIAL EXECUTIVE

#### Clause 10.3

##### THE BCGEU WILL:

- amend the constitution of the BCGEU, as follows:

##### 10.3 Trustees

- (a) The provincial executive ~~(or designate)~~ is trustee of all union funds and assets, and administers them in accordance with the constitution and bylaws. **The finance committee is responsible for the oversight of the audit and risk management of the union's funds and assets.**
- (b) ~~The provincial executive may remove the trustee from office and appoint a new trustee.~~ **The provincial executive may, by majority vote or policy, designate the executive committee of the union as trustee.**
- (e) **Where the executive committee has been designated as trustee of union funds and assets, they will be responsible for risk management associated with investment and allocation of those funds and assets. The finance committee will still review the risk management practices of the executive committee. The provincial executive will be the final authority in the event of any disagreement on policy.;**

Passed

### A-25 PROVINCIAL EXECUTIVE

#### Use of defence fund and strike pay

##### THE BCGEU WILL:

- amend the constitution of the BCGEU, as follows:

##### 10.18 Use of the defence fund

- (a) strike pay
  - (iv) Basic strike pay is ~~\$375~~ **\$500** a week **or 70% (seventy per cent) of gross pay, whichever is less.** Strike pay for workers scheduled to work part-time **or on irregular shift schedules** is according to a formula set by provincial executive policy, **that will be not be inconsistent with this clause.**

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(v) ~~Members are paid another \$100 a week for each of their dependents. The union will develop policy that financially supports members who refuse to cross the picket line of another union, or of another local within the BCGEU.~~

(vii) ~~The union has a good and welfare fund for each authorized dispute funded by the components involved in the dispute. Funding can come from the defence fund but only when component funds are all spent. The union must follow policy when helping members with money from this fund. During a labour dispute, components will be responsible for funding and administering a good and welfare fund. Where there are multiple components involved in a labour dispute, they may elect to jointly fund and administer the fund by mutual agreement. Components may make application to the provincial executive for additional funding from the defence fund. The fund must be administered in accordance with all relevant union policies. The fund will take into consideration the needs of members on strike with dependents, and will be mandated to consider grants where appropriate to sustain those members through the period of a strike.;~~

Passed

### COMPOSITE RESOLUTION TO COVER A-26 and A-32

### PROVINCIAL EXECUTIVE, LOCAL 703

#### Scholarships

#### THE BCGEU WILL:

- amend Clause 10.20 of the BCGEU constitution, as follows:

#### 10.20 Scholarship

A sum of ~~\$60,000~~ **\$75,000 or \$1 per member, whichever is greater**, will be set aside annually for scholarships for post-secondary or post-graduate studies. **Membership numbers will be determined at the same time as used for developing our annual budget.** Full-time and part-time students will be eligible for scholarships. The scholarships will be awarded to BCGEU members in good standing, the immediate family members of current, retired or deceased BCGEU members and staff. The fund is to be administered by the education and scholarship committee under the direction of the provincial executive. The committee will make every effort to ensure the scholarships are awarded equitably among the union's administrative regions and to both full-time and part-time students.;

Passed

### A-26 PROVINCIAL EXECUTIVE

#### Scholarships

#### THE BCGEU WILL:

- amend Clause 10.20 of the BCGEU constitution, as follows:

#### 10.20 Scholarship

A sum of ~~\$60,000~~ **\$1 per member** will be set aside annually for scholarships for post-secondary or post-graduate studies. **Membership numbers will be determined at the same time as used for**

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**developing our annual budget.** Full-time and part-time students will be eligible for scholarships. The scholarships will be awarded to BCGEU members in good standing, the immediate family members of current, retired or deceased BCGEU members and staff. The fund is to be administered by the education and scholarship committee under the direction of the provincial executive. The committee will make every effort to ensure the scholarships are awarded equitably among the union's administrative regions and to both full-time and part-time students.;

**Covered by Composite Resolution to cover A-26 & A-32.**

### **A-27 PROVINCIAL EXECUTIVE**

#### **Article 13**

##### **THE BCGEU WILL:**

- delete the BCGEU constitution Article 13;

##### **Article 13—Affiliations**

~~The union can only affiliate or disaffiliate with any union or organization by a majority vote in a secret ballot of all members.;~~

**Covered by Composite Resolution to cover A-2, A-7 & A-27.**

### **A-28 AMENDED LOCAL 2006**

#### **Timing of Local Elections**

##### **THE BCGEU WILL:**

- amend Section 1(e) of the BCGEU bylaws, as follows:

Local elections are held every three years, in the first ~~three~~ **four** months of the year immediately following the triennial convention. Notice of nomination for local elections shall be issued prior to ~~January 31~~ **end of February** of that year;

**This resolution expired as the convention hours ran out before it could be considered**

### **COMPOSITE RESOLUTION TO COVER A-29 and A-31**

#### **Length of time in office/3 term limit**

##### **THE BCGEU WILL:**

- amend Clause 9.2 of the constitution of the BCGEU as follows:

**(b) No person may hold a position of the president, treasurer and the executive vice-presidents for more than three full terms;**

~~(b)~~**(c)**A new president-elect or treasurer-elect takes office after a two-week transition period immediately following convention. During this period, the incumbent president or treasurer



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continues to hold office and assists with a smooth transition of the duties and responsibilities of office to the new president-elect or treasurer-elect.

**This resolution expired as the convention hours ran out before it could be considered**

### **A-29      LOCAL 504**

#### **Length of terms in office**

##### **THE BCGEU WILL:**

- adopt a three-term limit for the positions of president, treasurer and the four executive vice-presidents;

**Covered by Composite Resolution to cover A-29 & A-31.**

### **A-30 AMENDED      LOCAL 403**

#### **Better Opportunity within our union**

##### **THE BCGEU WILL:**

- amend the BCGEU constitution Article 9, as follows:

9.2      President, treasurer, provincial executive vice presidents

**(b) No person may hold a position of the president, treasurer and the executive vice-presidents for more than two full terms.**

~~(b)~~ **(c)** A new president-elect or treasurer-elect takes office after a two-week transition period immediately following convention. During this period, the incumbent president or treasurer continues to hold office and assists with a smooth transition of the duties and responsibilities of office to the new president-elect or treasurer-elect.

9.3      Component executive members

**(b) No person may hold a position of component vice-president for more than two full terms;**

~~(b)~~ **(c)** Each component notifies BCGEU headquarters by July 15 every year the names of their provincial executive member(s)

**This resolution expired as the convention hours ran out before it could be considered.**

### **A-31      LOCAL 703**

#### **Three term limit for president, treasurer and EVP**

##### **THE BCGEU WILL:**

- limit the president, treasurer & executive vice-president to three terms (nine years);

**Covered by Composite Resolution to cover A-29 & A-31.**

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### A-32 LOCAL 703

#### BCGEU Scholarship fund increase

#### THE BCGEU WILL:

- increase the scholarship fund from \$60,000 to \$75,000;

Covered by Composite Resolution to cover A-36 & A-32.

### A-33 AMENDED LOCAL 601

#### Permanent Indigenous committee

#### THE BCGEU WILL:

- amend Article 9.9 of the BCGEU constitution, as follows:

#### *(viii) Indigenous committee*

The Indigenous committee consists of Indigenous members of the union appointed according to Clause 9.9(a).

Passed

### A-34 AMENDED TO COVER A-35 LOCAL 503, 1703

#### Cross Component Committees

#### THE BCGEU WILL:

- amend Clause 8.4 of the BCGEU constitution as follows:

**(b)The cross-component committee may submit resolutions directly to the PE for the triennial convention.**

~~(b)~~**(c)** The provincial executive may submit its own resolutions to a triennial constitutional convention.

~~(c)~~**(d)** BCGEU headquarters must receive all resolutions for submission to a triennial constitutional convention at least 60 days prior to the convention or they will not be considered. This does not apply to special conventions.

~~(d)~~**(e)** The provincial executive ensures copies of resolutions submitted to a triennial constitutional convention are sent to all components and locals at least 30 days before the convention, except in the case of a special convention.

~~(e)~~**(f)** The provincial executive ensures copies of all resolutions and reports submitted to the triennial constitutional convention are sent to all delegates to a triennial constitutional convention at least 14 days before the convention, except in the case of a special constitutional convention.

**This resolution expired as the convention hours ran out before it could be considered.**

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### A-35 LOCAL 1703

#### CCC Convention resolutions to PE

##### THE BCGEU WILL:

- allow the cross component committee to submit resolutions directly to the provincial executive for the BCGEU Triennial Convention;

**Covered by A-34 amended.**

### A-36 LOCAL 401

#### Young Worker age

##### THE BCGEU WILL:

- change the age of the young worker to 35 years and under;  
**This resolution expired as the convention hours ran out before it could be considered.**

### A-36.1 COMPONENT 20

#### Scholarships

##### THE BCGEU WILL:

- amend Clause 10.20 of the BCGEU constitution, as follows:

##### 10.20 Scholarship

A sum of ~~\$60,000~~ **\$240,000** will be set aside annually for scholarships for post-secondary or post-graduate studies. Full-time and part-time students will be eligible for scholarships. The scholarships will be awarded to BCGEU members in good standing, the immediate family members of current, retired or deceased BCGEU members and staff. The fund is to be administered by the education and scholarship committee under the direction of the provincial executive. The committee will make every effort to ensure the scholarships are awarded equitably among the union's administrative regions and to both full-time and part-time students.; and

- increase the amount per scholarship from \$2,000 to \$3,000. This will change the scholarships available from 30 X \$2,000 scholarships to 80 X \$3,000 scholarships;

**Defeated**

### COMPOSITE FINANCE RESOLUTION #1 TO COVER B-37, LOCAL 601 AND B-38, LOCAL 401

#### Increase incidentals rate

##### THE BCGEU WILL:

- increase the incidentals rate from current \$15/day to \$20/day from July 1, 2021;  
**M/S/C to refer to the Provincial Executive**

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### **B-37 LOCAL 601**

#### **Increase incidentals rate**

#### **THE BCGEU WILL:**

- increase the incidentals rate from current \$15/day to \$20/day from July 1, 2021;

**Covered by Composite Finance Resolution 1 to cover B-37 & B-38.**

### **B-38 LOCAL 401**

#### **Incidentals increase**

#### **THE BCGEU WILL:**

- increase incidentals to \$20 for each night spent away from home on union business;

**Covered by Composite Finance Resolution 1 to cover B-37 & B-38.**

### **B-39 AMENDED LOCAL 404**

#### **Working from home meals and incidentals**

#### **THE BCGEU WILL:**

- **starting July 1, 2021** allow stewards and elected committee members to submit claims to cover incidentals and meals at the current rates while performing work for the union **at home**;

**M/S/C to refer to the Provincial Executive**

### **B-40 AMENDED LOCAL 405**

#### **Emergency financial assistance every member**

#### **THE BCGEU WILL:**

- provide emergency financial assistance to every member **instead of every household**;

**M/S/C to refer to the Provincial Executive**

### **B-41 LOCAL 2001**

#### **No dues on overtime and standby hours if base salary under \$55,000**

#### **THE BCGEU WILL:**

- make the following changes to the BCGEU Financial Manual:

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### SCHEDULE "A"

#### Current Maximum Rates/Allowances

Article 2.1 - Union dues - 1.85% of gross pay. Gross pay includes all earnings except the following items which are excluded from gross pay for the purposes of dues deduction. The excluded items are:

- (i) re-imbursement of expenses, whether or not they are receipted;
- (ii) health and welfare benefits, or pay in lieu of health and welfare benefits, whether or not they are taxable; and
- (iii) employer contributions to a pension plan or RRSP;
- (iv) long-term disability benefits;
- (v) **pay for overtime and standby hours worked by employees earning under \$55,000 base salary.**

Under Article 4(e) of the Eighteenth Main Agreement - Check-off of Union Dues, the BCGEU should advise the employer in writing and signed by the president of the union that beginning July 1, 2020 the union will no longer be seeking union dues on overtime and standby pay worked by employees under \$55,000 base salary;

**This resolution expired as the convention hours ran out before it could be considered**

#### **B-42 TO COVER B-43    LOCAL 105, 404**

##### **No union dues on overtime**

##### **THE BCGEU WILL:**

- ensure union dues are based on the wages outlined in members' collective agreements & not as 1.85% of their gross pay;

**This resolution expired as the convention hours ran out before it could be considered.**

#### **B-43    LOCAL 404**

##### **No union dues on overtime**

##### **THE BCGEU WILL:**

- deduct union dues only on regular hours worked;

**Covered by B-42**

#### **B-44    LOCAL 404**

##### **Union dues reduced to 1.5% of gross pay**

##### **THE BCGEU WILL:**

- reduce union dues to 1.50 per cent of gross pay;

**Defeated**

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### **B-45 LOCAL 2004**

#### **Fossil fuel divestment**

##### **THE BCGEU WILL:**

- advance the fossil fuel divestment agenda by ensuring any BCGEU funds are not used in fossil fuel linked investments; and
- leverage influence where possible to ensure investments made on behalf of its members do not contain fossil fuels; and
- encourage members to divest from fossil fuels in their own investment portfolios;

**M/S/C to refer to Provincial Executive**

### **B-46 COMPONENT 7**

#### **Investments in Indigenous funds**

##### **THE BCGEU WILL:**

- endeavor to diversify the defence fund investments to include Indigenous funds and companies. An important step the BCGEU can take towards reconciliation is to incorporate Indigenous rights and reconciliation targets into investment selection;

**M/S/C to refer to Provincial Executive**

### **B-47 LOCAL 405**

#### **Investment in affordable housing in BC**

##### **THE BCGEU WILL:**

- look into options to invest in communities to provide affordable housing and daycares in conjunction with developing area office buildings; and
- gain by owning their own buildings while providing members with opportunities to improve their quality of life;

**M/S/C to refer to Provincial Executive**

### **B-48 AMENDED LOCAL 404**

#### **Wage replacement for casual status activists**

##### **THE BCGEU WILL:**

- **endeavor to develop a system of leave of absence reimbursement for activists who are casual in status without employer agreement to offer shifts on paper;**

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **B-49 AMENDED LOCAL 803**

#### **Annual one day leave of absence for lead stewards**

##### **THE BCGEU WILL:**

- provide one day's paid leave of absence every year for the lead steward (**a selected steward for every worksite with 5 or more stewards**) to connect with members in their worksites;

**M/S/C to refer to Provincial Executive**

### **B-50 LOCAL 401**

#### **Leave of absence for union travel**

##### **THE BCGEU WILL:**

- ensure that activists receive up to a full day of paid leave to travel from rest of B.C. to the BCGEU meetings/events held in Area 3 and Area 4; and
- ensure that activists travelling from Area 3 and Area 4 to rest of B.C. for the BCGEU meetings/events receive up to a half day of paid leave for travel;

**M/S/C to refer to Provincial Executive**

### **B-51 AMENDED LOCAL 403**

#### **Component VP compensation**

##### **THE BCGEU WILL:**

- increase the component vice-president compensation to match the executive vice-president minimum wage or **SR2 rate of pay**;

**M/S/C to refer to Provincial Executive**

### **B-52 LOCAL 801**

#### **Additional Member to Member days per year**

##### **THE BCGEU WILL:**

- expand the headquarters-paid Member to Member (M2M) days from 12 to 16 per local;

**M/S/C to refer to Provincial Executive**

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### **B-53 LOCAL 803**

#### **Local chairperson full book if local membership over 3,000**

##### **THE BCGEU WILL:**

- book off the chairperson of a local with 3,000+ members for the term they have been elected, and this book off will be funded by headquarters;

**M/S/C to refer to Provincial Executive**

### **B-54 LOCAL 504**

#### **Local chair days**

##### **THE BCGEU WILL:**

- give local chairs five paid days a year to do local business;

**M/S/C to refer to Provincial Executive**

### **B-55 AMENDED LOCAL 601**

#### **Steward spaces for Winter School**

##### **THE BCGEU WILL:**

- allocate 12 spaces a year to the Canadian Labour Congress (CLC) training (Harrison Hot Springs) for stewards only (stewards who serve on joint occupational health and safety (JOHS) or labour-management committees but are not on the local executive). Five of the twelve spaces will be for direct government. This expense will be paid by headquarters; components will ~~choose~~ **recommend** stewards. The BCGEU will annually communicate the results and process to stewards and members. Stewards are eligible to go once every five years;

**M/S/C to refer to Provincial Executive**

### **B-56 AMENDED LOCAL 402**

#### **Full-time book off for designated stewards of large locals**

##### **THE BCGEU WILL:**

- **for locals with over 2,000 members**, have one full-time paid steward (at leave of absence rate) to serve the interests of the membership. The steward would report to the local chairperson;

**M/S/C to refer to Provincial Executive**



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### **B-57      LOCAL 403**

#### **HQ paid book off for stewards of large locals**

##### **THE BCGEU WILL:**

- book off steward(s), headquarters-paid, as follows:  
one part time (0.5), for any local that has more than 1,000 members; and  
one full time, for any local with more than 2,000 members;

**M/S/C to refer to Provincial Executive**

### **B-58      LOCAL 403**

#### **Compensation for stewards**

##### **THE BCGEU WILL:**

- ensure that stewards receive compensation in money or in kind;

**M/S/C to refer to Provincial Executive**

### **B-59      LOCAL 407**

#### **Reimburse stewards when they represent members at other worksites**

##### **THE BCGEU WILL:**

- reimburse stewards when representing members at other worksites;

**M/S/C to refer to Provincial Executive**

### **B-60      PROVINCIAL EXECUTIVE**

#### **Increase CCC young worker budget**

##### **THE BCGEU WILL:**

- increase the cross component committee young worker budgets to fifteen hundred dollars (\$1,500);

**M/S/C to refer to Provincial Executive**

### **B-61 TO COVER B-64      LOCAL 1703, 503**

#### **Increase of percentage paid to CCCs**

##### **THE BCGEU WILL:**

- increase the cross component per capita amount by up to 20 per cent compared to the formula being used for cross components when events are consistently being over booked;

**M/S/C to refer to Provincial Executive**

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### **B-62 PROVINCIAL EXECUTIVE**

#### **HQ funding of annual CCC strategic planning day**

##### **THE BCGEU WILL:**

- ensure all cross component committee (CCC) members will have expenses covered by headquarters for leave of absence (LOA) book off and/or travel, if needed, in order to be able to participate in an annual strategic planning day;

**M/S/C to refer to Provincial Executive**

### **B-63 AMENDED LOCAL 401**

#### **Headquarters funding of members CCC activities**

##### **THE BCGEU WILL:**

- have headquarters fund, review and approve all cross component committee (CCC) members' meetings' and activities (i.e, travel, leave(s) of absence and accommodation);

**M/S/C to refer to Provincial Executive**

### **B-64 LOCAL 503**

#### **Cross Component**

##### **THE BCGEU WILL:**

- increase the Area 03 cross component per capita amount by up to 10 per cent compared to the cross component per capita amounts;

**Covered by B-61.**

### **B-65 LOCAL 401**

#### **G3 day policy change**

##### **THE BCGEU WILL:**

- extend the G3-day policy to give union activists the option of taking day one as a day of rest;

**M/S/C to refer to Provincial Executive**

### **B-66 LOCAL 105**

##### **THE BCGEU WILL:**

- change current G3-day policy of using days worked and use hours worked instead;

**Withdrawn**

## MINUTES

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### **B-67 LOCAL 105**

#### **Reinstate G-30 days**

#### **THE BCGEU WILL:**

- bring back G30 days to recognize that all members do not work Monday to Friday;

**M/S/C to refer to Provincial Executive**

### **B-68 AMENDED LOCAL 503**

#### **Double block-booking dates for arbitration**

#### **THE BCGEU WILL:**

- endeavor to double the amount of block-booking dates for arbitrations;

**M/S/C to refer to Provincial Executive**

### **B-68.1 AMENDED COMPONENT 8**

#### **Compensation for lead steward**

#### **THE BCGEU WILL:**

- support lead steward (**a selected steward for every worksite with 5 or more steward**) financially every month;

**M/S/C to refer to Provincial Executive**

### **C-69 LOCAL 103, 104**

#### **BCGEU peace officers into one bargaining unit**

#### **THE BCGEU WILL:**

- create a new law enforcement Component 1 comprised of adult correctional officers, youth correctional officers, deputy sheriffs, commercial vehicle safety enforcement officers, conservation officers, natural resource officers, and liquor and tobacco enforcement officers to adopt a Master bargaining unit inclusive of all the above provincial peace officer professions;

**Referred to bargaining**

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### **C-70      LOCAL 601**

#### **Steward engagement activity fund**

##### **THE BCGEU WILL:**

- in addition to current recognition and benefits to stewards, provide each local, paid by headquarters, with \$10 per steward annually to fund engagement activities organized by the local executive, e.g., coffee meetings to bring stewards together to provide mutual support and build relationships;

**M/S/C to refer to Provincial Executive**

### **C-71 AMENDED      LOCAL 601**

#### **Direct deposit for activists**

##### **THE BCGEU WILL:**

- where technology exists offer the option of direct deposit to all activists working on union business including local and component expenses;

**M/S/C to refer to Provincial Executive**

### **C-72      LOCAL 1201**

#### **Electronic BCGEU forms**

##### **THE BCGEU WILL:**

- develop electronic forms for all required forms (including grievance, nomination, resolutions, etc.) as well as bargaining or other surveys, in addition to the option for hard copies;

**M/S/C to refer to Provincial Executive**

### **C-73      LOCAL 604**

#### **Steward incentives**

##### **THE BCGEU WILL:**

- be more intentional about recruitment and retention of stewards by offering incentives (e.g., financial stipends, gift cards, etc.) similar to what the employer provides to staff who volunteer to be onsite first aid attendants (MCFD pays \$80/month in stipend to those staff);

**M/S/C to refer to Provincial Executive**

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### **C-74 LOCAL 601**

#### **Steward recruitment and retention strategy**

##### **THE BCGEU WILL:**

- develop a steward recruitment and retention strategy by March 2023, for each local or local area office (cross component collaboration is encouraged). Recruitment and retention activities will:
  - ensure that the local executive contact every steward; and
  - hold regular steward meetings (two to five a year) by worksite and/or local; and
  - connect stewards to labour-management committees in their worksites; and
  - encourage stewards to organize by worksite(s) and not just by component and elect a lead steward at the worksite(s); and
  - support stewards in orientating members and connect with members; and
  - provide training to new stewards within three months and connect with a local executive member;

**M/S/C to refer to Provincial Executive**

### **C-75 LOCAL 104**

#### **Mandatory monthly phone call**

##### **THE BCGEU WILL:**

- lobby for a process whereby local executives will have a mandatory phone call once a month with the advocacy representative, component vice-president and component first vice-chair;

**M/S/C to refer to Provincial Executive**

### **C-76 LOCAL 803**

#### **Creation of a lead steward position**

##### **THE BCGEU WILL:**

- create a lead steward position at every workplace that has several stewards. The lead steward will be in direct contact with the local chairs and stewards in every workplace to address the needs of the members and the local;

**Referred to bargaining**

### **C-77 LOCAL 504**

#### **Stewards**

##### **THE BCGEU WILL:**

- will adopt the process of including stewards in all arbitrations;

**M/S/C to refer to Provincial Executive**

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### **C-78 TO COVER C-79    LOCAL 803, 1203, 1204**

#### **Union leave**

##### **THE BCGEU WILL:**

- continue to treat the denial of union leave seriously so that activists and stewards can attend the work of the union; and
- continue to direct area offices and the Advocacy department to vigorously defend this right when in dispute, especially when “operational needs” are an excuse provided by the employer;

**M/S/C to refer to Provincial Executive**

### **C-79        LOCAL 1203, 1204**

#### **Union leave**

##### **THE BCGEU WILL:**

- continue to treat the denial of union leave seriously so that activists and stewards can attend the work of the union; and
- continue to direct area offices and the Advocacy department to vigorously defend this right when in dispute, especially when “operational needs” are an excuse provided by the employer;

**Covered by C-78.**

### **C-80        LOCAL 103**

#### **Legal representation for Component 1 members**

##### **THE BCGEU WILL:**

- provide criminal defence, legal counsel and labour lawyers for all public service bargaining members when legal, labour, civil or criminal allegations arise out of the legal execution of bargaining members’ duties;

**M/S/C to refer to Provincial Executive**

### **C-81        LOCAL 601**

#### **Website redevelopment**

##### **THE BCGEU WILL:**

- form a committee consisting of two members of the provincial executive, one steward, one member from the accessibility caucus, and two appropriate staff members to review the BCGEU website and

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to elicit suggestions from members on how to improve and redevelop the BCGEU website so that there is a clear delineation between content pertaining to member's rights and obligations under their collective agreement (grievance procedures, policies, arbitrations, contact information, member education, etc.) and advocacy/awareness campaign work by the union. The website redesign should be developed with a view towards accessibility;

**Passed**

### **C-82 LOCAL 311**

#### **Membership records**

##### **THE BCGEU WILL:**

- continue to prioritize updating all membership records;

**M/S/C to refer to Provincial Executive**

### **C-83 LOCAL 604**

#### **Worksite lists maintained quarterly**

##### **THE BCGEU WILL:**

- appoint staff to work with the employer to maintain accurate member worksite lists. These lists should be maintained on a quarterly basis to account for member movement and changes to contact information;

**M/S/C to refer to Provincial Executive**

### **C-84 LOCAL 604**

#### **Accurate steward lists**

##### **THE BCGEU WILL:**

- appoint staff to maintain accurate steward lists. These lists should be maintained on a quarterly basis to account for member movement and changes to contact information;

**M/S/C to refer to Provincial Executive**

### **C-85 LOCAL 612**

#### **Electronic grievance system**

##### **THE BCGEU WILL:**

- establish and maintain an electronic grievance system for stewards to use for filing and reviewing grievances;

**M/S/C to refer to Provincial Executive**

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### C-86 AMENDED TO COVER C-87 LOCAL 601, LOCAL 1204

#### Grievance and Article 1.10 tracking system

##### THE BCGEU WILL:

- implement a system to track what happens to every grievance and any other formal dispute resolution process and complaint filed with the union, including the following information;
  - the date the grievance was filed; and
  - the date of significant milestones in the grievance; and
  - how the grievance was concluded, whether by withdrawal, turn down, arbitration, or otherwise; and
  - the date the formal dispute resolution process and complaint was filed; and
  - the date of significant milestones in the complaint; and
  - how the complaint was concluded, whether by withdrawal, turn down, investigation, or otherwise;
- in full compliance with all relevant privacy legislation and union policy, provide this information to local executives to better inform their work;

**M/S/C to refer to Provincial Executive**

### C-87 LOCAL 1204

#### Grievance data

##### THE BCGEU WILL:

- implement a system to track what happens to every grievance filed with the union, including the following information:
  - what article is being grieved; and
  - the date the grievance was filed; and
  - the date of significant milestones in the grievance; and
  - how the grievance was concluded, whether by withdrawal, turn down, arbitration, or otherwise; and
- in full compliance with all relevant privacy legislation and union policy, provide this information to local executives to better inform their work;

**Covered by C-86 amended**

### C-88 LOCAL 1204

#### Workload issues

##### THE BCGEU WILL:

- collect data regarding workload issues for members including lack of backfill and unrealistic workload expectations;

**M/S/C to refer to Provincial Executive**



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### **C-89 AMENDED LOCAL 612**

Technical committee

#### **THE BCGEU WILL:**

- establish a technical committee that reports to the provincial executive on members issues of using and supporting information technology in their changing workforce;

**M/S/C to refer to Provincial Executive**

### **C-90 AMENDED LOCAL 601**

Triennial IT conference

#### **THE BCGEU WILL:**

- support and fund an information technology (IT) conference for IT members in all components to meet and discuss common issues and receive education before the next convention;

**M/S/C to refer to Provincial Executive**

### **C-91 AMENDED COMPONENT 12**

Aging workforce

#### **THE BCGEU WILL:**

- canvas members and create space for discussions in order to identify issues and concerns specific to an aging workforce including retirement planning, affordability, and workplace accommodations. This may include forming a committee or hosting a roundtable with members who are 50+; and
- increase awareness of workplace accommodations for our aging workforce; and
- advocate and lobby for a national PharmaCare plan; and
- develop a voluntary mentorship program for the BCGEU activists nearing retirement to be paired with new activists in order to retain knowledge and experience.

**M/S/C to refer to Provincial Executive**

### **C-92 LOCAL 402**

55+ workers' group

#### **THE BCGEU WILL:**

- establish a 55+ provincial executive committee to function in a similar fashion as the young workers' group;

**M/S/C to refer to Provincial Executive**

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### **C-93 LOCAL 311**

#### **Retired members**

#### **THE BCGEU WILL:**

- pursue opportunities to keep the BCGEU retired members active and involved in their union;

**M/S/C to refer to Provincial Executive**

### **C-94 AMENDED LOCAL 1204**

#### **Retired activists and staff**

#### **THE BCGEU WILL:**

- create an internal retirees' organization open to former BCGEU activists and staff; and at the discretion of the provincial executive, provide funding for the organization to host meetings of retirees;

**M/S/C to refer to Provincial Executive**

### **C-95 COMPONENT 10**

#### **Public Service**

#### **THE BCGEU WILL:**

- form a provincial executive (PE) committee to assess the risk of services being privatized and returning of services to the public service that should not be for-profit; and
- appoint members from each component affected, to this PE committee; and
- schedule two meetings per year (starting in 2021) to discuss and plan strategies, create campaigns and media specifically designed to lobby and inform the public of what privatization costs and why services need to be brought back into government; and
- ensure the cost of these meetings be covered by headquarters; and
- ensure the cost of campaigns and media be covered by headquarters;

**Passed**

### **C-96 LOCAL 610**

#### **Life members and honour roll criteria**

#### **THE BCGEU WILL:**

- form a committee to review the life members and honour roll criteria, paying attention to the process for ensuring that all eligible members' names are forwarded by staff to the local chairpersons and copied to the component vice-president;

**Passed**

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### **C-97 AMENDED      LOCAL 1703**

#### **PE Policy – return to work after strike**

##### **THE BCGEU WILL:**

- create an additional policy to be included in the provincial executive policy Section K-Strikes for return-to-work agreements; and
  - this policy will ensure that any return-to-work agreement will have the approval of the bargaining committee

**Passed**

### **C-98      LOCAL 603**

#### **Disability audits**

##### **THE BCGEU WILL:**

- conduct disability accessibility audits (DAA) once a year on all the BCGEU buildings before and after all meetings, conventions and events that the BCGEU is involved in, and where it is reasonable to do so;

**Withdrawn**

### **C-99      LOCAL 404**

#### **Ban smoking/vaping**

##### **THE BCGEU WILL:**

- ban smoking and vaping from all union premises;

**M/S/C to refer to Provincial Executive**

### **C-100      LOCAL 1204**

#### **Physical wellness**

##### **THE BCGEU WILL:**

- explore further opportunities for membership perks and discounts with a focus on physical and mental health including gym memberships, in order to promote and create work-life balance opportunities and to improve overall health and wellness;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **C-101 AMENDED LOCAL 601**

#### **Local Chairpersons' assembly**

##### **THE BCGEU WILL:**

- hold a local chairpersons' assembly between BCGEU conventions, where all duly elected local chairpersons will be provided education and information on the current initiatives of the union, and will have an opportunity to provide feedback and engage in discussion on priorities for the union;

**M/S/C to refer to Provincial Executive**

### **C-102 LOCAL 601**

#### **Article 29 co-chairs' annual meeting**

##### **THE BCGEU WILL:**

- facilitate an annual BCGEU co-chairs' meeting for Article 29 (labour management committees in direct government). This expense will be paid by headquarters. The BCGEU Article 29 co-chairs will be canvassed to identify the best time and how to structure the event;

**M/S/C to refer to Provincial Executive**

### **C-103 AMENDED LOCAL 601**

#### **Article 29 standards and limitations**

##### **THE BCGEU WILL:**

- in compliance with relevant legislation pertaining to employee privacy rights, establish and communicate to stewards and joint union management committees, clear standards and limitations on what personal health and lifestyle information employers can solicit from members for workplace wellness surveys, apps and programs;

**M/S/C to refer to Provincial Executive**

### **C-104 AMENDED LOCAL 1204**

#### **Changes in benefit providers**

##### **THE BCGEU WILL:**

- canvas members on and address issues that have arisen when employers have changed benefit providers; and
- do more to canvas, communicate with members and address issues that arise if and when any of our members' employers decide to change benefit providers;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### C-105 LOCAL 504

#### Community and global partners

##### THE BCGEU WILL:

- include in *The Provincial*, a section that will highlight our donations/contributions to our community partners and to causes around the globe;

**M/S/C to refer to Provincial Executive**

### C-106 LOCAL 601

#### Featuring stewards

##### THE BCGEU WILL:

- feature two stewards in every steward newsletter and in *The Provincial* or annually email members profiling six individual stewards (from across the province). The steward profiles will feature how stewards have supported members and strengthened their worksites;

**M/S/C to refer to Provincial Executive**

### C-107 AMENDED LOCAL 1204

#### Pension changes communication

##### THE BCGEU WILL:

- advise the plan membership of any negotiations regarding possible changes to pension plans where possible;

**M/S/C to refer to Provincial Executive**

### C-108 LOCAL 304

##### THE BCGEU WILL:

- develop a process to ensure appropriate representation and voice of equity and young worker representatives to attend conventions (BCGEU, Canadian Labour Congress, National Union of Public and General Employees, BC Federation of Labour);

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **COMPOSITE C-1 (C-109 Local 1203,1024; C-110 Provincial Executive; C-111 Provincial Executive; C-111 Provincial Executive; C-112 Provincial Executive)**

#### **Equity and young worker member at large seats on local and government**

##### **THE BCGEU WILL:**

- amend the model bylaws for locals and components to ensure one member at large seat on every local and component executive will be filled by a member who identifies from one of the four equity groups and one member at large seat on local and component executives for a young worker;

**Passed**

#### **C-109 LOCAL 1203, 1204**

##### **Equity member-at-large seat on the local executive**

##### **THE BCGEU WILL:**

- amend the model bylaws for locals and components to ensure one member-at-large seat on every local and component executive will be filled by a member who identifies from one of the four equity groups;

**Covered by Composite C-1 to cover C-109, C-110, C-111 & C-112.**

#### **C-110 PROVINCIAL EXECUTIVE**

##### **Equity member-at-large on local executive**

##### **THE BCGEU WILL:**

- amend the model bylaws for locals to ensure one member at large seat on every local executive will be filled by a member who identifies from one of the four equity groups;

**Covered by Composite C-1 to cover C-109, C-110, C-111 & C-112.**

#### **C-111 PROVINCIAL EXECUTIVE**

##### **Equity workers in model bylaws**

##### **The BCGEU WILL:**

- amend local (and component) model bylaws to include at least one position for equity workers;

**Covered by Composite C-1 to cover C-109, C-110, C-111 & C-112.**

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### **C-112 PROVINCIAL EXECUTIVE**

#### **Young workers in model bylaws**

##### **THE BCGEU WILL:**

- amend the component model bylaws to include at least one position for young workers;

**Covered by Composite C-1 to cover C-109, C-110, C-111 & C-112.**

### **C-113 AMENDED LOCAL 603**

##### **THE BCGEU WILL:**

- resource and appoint staff within the BCGEU to be mandated to:
  - advocate on issues experienced by people with disabilities;
  - educate on accessibility and disability issues;
  - collate data from Disability Accessibility Audits;
  - create best practices for stewards on disability issues/accommodation issues;
  - plan for Person with Disabilities (PWD) day celebrations (i.e. International Day of People with Disabilities);
  - maintain a PWD page on the BCGEU website dedicated to PWD issues;
  - assist members to advocate for PWD issues in the BCGEU/BC labour movement and all affiliates local/national.

**M/S/C to refer to Provincial Executive**

### **COMPOSITE C-2 (C-114 LOCAL 304; C-115 LOCAL 1204)**

#### **Equity audit**

##### **THE BCGEU WILL:**

- conduct an equity audit of members and staff to determine whether staff, local officers, stewards, etc., reflect our diverse membership and report the results to the membership; and
- work towards staff, stewards and local officers reflecting the diversity of our membership; and
- make every effort to do a justice, equity, diversity and inclusion audit taking an intersectional lens of the BCGEU structure and make recommendations to the provincial executive;

**M/S/C to refer to Provincial Executive**

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### **C-114     LOCAL 304**

#### **Justice, equity, diversity and inclusion audit**

##### **THE BCGEU WILL:**

- make every effort to do a justice, equity, diversity and inclusion audit taking an intersectional lens of the BCGEU structure and make recommendations to the provincial executive;

**Covered by Composite C-2 to cover C-114 & C-115**

### **C-115     LOCAL 1204**

#### **Equity audit**

##### **THE BCGEU WILL:**

- conduct an equity audit of members and staff to determine whether staff, local officers, stewards, etc., reflect our diverse membership and report the results to the membership; and
- work towards staff, stewards and local officers reflecting the diversity of our membership;

**Covered by Composite C-2 to cover C-114 & C-115**

### **C-116     LOCAL 303**

#### **Change BCGEU documentation from "Aboriginal" to "Indigenous"**

##### **THE BCGEU WILL:**

- amend the word in all its documentation throughout all departments and components from "Aboriginal" to "Indigenous";

**M/S/C to refer to Provincial Executive**

### **C-117     LOCAL 1203**

#### **Equity and Gender-based Analysis Plus focus**

##### **THE BCGEU WILL:**

- aim to implement more focus and resources on equity group issues, matters, and participation throughout our leadership structure;

**M/S/C to refer to Provincial Executive**



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### **C-118 LOCAL 601**

#### **Indigenous members committee**

##### **THE BCGEU WILL:**

- strike a committee of Indigenous members to explore and make recommendations for alternative methods to select the equity & human rights committee Indigenous caucus representatives;

**M/S/C to refer to Provincial Executive**

### **C-119 TO COVER C-120 LOCAL 1703, 503**

#### **Cross components to host National Indigenous Peoples Day**

##### **THE BCGEU WILL:**

- have each of the cross component committees offer an Indigenous-focused event in celebration of the National Indigenous Peoples Day yearly in June;

**M/S/C to refer to Provincial Executive**

### **C-120 LOCAL 503**

#### **Cross Component**

##### **THE BCGEU WILL:**

- have each cross component committee offer an Indigenous-focused event in celebration of the National Indigenous Peoples Day yearly in June;

**Covered by C-119**

### **C-121 LOCAL 303**

#### **Prioritizing Indigenous organizing**

##### **THE BCGEU WILL:**

- prioritize organizing the Indigenous workers, workplaces and organizations in B.C.;

**M/S/C to refer to Provincial Executive**

### **C-122 TO COVER C-123, C-124, C-125, C-126**

#### **Triennial roundtables for equity caucuses**

##### **THE BCGEU WILL:**

- host a roundtable event every three years for each of the equity groups: Indigenous workers, workers of colour, workers with disabilities, and 2SLGBTQI+ workers. The BCGEU members may

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apply to participate in roundtable events for equity groups they identify with. Members will be chosen from all regions of the province.

Members will gather at the roundtable to assist the union to:

- identify barriers; and
- develop and implement an action plan with recommendations for the provincial executive to ensure all members of the equity groups have equal access and opportunity to participate fully in the business and activities of the union; and
- review actions and current practices of the BCGEU as they relate to equity members; and
- review convention resolutions related to equity members; and
- educate each other on emerging issues;

Each roundtable will be planned in conjunction with and full participation of the relevant equity representatives of the BCGEU equity & human rights committee on agenda, attendees, budget, and location;

**Passed**

### **C-123 LOCAL 1203**

#### **Roundtables for equity caucuses**

##### **THE BCGEU WILL:**

- host a roundtable once every three years for the BCGEU members who identify with any of the four equity groups to assist the union to identify barriers, to develop and implement an action plan to ensure all members of the equity groups have equal access and opportunity to participate fully in the business and activities of the union;

**Covered by C-122 to cover C-123, C-124, C-125 & C-126.**

### **C-124 LOCAL 803**

##### **THE BCGEU WILL:**

- host a roundtable once every three years for the BCGEU members who identify with any of the four equity groups:
  - to assist the union to identify barriers; and
  - to develop and implement an action plan to ensure all members of the equity groups have equal access and opportunity to participate fully in the business and activities of the union;

**Covered by C-122 to cover C-123, C-124, C-125 & C-126**

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### **C-125 LOCAL 603**

#### **Persons with Disabilities conferences**

##### **THE BCGEU WILL:**

- have a Persons with Disabilities (PWD) conference for the BCGEU membership once every three years to be held at least six months before the following BCGEU Triennial Convention. The PWD conference delegates will be chosen from all regions in B.C. and will be tasked to review the BCGEU's actions towards PWDs, review convention resolutions, educate on PWD emerging issues, and create an action plan to be presented to the BCGEU provincial executive for review and implementation. The conference will be planned in conjunction with and full participation of the PWD representatives of the BCGEU equity & human rights committee on agenda, attendees, budget, and location;

**Covered by C-122 to cover C-123, C-124, C-125 & C-126**

### **C-126 LOCAL 303**

#### **Indigenous members' conferences**

##### **THE BCGEU WILL:**

- hold an Indigenous members' conference every three years;

**Covered by C-122 to cover C-123, C-124, C-125 & C-126**

### **C-127 LOCAL 603**

#### **Visual/auditory aids for BCGEU meetings/events**

##### **THE BCGEU WILL:**

- ensure that all meetings, where practical, and the BCGEU convention(s) and large events are supported with microphones, and closed captioning for the larger events;

**M/S/C to refer to Provincial Executive**

### **C-128 LOCAL 1204**

#### **Gendered impacts of climate change**

##### **THE BCGEU WILL:**

- recognize the gendered impacts of climate change and incorporate a gender-based intersectional analysis into all related education initiatives to better understand the extent of the environmental challenges we face;

**M/S/C to refer to Provincial Executive**

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### **C-129 LOCAL 1204**

#### **Climate change – Engaging members**

##### **THE BCGEU WILL:**

- conduct a series of roundtable discussions with members in their communities across B.C. to commence in 2021, to:
  - hear directly from members about their views on climate change, the future of how work is done, and what they believe the union’s response to these challenges should be; and
  - provide information on the latest climate science; and
  - produce a report and action items for the provincial executive; and
  - the report be given to the next convention with a list of which action items have been completed or rejected;

**M/S/C to refer to Provincial Executive**

### **C-130 TO COVER C-132 LOCAL 1703, 503**

#### **BCGEU sustainability initiatives**

##### **THE BCGEU WILL:**

- strive to go paperless at all the BCGEU functions and meetings. Provide members with an opt-in or opt-out option for direct mail on the portal for all members with the alternate being email;

**M/S/C to refer to Provincial Executive**

### **C-131 LOCAL 603**

#### **No balloons**

##### **THE BCGEU WILL:**

- discontinue the use of balloons at the BCGEU functions;

**M/S/C to refer to Provincial Executive**

### **C-132 LOCAL 503**

#### **BCGEU sustainability initiatives**

##### **THE BCGEU WILL:**

- strive to go paperless at all the BCGEU functions and meetings; and
- provide an opt-in or opt-out option for direct mail on the portal for all members with the alternate being email;

**Covered by C-130.**

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### **C-133     LOCAL 303**

#### **Reusable coffee cups**

##### **THE BCGEU WILL:**

- encourage the BCGEU members to use reusable coffee cups to support Canada's climate change initiative. Encourage members to ask for a cup or mug;

**M/S/C to refer to Provincial Executive**

### **C-134 TO COVER C-137     LOCAL 1204, PROVINCIAL EXECUTIVE**

#### **Climate change – Our buildings and union**

##### **THE BCGEU WILL:**

- investigate the installation of alternative energy generation in new and existing buildings; and
- reduce our total greenhouse gas (GHG) emissions by 45 per cent below our 2010 levels by 2030 and set a path to becoming net zero GHG emissions by 2050. Report to members yearly on our progress;

**M/S/C to refer to Provincial Executive**

### **C-135 TO COVER C-136     LOCAL 1204, PROVINCIAL EXECUTIVE**

#### **Climate change – Use of plastics**

##### **THE BCGEU WILL:**

- develop a strategy to identify and reduce single-use plastics in all areas of operations by 2023; and
- eliminate, as much as possible, its single-use plastic in catering and swag by 2023;

**M/S/C to refer to Provincial Executive**

### **C-136     PROVINCIAL EXECUTIVE**

##### **THE BCGEU WILL:**

- develop a strategy to identify and reduce single-use plastics in all areas of operations by 2023; and eliminate, as much as possible, its single-use plastic in catering and swag by 2023;

**Covered by C-135.**

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### **C-137 PROVINCIAL EXECUTIVE**

#### **Zero greenhouse gas emissions by 2050**

##### **THE BCGEU WILL:**

- investigate the installation of alternative energy generation in new and existing buildings; reduce our total greenhouse gas (GHG) emissions by 45 per cent below our 2010 levels by 2030 and set a path to becoming net zero GHG emissions by 2050; and report to members yearly on our progress;

**Covered by C-134.**

### **C-138 AMENDED TO COVER C-167 LOCAL 1204, PROVINCIAL EXECUTIVE**

##### **THE BCGEU WILL:**

- encourage pension trustees to divest pension plan funds from fossil fuels and fossil fuel infrastructure;

**M/S/C to refer to Provincial Executive**

### **C-139 LOCAL 304**

#### **Steward training**

##### **THE BCGEU WILL:**

- offer one day of enhanced steward training yearly to every steward;

**Defeated**

### **C-140 AMENDED LOCAL 504**

#### **Steward arbitration training**

##### **THE BCGEU WILL:**

- create arbitration process training for all stewards in all the components and locals within the union;

**M/S/C to refer to Provincial Executive**

### **C-141 LOCAL 504**

#### **Stewards**

##### **THE BCGEU WILL:**

- look for more ways to educate and engage the locals, its members, and the stewards (i.e., lunch-and-learns, podcasts, etc.);

**M/S/C to refer to Provincial Executive**

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### **C-142 AMENDED      LOCAL 601**

#### **Steward and enhanced steward training**

##### **THE BCGEU WILL:**

- require steward training within three months of being elected or as courses become available at the area office and also require steward training at least once every three years. This can be steward fundamentals and/or enhanced steward training of a minimum of one eight-hour day of training;

**M/S/C to refer to Provincial Executive**

### **C-143      LOCAL 1211**

#### **Stewards and training**

##### **THE BCGEU WILL:**

- provide formalized and immediate training within the first month of a new executive or steward appointment; and
- develop a budget that supports travel for training when and where there is training available if the training is available in another close city/region that is going on sooner than when it is hosted in your region;

**M/S/C to refer to Provincial Executive**

### **C-144      LOCAL 401**

#### **HQ paid steward training four times a year**

##### **THE BCGEU WILL:**

- establish a headquarters (HQ) fund for training of stewards at least four times each year with HQ-paid leave(s) of absence to bring activists together to network, for continued education and support;

**M/S/C to refer to Provincial Executive**

### **C-145      LOCAL 1201**

#### **Privacy compliance**

##### **THE BCGEU WILL:**

- assist and offer ongoing education for stewards and other officers of the union on ways to connect with the members that will comply with privacy laws, and look at creating a platform for stewards to send and receive email or other communication that will protect the privacy of the stewards and the members;

**M/S/C to refer to Provincial Executive**

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### **C-146 LOCAL 410/11**

#### **Training for local executives**

##### **THE BCGEU WILL:**

- develop, implement, and regularly update training plans for local executives, stewards and occupational health and safety (OHS) representatives. The intention is to have an adequately trained team to support staff representatives at each of the BCGEU area offices;

**M/S/C to refer to Provincial Executive**

### **C-147 AMENDED LOCAL 1703**

#### **Mandatory bargaining committee training**

##### **THE BCGEU WILL:**

- provide a mandatory bargaining course for all elected members to a bargaining committee; and
- create a more comprehensive bargaining course which will include information on benefit bargaining. This will be rolled out within one year;

**M/S/C to refer to Provincial Executive**

### **C-148 PROVINCIAL EXECUTIVE**

#### **Peer facilitator policy**

##### **THE BCGEU WILL:**

- develop a policy for how it selects peer facilitators;

**M/S/C to refer to Provincial Executive**

### **C-149 LOCAL 702**

#### **Sexual harassment training**

##### **THE BCGEU WILL:**

- develop a comprehensive education strategy around sexual harassment in the workplace, including courses and training materials for joint occupational health and safety (JOSH) committees and locals;

**M/S/C to refer to Provincial Executive**



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### **Composite C-3 to cover C-150; C-151, C-152, C-153, C-154 and C-155**

#### **Anti-racism and Anti-oppression training**

##### **THE BCGEU WILL:**

- provide anti-racism and anti-oppression training and a tool kit for all shop stewards, OHS representatives, local executives, and component executives to develop the skills of union activists to address barriers to inclusion and support diversity and equity in the BCGEU; and
- carry out anti-oppression and anti-discrimination training at the start of every term for every component executive; and
- have an anti-oppression training module available to all locals and cross component committees; and
- ensure employees of the BCGEU have anti-racism training; and
- work with all employers to ensure anti-racism training is mandatory in all worksites; and
- advocate the importance that training be facilitated by members of the equity groups; and
- make available anti-racism and oppression training for all members and staff, and ensure there is an anti-racist lens throughout all training implemented by the BCGEU.

**M/S/C to refer to Provincial Executive**

### **C-150 LOCAL 1201**

#### **Anti-racism training**

##### **THE BCGEU WILL:**

- provide anti-racism training in the BCGEU steward's courses and in local training; and
- ensure employees of the BCGEU have anti-racism training and the BCGEU employee training; and
- work with the BC Public Service Agency to ensure anti-racism training is mandatory in all ministries; and
- advocate the importance that training be facilitated by members of the equity groups;

**Covered by Composite C-3 to cover C-150; C-151, C-152, C-153, C-154 and C-155**

### **C-151 LOCAL 702**

#### **Anti-oppression and anti-racism training**

##### **THE BCGEU WILL:**

- provide anti-oppression and anti-racism training to all local executives and component executives to develop the skills of union activists to address barriers to inclusion and support diversity and equity in the BCGEU;

**Covered by Composite C-3 to cover C-150; C-151, C-152, C-153, C-154 and C-155**

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### **C-152 PROVINCIAL EXECUTIVE**

#### **Anti-racism training**

##### **THE BCGEU WILL:**

- provide anti-racism training in all shop steward and local training; and
- ensure employees of the BCGEU have anti-racism training; and
- work with all employers to ensure anti-racism training is mandatory in all worksites; and
- advocate the importance that training be facilitated by members of the equity groups;

**Covered by Composite C-3 to cover C-150; C-151, C-152, C-153, C-154 and C-155**

### **C-153 LOCAL 304**

#### **Anti-racism training for all BCGEU members**

##### **THE BCGEU WILL:**

- make available anti-racism and oppression training for all members and staff, and ensure there is an anti-racist lens throughout all training implemented by the BCGEU;

**Covered by Composite C-3 to cover C-150; C-151, C-152, C-153, C-154 and C-155**

### **C-154 LOCAL 304, 312**

#### **Response to racism**

##### **THE BCGEU WILL:**

- develop a comprehensive training and a toolkit for stewards and occupational health and safety representatives to respond to racism in the workplace, support members who experience racism, and encourage employers to develop and implement anti-racism policies;

**Covered by Composite C-3 to cover C-150; C-151, C-152, C-153, C-154 and C-155**

### **C-155 LOCAL 1204**

#### **Anti-oppression and anti-discrimination training**

##### **THE BCGEU WILL:**

- carry out anti-oppression and anti-discrimination training at the start of every term for every component executive; and
- have a training module available to all locals and cross component committees;

**Covered by Composite C-3 to cover C-150; C-151, C-152, C-153, C-154 and C-155**

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### **C-156 AMENDED    LOCAL 1201**

#### **Duty to accomodate**

#### **THE BCGEU WILL:**

- provide more resources and education on the employer's duty to accommodate for stewards; and
- engage the relevant committees to make recommendations to the PE on a plan to educate the membership on human rights (including racism and Indigenous rights and reconciliation) and the employer's duty to accommodate;

**M/S/C to refer to Provincial Executive**

### **C-157    PROVINCIAL EXECUTIVE**

#### **Indigenous education video**

#### **The BCGEU WILL:**

- work with the members of the Indigenous workers committee to create a video that will help educate members on the histories and cultures of Indigenous Peoples;

**M/S/C to refer to Provincial Executive**

### **C-158    LOCAL 302**

#### **Mental Health first aid**

#### **THE BCGEU WILL:**

- offer mental health training at least annually in each BCGEU area to activists;

**Covered by C-160 to cover C-158, C-159, C-161, C-162**

### **C-159    LOCAL 503**

#### **Mental health first aid for stewards and OHS representatives**

#### **THE BCGEU WILL:**

- provide mental health first aid training to stewards and occupational health and safety (OHS) representatives so that they may better support the membership as well as their own mental health;

**Covered by C-160 to cover C-158, C-159, C-161, C-162**

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### **C-160 TO COVER C-158, C-159, C-161, C-162      LOCAL 710, 302, 503, 802, 1710**

#### **THE BCGEU WILL:**

- offer mental health first aid training in each area at least once per year. The course will be open to all members and will be at headquarters' expense. Union-paid leaves of absence and regular expenses will be provided;

**Passed**

### **C-161      LOCAL 802**

#### **Mental Health first aid**

#### **THE BCGEU WILL:**

- offer mental first aid to all area offices for local activists;

**Covered by C-160 to cover C-158, C-159, C-161, C-162**

### **C-162      LOCAL 1710**

#### **Mental Health first aid**

#### **THE BCGEU WILL:**

- have the mental health first aid course facilitated in each area at least once per year. This will be open to all members and will be at headquarters' expense. Union-paid leave(s) of absence and regular expenses will be provided;

**Covered by C-160 to cover C-158, C-159, C-161, C-162**

### **C-163      PROVINCIAL EXECUTIVE**

#### **Expanding mental health first aid**

#### **The BCGEU WILL:**

- provide a mental health first aid course in each of the 12 Areas at least once every three years;

**M/S/C to refer to Provincial Executive**

### **C-164      LOCAL 503**

#### **Enhanced OHS training**

#### **THE BCGEU WILL:**

- provide annual enhanced occupational health and safety (OHS) training to OHS representatives similar to the current enhanced stewards training;

**M/S/C to refer to Provincial Executive**

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### **C-165      LOCAL 312**

#### **Health and safety rights' training for members**

##### **THE BCGEU WILL:**

- create and implement a basic health and safety course for the general membership. The course will include the four health and safety rights, and how to exercise those rights, responsibilities, prevention of violence legislation and process for contacting the Workers' Compensation Board;

**M/S/C to refer to Provincial Executive**

### **C-166      LOCAL 1204**

#### **Labour Council delegate training**

##### **THE BCGEU WILL:**

- develop and carry out labour council delegate training and networking at least once a term; and
- develop a monthly union report to labour council delegates and the document made available on the member portal;

**M/S/C to refer to Provincial Executive**

### **C-167      PROVINCIAL EXECUTIVE**

#### **Pension trustees – fossil fuels and fossil fuel infrastructure**

##### **THE BCGEU WILL:**

- educate pension trustees on the financial benefits of divesting from fossil fuels and fossil fuel infrastructure;

**Covered by C-138 amended.**

### **C-168 TO COVER C-169      LOCAL 1204, PROVINCIAL EXECUTIVE**

#### **Climate change – Education**

##### **THE BCGEU WILL:**

- use data and feedback collected from membership engagement to create and implement an educational module on climate change, the environment and just transition;

**M/S/C to refer to Provincial Executive**

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### **C-169     PROVINCIAL EXECUTIVE**

#### **Modules on climate change and the just transition**

##### **THE BCGEU WILL:**

- use data and feedback collected from membership engagement to create and implement an educational module on climate change, the environment and just transition;

**Covered by C-168**

### **C-170     LOCAL 304**

#### **Equity and young workers training**

##### **THE BCGEU WILL:**

- develop training modules specifically designed toward equity and young workers;

**M/S/C to refer to Provincial Executive**

### **C-171 TO COVER C-172     LOCAL 601, 1204**

#### **Union education and tracking**

##### **THE BCGEU WILL:**

- develop a system of education modules geared to specific roles and duties within the union, and track each member who has taken courses through the creation of an individual education passport; and
- offer education modules year-round, so stewards, occupational health and safety representatives and local executives elected to vacancies between terms can receive the education required to do their duties;

**M/S/C to refer to Provincial Executive**

### **C-172     LOCAL 1204**

#### **Education passport**

##### **THE BCGEU WILL:**

- develop a system of education modules geared to specific roles and duties within the union, and track each member who has taken courses through the creation of an individual education passport; and
- offer education modules year-round, so stewards, occupational health and safety representatives and local executives elected to vacancies between terms can receive the education required to do their duties;

**Covered by C-171.**

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### **C-173     LOCAL 603**

#### **THE BCGEU WILL:**

- offer American sign language (ASL) classes at least twice a year for members in all local areas and up to four times a year in the larger local areas;

**M/S/C to refer to Provincial Executive**

### **C-174     PROVINCIAL EXECUTIVE**

#### **Political action training**

#### **THE BCGEU WILL:**

- provide ongoing political action training and education to interested members every year;

**M/S/C to refer to Provincial Executive**

### **C-175 TO COVER C-176     LOCAL 612, 1204**

#### **Reconciled seniority lists**

#### **THE BCGEU WILL:**

- create pattern language for bargaining that requires standardized seniority lists from employers on a regular schedule and allows for enforcement of that language; and
- regularly reconcile seniority lists and provide them to members in an appropriate format respecting all relevant privacy legislation;

**M/S/C to refer to Provincial Executive**

### **C-176     LOCAL 1204**

#### **Seniority lists**

#### **THE BCGEU WILL:**

- create pattern language for bargaining that requires standardized seniority lists from employers on a regular schedule, and allows for enforcement of that language; and
- regularly reconcile seniority lists and provide them to members in an appropriate format respecting all relevant privacy legislation;

**Covered by C-175.**

## MINUTES

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### **C-177 LOCAL 402**

#### **HSP wages**

##### **THE BCGEU WILL:**

- lobby the provincial government, Health Sciences Association of British Columbia and Health Employers Association of BC to level the wages for all health sciences professionals across all health authorities;

**M/S/C to refer to Provincial Executive**

### **C-178 LOCAL 403**

#### **HSP personnel days off**

##### **THE BCGEU WILL:**

- lobby Health Sciences Association of British Columbia and Health Employers Association of BC for employees to be able to take at least two “personal days” per calendar year as paid leave from work to promote better work-life balance and to reflect the realities of the lives of the health science professionals;

**M/S/C to refer to Provincial Executive**

### **C-179 LOCAL 403**

#### **Salary grid for health care aide and worker**

##### **THE BCGEU WILL:**

- lobby the Health Employees’ Union to introduce a grid system (5 grids) so at grid 5, members with five years of service or more, receive the highest pay; and
- lobby the Health Employers Association of BC and the B.C. government through the Facilities Bargaining Association (FBA) to regain the loss of pay which happened under the Liberal government;

**M/S/C to refer to Provincial Executive**

### **C-180 LOCAL 403**

#### **Equal pay for identical job/duties**

##### **THE BCGEU WILL:**

- lobby the government to support our members to mandate Health Employers Association of BC to recognize that all employees working the same job be paid the same rate of pay. For example, a case manager and a health inspector in all sectors where government funding is involved should be paid at the same rate; and
- support a review of the job role to prove they are identical;

**M/S/C to refer to Provincial Executive**



## MINUTES

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### **C-181     LOCAL 302**

#### **Mental health sick time**

##### **THE BCGEU WILL:**

- develop pattern language for mental health days to be included in the BCGEU negotiations;

**Covered by C-182 amended.**

### **C-182 AMENDED TO COVER C-181     LOCAL 702**

#### **Mental health/personal wellness days**

##### **THE BCGEU WILL:**

- develop pattern language for personal wellness days for members to support self-care and good mental health; and
- highlight the importance of good mental health as equivalent to good physical health, and mental illness as equivalent to physical illness;

**M/S/C to refer to Provincial Executive**

### **C-183     LOCAL 601**

#### **Bargaining committee pattern language**

##### **THE BCGEU WILL:**

- require all bargaining committees in the union to table pattern language to provide for two union meetings on employer-paid time on the worksite per year for union members;

**Covered by C-194 amended.**

### **C-184     PROVINCIAL EXECUTIVE**

#### **CSA Standard on Psychological Health and Safety in the Workplace**

##### **THE BCGEU WILL:**

- adopt and incorporate the Canadian Standards Association's *Psychological Health and Safety in the Workplace* standards in all its affairs; and include these standards into our pattern language project;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **C-185 TO COVER C-186    LOCAL 1204, PROVINCIAL EXECUTIVE**

#### **Trans inclusion in our union**

##### **THE BCGEU WILL:**

- include in the pattern language project workplace protections for trans people; and
- ensure members and all levels of elected leadership and staff have ongoing education for inclusion and diversity, including understanding gender diverse people's experiences;

**M/S/C to refer to Provincial Executive**

### **C-186    PROVINCIAL EXECUTIVE**

#### **Trans inclusion in our union**

##### **THE BCGEU WILL:**

- include workplace protections for trans people in the pattern language project; and
- ensure members and all levels of elected leadership, and staff have ongoing education on inclusion and diversity, including understanding gender diverse people's experiences;

**Covered by C-185**

### **C-187    LOCAL 304, 312**

#### **Culturally appropriate collective agreement language**

##### **THE BCGEU WILL:**

- conduct a study to identify the barriers and gaps to culturally appropriate interpretation of collective agreements and information sharing about workplace rights, and make recommendations to the provincial executive;

**M/S/C to refer to Provincial Executive**

### **C-188    LOCAL 304**

#### **Decolonize our collective agreement**

##### **THE BCGEU WILL:**

- make every effort to indigenize and decolonize our collective agreements;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **C-189 LOCAL 410/11**

#### **Wage and benefits parity**

##### **THE BCGEU WILL:**

- endeavour to research and compare wage rates and benefits for same or similar unionized professions in other provinces and territories in Canada. The intention is to work towards parity amongst members of the BCGEU and their counterparts across Canada;

**M/S/C to refer to Provincial Executive**

### **C-190 AMENDED LOCAL 707**

#### **Pattern language for bargaining**

##### **THE BCGEU WILL:**

- develop pattern bargaining language in our collective agreements around pandemics;

**M/S/C to refer to Provincial Executive**

### **C-191 LOCAL 1204**

#### **Isolation and STIP**

##### **THE BCGEU WILL:**

- advocate for and adopt into pattern bargaining language full employer-paid leave for isolation required under public health orders due to workplace exposure including the execution of job duties;

**M/S/C to refer to Provincial Executive**

### **C-192 AMENDED LOCAL 1002**

#### **Long-term disability**

##### **THE BCGEU WILL:**

- endeavour to ensure all negotiated collective agreements contain a claims review committee (CRC) to protect workers' rights on long-term disability (LTD); and
- where a member's application for LTD benefits is denied or benefits are discontinued by an employer or by a carrier, and the member appeals the decision, the employer will pay the member an amount equal to the LTD benefit until final adjudication of the claim; and
- pursue the principles in negotiations for every collective agreement beginning after the 2021 convention; and

## MINUTES

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- have the director responsible for the negotiations report to the next convention, the union's efforts in this regard and its successes;

**M/S/C to refer to Provincial Executive**

### **C-193 AMENDED      LOCAL 601**

#### **Grievance and complaints statistics**

##### **THE BCGEU WILL:**

- provide aggregate level statistics on the number and type of grievances and dispute resolutions processes on a quarterly or, at minimum, an annual basis with the relevant joint union management committee or, where there is no active joint union management committee, through active shop stewards, while ensuring member confidentiality;

**M/S/C to refer to Provincial Executive**

### **C-194 AMENDED TO COVER C-183      LOCAL 1204, 601**

#### **Access to local meetings**

##### **THE BCGEU WILL:**

- request all bargaining committees in the union to table pattern language to provide for two union meetings on employer-paid time on the worksite per year for union members; and
- draft a constitution and bylaws proposal to the next triennial convention that accomplishes the following:
  - creates a representation-by-population election of delegates to local meetings; and
  - provides a leave of absence for elected local delegates to attend a special local meeting once a year; and
  - provides for local delegates to be elected at worksite meetings where they have been bargained into their collective agreements; and
  - provides for election by email vote where worksite meetings have not been bargained into their collective agreements;

**M/S/C to refer to Provincial Executive**

### **C-195 AMENDED      LOCAL 701**

#### **Limit volunteers**

##### **THE BCGEU WILL:**

- develop pattern language limiting the employer's ability to use volunteers to replace bargaining unit work;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **C-196      LOCAL 702**

#### **Limit use of volunteers in libraries**

##### **THE BCGEU WILL:**

- develop pattern language limiting the employer's ability to use volunteers for bargaining unit work in public libraries;

**M/S/C to refer to Provincial Executive**

### **C-197 AMENDED      LOCAL 1204**

#### **Open bargaining**

##### **THE BCGEU WILL:**

- adopt open bargaining strategies where applicable;

**M/S/C to refer to Provincial Executive**

### **C-198      LOCAL 704**

#### **Creating a skilled workforce**

##### **THE BCGEU WILL:**

- support the inclusion of language, whenever bargaining expiring collective agreements, that allows for and promotes the hiring, training and ongoing support of apprentices; that offers such educational/certification opportunities to the existing bargaining unit members with a view to promotion/lateral moves and long-term employee engagement; and that supports the increased participation of minorities (women, persons of color and Indigenous persons) in apprenticeship training, with the employers of all the BCGEU certifications in B.C.;

**M/S/C to refer to Provincial Executive**

### **Composite C-4 to cover C-199 & C-200**

#### **Annual OHS Conference**

##### **THE BCGEU WILL:**

- hold an annual two-day occupational health & safety (OHS) conference to allow our members who sit on their joint OHS committees to attend, network, and learn about educational advances in health and safety; and
- invite our affiliates to attend and/or co-sponsor;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **C-199 LOCAL 402**

#### **OHS annual convention**

##### **THE BCGEU WILL:**

- hold an annual occupational health and safety (OHS) conference to allow our members who sit on their joint OHS committees to attend, network, and learn about educational advances in health and safety;

**Covered by Composite C-4 to cover C-199 & C-200.**

### **C-200 PROVINCIAL EXECUTIVE**

#### **Annual OHS conference**

##### **THE BCGEU WILL:**

- hold an annual two-day occupational health & safety (OHS) conference and invite our affiliates to attend and/or co-sponsor;

**Covered by Composite C-4 to cover C-199 & C-200.**

### **C-201 LOCAL 504**

#### **PE OHS committee meetings**

##### **THE BCGEU WILL:**

- increase the provincial executive occupational health and safety (OHS) committee meetings to once quarterly;

**M/S/C to refer to Provincial Executive**

### **C-202 LOCAL 604**

#### **Maintaining OHS lists**

##### **THE BCGEU WILL:**

- appoint staff to work with the employer to develop and execute strategies to maintain accurate occupational health and safety (OHS) committee lists. Strategies may include reaching out directly to worksite office managers to collect this information. These lists should be maintained on a quarterly basis to account for member movement. These lists should also include OHS representatives who are qualified to conduct timely investigations;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **C-203 LOCAL 303**

#### **Educational campaign on violence**

##### **THE BCGEU WILL:**

- develop an educational campaign for the BCGEU members on the importance of reporting and documenting violence in the workplace;

**Passed**

### **C-204 LOCAL 403**

#### **Independent research study - violence**

##### **THE BCGEU WILL:**

- commit resources to an independent research study looking at violence at our worksites, including both, the instances of violence, as well as its effects on our members – physical and psychological. This is important not only to acknowledge the violence and trauma experienced by our members, but also to ensure we can effectively advocate for them going forward without relying on statistics from employers;

**Passed**

### **C-205 LOCAL 1203**

#### **Technology and workforce**

##### **THE BCGEU WILL:**

- commit resources to initiate and support a working group with representatives from all components, and occupational health and safety (OHS) committees, and coordinate with the Research and Interactive services department, dedicated to researching, analyzing and identifying the potential impacts of new technologies on members' health, rights, safety and worksite conditions. The working group's scope and role will include, but not be limited to:
  - endeavour to anticipate issues with a minimum five-year time horizon based on research and information derived from but not limited to, software innovations, proposed automation, functional hardware and environmental changes; and
  - make recommendations for changes to bargaining principals, regulatory authorities, relevant legislation and worksite policies driven by the evolution of our working environments; and
  - make recommendations for tools and guides that can be used by staff representatives, joint union management committee members, OHS committees, shop stewards and members;

**M/S/C to refer to Provincial Executive**

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### **C-206 LOCAL 701**

#### **Hiring more Indigenous staff**

##### **THE BCGEU WILL:**

- commit to hiring more Indigenous staff at the BCGEU;

**M/S/C to refer to Provincial Executive**

### **C-207 AMENDED LOCAL 601**

#### **Increase staff representatives**

##### **THE BCGEU WILL:**

- explore the feasibility to increase the number of staff representatives at the Victoria area office by two and administrative support for the staff representatives by two;

**M/S/C to refer to Provincial Executive**

### **C-208 AMENDED LOCAL 703**

#### **Staffing at Lower Mainland area office**

##### **THE BCGEU WILL:**

- explore the feasibility to hire more regular staff representatives to service the members at the Lower Mainland area office (LMAO);

**M/S/C to refer to Provincial Executive**

### **C-209 AMENDED LOCAL 712**

#### **Support staff in area offices**

##### **THE BCGEU WILL:**

- explore the feasibility to provide more support staff at area offices in areas with less than two support staff employed;

**M/S/C to refer to Provincial Executive**

### **C-210 AMENDED LOCAL 1204**

#### **Increase staff representatives**

##### **THE BCGEU WILL:**

Explore the feasibility to:



## MINUTES

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- hire more staff representatives and address current workload issues for staff representatives; and
- provide coverage for staff representatives' absences and have a pool of trained auxiliary staff representatives created and maintained;

**M/S/C to refer to Provincial Executive**

### **C-211 LOCAL 2003**

#### **Resources for classification appeals**

##### **THE BCGEU WILL:**

- ensure that sufficient resources are in place to ensure there are no delays to the resolution of classification appeals; and
- take action to speed up the classification appeal process to achieve a reasonable timeframe of six months for resolution;

**Passed**

### **C-212 AMENDED LOCAL 602**

#### **Allocation of temporary staff representatives**

##### **THE BCGEU WILL:**

- explore the feasibility to allocate extra temporary staff representative when the permanent staff representative is not available for one full day or greater on a known absence (i.e., training, bargaining, etc.);

**M/S/C to refer to Provincial Executive**

### **C-213 LOCAL 802**

#### **BCGEU winter office closure**

##### **THE BCGEU WILL:**

- have a designated staff representative available for each of the area offices during Christmas and New Year's, excluding statutory holidays;

**M/S/C to refer to Provincial Executive**

### **C-214 LOCAL 1703**

#### **Increase BCGEU hours of operation**

##### **THE BCGEU WILL:**

- negotiate with the respective staff unions (BCUWU & MoveUP) to explore options to have staff available outside operational hours;

**M/S/C to refer to Provincial Executive**

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### C-215 LOCAL 404

#### Staff representative training

##### THE BCGEU WILL:

- authorize the local to recommend members for staff representative training;

**M/S/C to refer to Provincial Executive**

### C-216 LOCAL 402

#### Hiring practices

##### THE BCGEU WILL:

- source all union-paid positions, including facilitation, from expressions of interest, a rigorous screening and interview process, and the training and employment opportunity granted truly on merit;

**M/S/C to refer to Provincial Executive**

### C-217 LOCAL 1703

#### Resource centre – BCGEU Direct

##### THE BCGEU WILL:

- create a call centre with a central number for all members to call into as soon as possible but not more than one year after convention;

**M/S/C to refer to Provincial Executive**

#### **COMPOSITE FINANCE RESOLUTION #2 to cover C-218 (LOCAL 302), C-219 (LOCAL 403), C-220 (LOCAL 802), C-221 (LOCAL 1703) and C-222 (LOCAL 2001)**

#### BCGEU area and satellite offices

##### THE BCGEU WILL:

- explore the feasibility of a BCGEU area office in Courtney;
- **explore the feasibility of** establishing an area office in Surrey Central. The current area office in the City of Langley is not conveniently located. Surrey has a very large membership and should have an area office that is more accessible to members;
- **explore the feasibility of** obtaining office space on the Sunshine Coast to better serve members;

## MINUTES

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- explore options to establish satellite offices in small spaces leased **or rented** in the same building, or closely adjacent to high concentration of the BCGEU members' workplaces to facilitate constant outreach, onboarding and organizing. This would be staffed with a combination of the BCGEU staff representatives and/or a steward on a leave of absence;

**M/S/C to refer to Provincial Executive**

### **C-218 LOCAL 302**

#### **Area office Courtenay**

##### **THE BCGEU WILL:**

- explore the feasibility of a BCGEU area office in Courtenay;

**Covered by Composite Finance Resolution #2 to cover C-218, C-219, C-220, C-221 & C-222**

### **C-219 LOCAL 403**

#### **Area office Surrey**

##### **THE BCGEU WILL:**

- establish an area office in Surrey Central. The current area office in the City of Langley is not conveniently located. Surrey has a very large membership and should have an area office that is more accessible to members;

**Covered by Composite Finance Resolution #2 to cover C-218, C-219, C-220, C-221 & C-222**

### **C-220 LOCAL 802**

#### **Satellite office for Courtenay**

##### **THE BCGEU WILL:**

- establish a new BCGEU satellite office in Courtenay, staffed by one support person and one staff representative;

**Covered by Composite Finance Resolution #2 to cover C-218, C-219, C-220, C-221 & C-222**

### **C-221 LOCAL 1703**

#### **Satellite office for Sunshine Coast**

##### **THE BCGEU WILL:**

- obtain office space on the Sunshine Coast to better serve members;

**Covered by Composite Finance Resolution #2 to cover C-218, C-219, C-220, C-221 & C-222**

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### **C-222 LOCAL 2001**

#### **BCGEU offices**

##### **THE BCGEU WILL:**

- explore options to establish satellite offices in small spaces leased in the same building, or closely adjacent to high concentration of the BCGEU members' workplaces to facilitate constant outreach, onboarding and organizing. This would be staffed with a combination of the BCGEU staff representatives and/or a steward on a leave of absence.;

**Covered by Composite Finance Resolution #2 to cover C-218, C-219, C-220, C-221 & C-222**

### **EMERGENCY RESOLUTION #1**

#### **From the Interim Provincial Executive Indigenous Advisory Committee**

##### **THE BCGEU WILL:**

- Create a one-time memorial fund in the amount of one-hundred thousand dollars (\$100,000) to be allocated in collaboration between the Provincial Executive Indigenous Advisory Committee and the Provincial Executive.
- Make a donation to the Orange Shirt Day Society.
- Establish an ongoing campaign to support the TRC recommendations and report back at the next convention on the progress the union has made.

**Passed**

### **EMERGENCY RESOLUTION #2**

#### **Colombia**

##### **THE BCGEU WILL:**

Call on Prime Minister Trudeau to follow the lead of other world leaders in unequivocally condemning the violence in Colombia and to call on the Government of Colombia to:

- Dismantle the anti-riot police (*Escuadrón Móvil Antidisturbios*) ESMAD;
- To immediately halt the human rights violations taking place against civilians engaging in protest, and to guarantee the safety of all of those in line with internationally recognized human rights standards;
- To investigate and bring to justice all members of state security agencies responsible for human rights violations during the strike;
- To refrain from criminalization and stigmatization of peaceful protests;
- Start negotiations with the National Strike Committee and engage in a serious dialogue with social and institutional actors to address the deep inequalities which are at the root of this conflict;

**Passed**

## MINUTES

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### EMERGENCY RESOLUTION #3

#### Fairy Creek Blockades

##### THE BCGEU WILL:

- oppose the use of RCMP exclusion zones and arrests at the Fairy Creek blockades which are in opposition to old growth logging on Pacheedaht and Ditidaht territory; and
- task the Environment Committee with making a recommendation to the Provincial Executive on Old Growth logging in general and how it impacts our members; and
- work with other unions involved in the sector to advocate for investments in mills to process second growth trees, in-province wood manufacturing, and re-training for any displaced workers;

**Passed**

#### D-223 LOCAL 303

##### For-profit child care centres

##### THE BCGEU WILL:

- demand that provincial funding go only to non-profit agencies who are willing to cap fees to the 2019 municipal average;

**M/S/C to refer to Provincial Executive**

#### D-224 LOCAL 303

##### Early child care educators' wages

##### THE BCGEU WILL:

- demand the provincial government establish a provincial wage grid and compensation package that will boost wages; and
- ensure that the wages and compensation package are equal no matter where the early child care workers are employed across the province;

**M/S/C to refer to Provincial Executive**

#### D-225 LOCAL 303

##### Child care

##### THE BCGEU WILL:

- demand the provincial government institute the full \$10aDay Child Care Plan;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **D-226 PROVINCIAL EXECUTIVE**

#### **THE BCGEU WILL:**

- lobby the federal and provincial governments, with the BC Federation of Labour, the Canadian Labour Congress and the National Union of Public and General Employees, to ensure that:
  - child care is a key element of all economic recovery plans, including coordination between the reopening of schools and child care centres with that of the broader economy; and
  - 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 reopen and provide accessible, affordable and high quality care; and
  - organizations that support migrant worker caregivers are involved in decision-making for pandemic recovery; and create an expedited path to permanent resident status for immigrant care workers so that they can access healthcare and worker protections on arrival; and
  - personal protective equipment is being provided to migrant workers, conduct rigorous inspections on their working conditions, and ensure they have access to income supports;

**M/S/C to refer to Provincial Executive**

### **D-227 LOCAL 703**

#### **Low wage redress in post-secondary sector**

#### **THE BCGEU WILL:**

- advocate for low wage redress in the post-secondary sector;

**M/S/C to refer to Provincial Executive**

### **D-228 LOCAL 703**

#### **Funding for public post-secondary education**

#### **THE BCGEU WILL:**

- lobby the Ministry of Advanced Education to adequately fund public post-secondary education;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### D-229 LOCAL 712

#### Free tuition for post-secondary employees and children

##### THE BCGEU WILL:

- lobby the provincial government for free tuition for post-secondary workers and their children and spouses;

**M/S/C to refer to Provincial Executive**

### D-230 LOCAL 702

#### Funding increase for public libraries

##### THE BCGEU WILL:

- submit annually to the Select Standing Committee on Finance and Government Services a statement of support for public libraries and a request to increase available funding;

**Covered by D-232**

### D-231 LOCAL 702

#### Library Act

##### THE BCGEU WILL:

- lobby the provincial government to amend the *Library Act* to add or recognize duly elected worker representatives to regional board or municipal boards, or sit as a worker representative on the executive board;

**M/S/C to refer to Provincial Executive**

### D-232 TO COVER D-230 LOCAL 710, 702

#### Support for library workers

##### THE BCGEU WILL:

- campaign to inform about the value of libraries and library workers in our communities, amongst the BCGEU members, and at the provincial and national level; and
- provide a yearly submission to the Select Standing Committee on Finance and Government Services during the public consultation period in support of libraries and funding to libraries;

**M/S/C to refer to Provincial Executive**

## **MINUTES**

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### **D-233 TO COVER D-234      LOCAL 1204, PROVINCIAL EXECUTIVE**

#### **Climate change – Canada's contributions**

##### **THE BCGEU WILL:**

- lobby through the Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE) for Canada to increase its climate goals, to meet or exceed the targets set by the Intergovernmental Panel on Climate Change; and
- lobby through the CLC and the NUPGE for Canada to investigate the further use of carbon sequestration;

**M/S/C to refer to Provincial Executive**

### **D-234      PROVINCIAL EXECUTIVE**

#### **Federal government to increase climate goals**

##### **THE BCGEU WILL:**

- lobby, through the Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE), for Canada to increase its climate goals, and to meet or exceed the targets set by the Intergovernmental Panel on Climate Change; and
- lobby, through the CLC and the NUPGE, for Canada to investigate the further use of carbon sequestration;

**Covered by D-233.**

### **D-235 TO COVER D-236      LOCAL 1204, PROVINCIAL EXECUTIVE**

#### **Climate change – Youth climate action**

##### **THE BCGEU WILL:**

- support youth-led climate actions and initiatives;

**M/S/C to refer to Provincial Executive**

### **D-236      PROVINCIAL EXECUTIVE**

#### **Climate change – Youth climate action**

##### **THE BCGEU WILL:**

- support youth-led climate actions and initiatives;

**Covered by D-235**



## MINUTES

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### COMPOSITE D-1 TO COVER D-237, D-238 AND D-239 LOCAL 1203, 1204, PROVINCIAL EXECUTIVE

#### Climate change – water sustainability

##### THE BCGEU WILL:

- lobby all levels of government to restrict the bottling of local water by water companies; and
- lobby the provincial government to fully implement both the *Water Sustainability Act* (WSA) and the *Drinking Water Protection Act* including:
  - charging a fair water usage rate to big industry; and
  - requiring water reporting; and
  - developing, implementing and funding Drinking Water Protection Plans and Watershed Security Funds to be used for watershed restoration including flood control structures that are wildlife friendly; and
  - ensuring that water quality and fish habitat are improved; and
  - implementing regulations and enforcement mechanisms including adequate enforcement officers;

**M/S/C to refer to Provincial Executive**

#### D-237 LOCAL 1203

##### Restrict water bottling by corporations

##### THE BCGEU WILL:

- lobby all levels of government to restrict the bottling of local water by water companies;

**Covered by Composite D-1 to cover D-237, D-238 and D-239**

#### D-238 LOCAL 1204

##### Climate change – water sustainability

##### THE BCGEU WILL:

- lobby the provincial government to fully implement both the *Water Sustainability Act* (WSA) and the *Drinking Water Protection Act* including:
  - charging a fair water usage rate to big industry; and
  - requiring water reporting; and
  - developing, implementing and funding Drinking Water Protection Plans and Watershed Security Funds to be used for watershed restoration including flood control structures that are wildlife friendly; and
  - implementing regulations and enforcement mechanisms including adequate enforcement officers;

**Covered by Composite D-1 to cover D-237, D-238 and D-239**

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### D-239 PROVINCIAL EXECUTIVE

#### Climate change – water sustainability

##### THE BCGEU WILL:

- lobby the provincial government to **fully implement** both the *Water Sustainability Act (WSA)* and the *Drinking Water Protection Act* including:
  - charging a fair water usage rate to big industry; and
  - requiring water reporting; and
  - developing, implementing and funding Drinking Water Protection Plans and Watershed Security Funds to be used for watershed restoration including flood control structures that are wildlife friendly; and
  - ensuring that water quality and fish habitat are improved; and
  - implementing regulations and enforcement mechanisms including adequate enforcement officers;

**Covered by Composite D-1 to cover D-237, D-238 and D-239**

### D-240 LOCAL 1204

#### Climate change – Network of unions

##### THE BCGEU WILL:

- engage with other unions in B.C. to create a space for:
  - productive dialogue between unions on how we address climate change as a movement; and
  - members of trade unions to gather and collaborate on what a just transition looks like in their communities;

**Covered by D-389**

### D-241 TO COVER D-242 PROVINCIAL EXECUTIVE, LOCAL 1204

#### Unions to become active shareholders and ethical investors

##### THE BCGEU WILL:

- encourage other unions to become active shareholders and ethical investors;

**M/S/C to refer to Provincial Executive**

## **MINUTES**

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### **D-242 LOCAL 1204**

#### **Unions to become active shareholders and ethical investors**

##### **THE BCGEU WILL:**

- encourage other unions to become active shareholders and ethical investors;

**Covered by D-241**

### **D-243 LOCAL 1201**

#### **Active transportation infrastructure**

##### **THE BCGEU WILL:**

- implement supporting active transportation infrastructure (e.g., end-of-trip facilities) at the BCGEU offices to encourage members, staff, and visitors to use an active mode of transportation, and promote active transportation on its website and in its offices; and
- investigate financial incentives, such as increasing the per kilometre bicycle allowance, to encourage members and staff to actively commute when on union business;

**M/S/C to refer to Provincial Executive**

### **D-244 LOCAL 501**

#### **Stop BCLDB use of shrink wrap**

##### **THE BCGEU WILL:**

- lobby the provincial government to reduce the use of one-time single-use plastic; and
- advocate for more environmentally friendly alternatives; and
- lobby the provincial government to reduce plastic waste;

**M/S/C to refer to Provincial Executive**

### **D-245 LOCAL 503**

#### **Encourage BCLDB recycling of paper waste**

##### **THE BCGEU WILL:**

- encourage British Columbia Liquor Distribution Branch (BCLDB) stores to recycle paper waste;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **D-246 LOCAL 501**

#### **Old growth logging in BC**

##### **THE BCGEU WILL:**

- lobby the provincial government to ban all old growth logging in British Columbia;

**M/S/C to refer to Provincial Executive**

### **D-247 LOCAL 803**

#### **Dumping waste**

##### **THE BCGEU WILL:**

- lobby the federal government through the National Union of Public and General Employees and the Canadian Labour Congress and ask to stop sending garbage and toxic waste to other countries;

**M/S/C to refer to Provincial Executive**

### **D-248 LOCAL 601**

#### **Nationalize fossil fuel industry**

##### **THE BCGEU WILL:**

- work with other labour organizations including the BC Federation of Labour and the Canadian Labour Congress to lobby provincial and federal governments to nationalize the fossil fuel industry and begin a controlled reduction in the production of fossil fuels while simultaneously investing public funds in a swift transition to a renewable energy economy;

**M/S/C to refer to Provincial Executive**

### **D-249 LOCAL 1204**

#### **Climate change - Coal**

##### **THE BCGEU WILL:**

- lobby against the creation of new coal power plants internationally, and encourage countries to create something similar to the Just Transition Task Force for coal workers and their communities to limit the impacts of a changing economy on workers; and
- oppose the expansion of any coal export facilities in B.C. and engage with any affected unions and workers;

**Covered by D-250**

## MINUTES

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### D-250 TO COVER D-249

#### Lobby against new coal power plants internationally

##### THE BCGEU WILL:

- lobby, through the Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE) where appropriate, against the creation of new coal power plants internationally, and encourage countries to create something similar to the “Just Transition task force for coal workers and their communities” to limit the impacts of a changing economy on workers; and
- through its international solidarity efforts, and the CLC and the NUPGE, advocate for global access to affordable, reliable and environmentally sustainable energy output, to replace outdated power generation methods such as coal with clean, affordable alternatives; and
- oppose the expansion of any coal export facilities in B.C. and engage with any affected unions and workers;

**M/S/C to refer to Provincial Executive**

### D-251 LOCAL 1203

#### Relaunch Stop the Fentanyl Crisis campaign

##### THE BCGEU WILL:

- relaunch Stop the Fentanyl Crisis campaign; and
- in collaboration with the National Union of Public and General Employees and the Canadian Labour Congress, lobby all levels of government for:
  - a “safe supply” of narcotics for drug users in order to prevent overdose deaths; and
  - a harm-reduction approach so that drug misuse and addiction is considered a health issue rather than a criminal issue; and
  - reform to the *Controlled Drugs and Substances Act*, including advocating for the decriminalization of all drugs;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### D-252 LOCAL 403

#### Mental Health Strategy

##### THE BCGEU WILL:

- lobby for a mental health strategy to reduce stigma around mental health at workplaces that includes supporting employees to be able to take “mental health days” without fear of repercussions from employers;

**M/S/C to refer to Provincial Executive**

### COMPOSITE D-2 TO COVER D-253 AND D-305 LOCAL 601, PROVINCIAL EXECUTIVE

#### National Standard of Canada on Psychological Health and Safety

##### THE BCGEU WILL:

- lobby the provincial government to adopt the National Standard of Canada on Psychological Health and Safety in the Workplace as part of the *Employment Standards Act*; and
- lobby the provincial government and the Workers' Compensation Board to have psychological health and safety assessments included in all workplace inspections;

**M/S/C to refer to Provincial Executive**

### D-253 LOCAL 601

#### National Standard of Canada on Psychological Health and Safety

##### THE BCGEU WILL:

- lobby the provincial government to adopt the National Standard of Canada on Psychological Health and Safety in the Workplace as part of the *Employment Standards Act*;

**Covered by Composite D-2 to cover D-253 and D-305**

### D-254 AMENDED LOCAL 502

#### Mental health and addictions

##### THE BCGEU WILL:

- lobby through the Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE) to create a Canadian campaign to inform and educate the Canadian public on mental health and addictions;

**M/S/C to refer to Provincial Executive**

## MINUTES

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**D-255 TO COVER C-256, D-257**

**LOCAL 304, 803, 1203**

**Mental health funding**

**THE BCGEU WILL:**

- lobby the government of British Columbia to increase funding for mental health programs;

**Passed**

**D-256 LOCAL 803**

**Increase funding for mental health services**

**THE BCGEU WILL:**

- call on the provincial government to significantly increase spending for mental health services in both the front line and ongoing care sectors;

**Covered by D-255 to cover D-256 & D-257**

**D-257 LOCAL 1203**

**Increase funding for mental health services**

**THE BCGEU WILL:**

- call on the provincial government to significantly increase spending for mental health services in both the front line and ongoing care sectors;

**Covered by D-255 to cover D-256 & D-257**

**D-258 LOCAL 503**

**Mental health**

**THE BCGEU WILL:**

- lobby the provincial government and the Workers' Compensation Board to provide free post-traumatic stress disorder (PTSD) counselling before workers go off work;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### D-259 LOCAL 503

#### Mental health

##### THE BCGEU WILL:

- launch a campaign on workplace mental health;

**M/S/C to refer to Provincial Executive**

### D-260 LOCAL 304

#### Free health care for seniors

##### THE BCGEU WILL:

- lobby the federal government, through the National Union of Public and General Employees and the Canadian Labour Congress, to provide seniors with free health care and work with Indigenous communities to ensure the health care needs of their aging population is met;

**M/S/C to refer to Provincial Executive**

### D-261 LOCAL 403

#### Non-profit seniors' care

##### THE BCGEU WILL:

- lobby the provincial government that all senior care in B.C. be placed under non-profit organizations or under the government;

**Covered by D-263 to cover D-261 & D-262.**

### D-262 LOCAL 1204

#### Non-profit seniors' care

##### THE BCGEU WILL:

- lobby the provincial government to improve seniors' care by:
  - removing for-profit providers from the operation of seniors' care facilities and providing for a stable transition for all workers and seniors in care; and
  - asking for increased oversight of existing seniors' care facilities to ensure that the minimum funded level(s) of direct care is being provided; and
  - ensuring that there is standardized reporting by all publicly funded senior care homes that include revenues and expenditures and that the reports be made available to the public;

**Covered by D-263 to cover D-261 & D-262.**



## **MINUTES**

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### **D-263 to cover D-261 & D-262    PROVINCIAL EXECUTIVE, LOCAL 403, 1204**

#### **THE BCGEU WILL:**

- lobby the provincial government to improve seniors care by:
  - removing for-profit providers from the operation of seniors' care facilities and providing for a stable transition for all workers and seniors in care into government or not-for-profit facilities; and
  - asking for increased oversight of existing seniors' care facilities to ensure that the funded levels of direct care is being provided; and
  - ensuring that there is standardized reporting by all publicly funded senior care homes that include revenues and expenditures, and that the reports be available to the public;

**M/S/C to refer to Provincial Executive**

### **D-264    LOCAL 405**

#### **Universal dental care in BC**

#### **THE BCGEU WILL:**

- lobby the government for a universal dental plan for all residents of B.C.;

**Covered by D-265 to cover D-264, D-266 and D-267**

### **D-265 TO COVER D-264, D-266 AND D-267**

**PROVINCIAL EXECUTIVE, LOCAL 405, 302, 703**

#### **Universal Pharmacare and dental care program**

#### **THE BCGEU WILL:**

- lobby governments to provide a national universal PharmaCare and dental care program;

**M/S/C to refer to Provincial Executive**

### **D-266    LOCAL 302**

#### **National Pharmacare coverage**

#### **THE BCGEU WILL:**

- continue to lobby government on achieving a national PharmaCare plan;

**Covered by D-265 to cover D-264, D-266 and D-267.**

## **MINUTES**

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### **D-267 LOCAL 703**

#### **Universal Pharmacare coverage**

##### **THE BCGEU WILL:**

- lobby the government for universal Fair PharmaCare coverage;

**Covered by D-265 to cover D-264, D-266 and D-267.**

### **D-268 LOCAL 403**

#### **Forensic Psychiatric Hospital into direct government**

##### **THE BCGEU WILL:**

- lobby the provincial government to bring the Forensic Psychiatric Hospital under direct government;

**M/S/C to refer to Provincial Executive**

### **D-269 LOCAL 403**

#### **Rename Forensic Psychiatric Hospital**

##### **THE BCGEU WILL:**

- lobby the government to rename the Forensic Psychiatric Hospital or revert to its previous name, the Forensic Psychiatric Institute;

**M/S/C to refer to Provincial Executive**

### **D-270 LOCAL 403**

#### **Forensic Psychiatric Hospital premium pay**

##### **THE BCGEU WILL:**

- lobby the government to support our members at the Forensic Psychiatric Hospital in efforts to be awarded a “forensic premium”. This is currently offered to British Columbia Nurses’ Union members who work alongside the BCGEU members. The premium will compensate for the violence that staff at our worksite(s) face each day at work;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **D-271 LOCAL 304**

#### **Specialized fertility treatments**

##### **THE BCGEU WILL:**

- lobby the provincial and federal governments for coverage of specialized fertility treatments and associated medication and costs for all Canadians;

**M/S/C to refer to Provincial Executive**

### **D-272 LOCAL 402**

#### **Free contraception**

##### **THE BCGEU WILL:**

- lobby the provincial government for free contraceptives for all;

**M/S/C to refer to Provincial Executive**

### **D-273 LOCAL 402**

#### **Organ/tissue donation**

##### **THE BCGEU WILL:**

- lobby the provincial government to create legislation that makes organ and tissue donation a mandatory program and those who choose not to participate must sign a document declaring their intent;

**M/S/C to refer to Provincial Executive**

### **D-274 LOCAL 403**

#### **HSP Team Composition**

##### **THE BCGEU WILL:**

- through the Ministry of Health and the Fraser Health Board lobby the Fraser Health Authority (FHA) to not eliminate the health science professional (HSP) positions from the older adult community mental health services team;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **D-275     LOCAL 407**

#### **Equal opportunity for LPNs**

##### **THE BCGEU WILL:**

- lobby the government for the licensed practical nurses (LPN) to have equal opportunities regarding reimbursement of licensing fees and have all collective agreements include the same language as British Columbia Nurses' Union's (BCNU) agreement regarding this issue;

**M/S/C to refer to Provincial Executive**

### **D-276     LOCAL 702**

#### **Addison's disease**

##### **THE BCGEU WILL:**

- write a letter of support to change B.C. legislation to allow paramedics to administer hydrocortisone;

**M/S/C to refer to Provincial Executive**

### **D-277     LOCAL 803**

#### **Improve training for health care and social services**

##### **THE BCGEU WILL:**

- lobby for an increase in the number of seats available in relevant training programs, or for an increase in the number of training programs;

**M/S/C to refer to Provincial Executive**

### **D-278     LOCAL 403**

#### **Retirement Concepts into health authorities**

##### **THE BCGEU WILL:**

- lobby the government that privately managed or operated residential care facilities and assisted living owned by Retirement Concepts will be taken over by the health authorities;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **D-279 LOCAL 401**

#### **Increase long-term care hours**

##### **THE BCGEU WILL:**

- continue to lobby the government to increase the direct care hours for all long-term care and assisted living facilities;

**M/S/C to refer to Provincial Executive**

### **D-280 TO COVER D-380 LOCAL 1203, 504**

##### **THE BCGEU WILL:**

- lobby the provincial government and the Ministry of Health to have medical marijuana covered by the B.C. Medical Services Plan and Fair PharmaCare;

**M/S/C to refer to Provincial Executive**

### **D-281 PROVINCIAL EXECUTIVE**

#### **Gendered impacts of lack of affordable housing**

##### **THE BCGEU WILL:**

- advocate for affordable housing; and
- lobby the provincial and federal governments, through the National Union of Public and General Employees, the Canadian Labour Congress, and the BC Federation of Labour where appropriate, to:
  - 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 2SLGBTQI+ people; and
  - urgently realize the National Housing Strategy to build 125,000 units of affordable housing, continue to deploy the 33 per cent carve-out for gender-focused investments and ensure chronic homelessness drops by 50 per cent by 2027;

**M/S/C to refer to Provincial Executive**

### **D-282 LOCAL 502**

#### **Homelessness in Canada**

##### **THE BCGEU WILL:**

- work with its affiliates and government to end homelessness in Canada;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### COMPOSITE D-3 (D-283 LOCAL 302, D-284 LOCAL 303, D-285 LOCAL 503)

#### Affordable/Supportive Housing

##### THE BCGEU WILL:

- continue to lobby the federal government through the National Union of Public and General Employees and the Canadian Labour Congress to implement the national housing strategy in consultation with communities, that includes a variety of housing options to address the diverse and equitable needs of our communities; and
- continue to demand the provincial government immediately increase funding for equitable access to supportive housing and seniors' housing; and
- lobby municipalities who do not have supportive housing plans to work with the provincial government to create supportive housing; and
- lobby the provincial government to tie rent increases to the rental unit and it shall be registered with the appropriate authority;

**M/S/C to refer to Provincial Executive**

#### D-283 LOCAL 302

##### Low-income housing

##### THE BCGEU WILL:

- continue to lobby all levels of government to expand the funding for and models used for low-income housing;

**Covered by Composite D-3 to cover D-283, D-284, D-285**

#### D-284 LOCAL 303

##### Affordable/Supportive Housing

##### THE BCGEU WILL:

- continue to lobby the federal government through the National Union of Public and General Employees and the Canadian Labour Congress to implement the national housing strategy in consultation with communities, that includes a variety of housing options to address the diverse and equitable needs of our communities; and
- continue to demand the provincial government immediately increase funding for equitable access to supportive housing and seniors' housing; and
- lobby municipalities who do not have supportive housing plans to work with the provincial government to create supportive housing;

**Covered by Composite D-3 to cover D-283, D-284, D-285**

## MINUTES

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### D-285 LOCAL 503

#### Affordable Housing

##### THE BCGEU WILL:

- lobby the provincial government to tie rent increases to the rental unit and it shall be registered with the appropriate authority;

**Covered by Composite D-3 to cover D-283, D-284, D-285**

### D-286 AMENDED LOCAL 301

#### *Residential Tenancy Act*

##### THE BCGEU WILL:

- lobby the provincial government to make changes to the *Residential Tenancy Act* to recognize supportive housing as separate from traditional housing;

**M/S/C to refer to Provincial Executive**

### D-287 PROVINCIAL EXECUTIVE

#### Expanded housing campaign

##### THE BCGEU WILL:

- work with members to expand and diversify its Affordable BC Housing campaign to serve the various needs of communities across the province;

**M/S/C to refer to Provincial Executive**

### D-288 LOCAL 1203

#### Recommend pet(s) amendment to the *Residential Tenancy Act*

##### THE BCGEU WILL:

- endorse the recommendation of the Pets OK petition to urge the provincial government to amend the *Residential Tenancy Act* to allow renters to have pets in their rental suites within reason, and without fear of eviction;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### D-289 PROVINCIAL EXECUTIVE

#### National action plan on gender-based violence

##### THE BCGEU WILL:

- through the National Union of Public and General Employees and the Canadian Labour Congress, lobby the federal government to establish a National Action Plan on Gender-Based Violence that addresses:
  - violence against Indigenous women, girls and 2SLGBTQQIA people as recommended by the Inquiry Report into Missing and Murdered Indigenous Women and Girls, and
  - all forms of racism and hate crimes;
- work with Ending Violence Association of BC and Be More Than a Bystander program to train members to address domestic violence and gender-based harassment in the workplace; and
- provide mandatory training for union activists focused on gender-based discrimination, anti-racism, and human rights discrimination and ensure that this is a component of all basic steward and leadership training;

**M/S/C to refer to Provincial Executive**

### D-290 LOCAL 601

#### ILO Violence and Harassment Convention No. 190

##### THE BCGEU WILL:

- lobby the federal government to ratify the International Labour Organization's (ILO) Violence and Harassment Convention No. 190 (ILO C-190);

**M/S/C to refer to Provincial Executive**

### D-291 LOCAL 501

#### Global labour solidarity

##### THE BCGEU WILL:

- through the National Union of Public and General Employees (NUPGE) actively promote the building of worldwide unity among all labour organizations, including the International Trade Union Confederation (ITUC), the World Federation of Trade Unions (WFTU), and the Southern Initiative on Globalization and Trade Union Rights (SIGTUR); and
- through the NUPGE increase our solidarity work in Latin America, Africa, Asia, the Middle East, and on the "high seas", where many workers are subjected to very low pay and extremely unfair work conditions;

**Passed**



## MINUTES

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**D-292 TO COVER D-293**

**PROVINCIAL EXECUTIVE, LOCAL 803**

**Support for asylum seekers**

**THE BCGEU WILL:**

- work with the National Union of Public and General Employees to lobby the Canadian Labour Congress and relevant international organizations, such as Public Services International and the International Trade Union Confederation, to recognize the ongoing humanitarian crises in north of Africa, and ask the Canadian government to open its immigration programs to those fleeing this area;

**M/S/C to refer to Provincial Executive**

**D-293 LOCAL 803**

**Support for asylum seekers**

**THE BCGEU WILL:**

- lobby the Canadian Labour Congress and international organizations to recognize the ongoing humanitarian crises in the north of Africa, and
- request the Canadian government to open its immigration programs to those fleeing this area;

**Covered by D-292**

**COMPOSITE D-4 (D-294 LOCAL 501, D-295 LOCAL 1204, D-296 PROVINCIAL EXECUTIVE)**

**Solidarity with farmers of India**

**THE BCGEU WILL:**

- through the National Union of Public and General Employees (NUPGE), write to the farmers in India to express our solidarity with them, and write to the government of India, requesting that the government campaign to deregulate agriculture be abandoned; and
- lobby the federal government through the NUPGE, ask the Canadian government to:
  - continue its support for farmers in India in this matter;
  - for agriculture reform in India including the 2020 Indian farm bills being revoked and the minimum support pricing being reinstated; and
  - to protect farmers in India and allow for agricultural co-operatives and pools while preserving access to credit; and
- stand in solidarity with the Indian farmers and farm workers fighting for their livelihoods;

**Passed**

## MINUTES

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### D-294 LOCAL 501

#### Solidarity with farmers of India

##### THE BCGEU WILL:

- through the National Union of Public and General Employees (NUPGE), write to the farmers in India to express our solidarity with them, and write to the government of India, requesting that the government campaign to deregulate agriculture be abandoned; and
- through the NUPGE, ask the Canadian government to continue its support for farmers in India in this matter;

**Covered by Composite D-4 to cover D-294, D-295, D-296**

### D-295 LOCAL 1204

#### Solidarity with farmers of India

##### THE BCGEU WILL:

- lobby the federal government, through the National Union of Public and General Employees (NUPGE) and the Canadian Labour Congress (CLC), for agriculture reform in India including the 2020 Indian farm bills being revoked and the minimum support pricing being reinstated; and
- lobby the federal government, through the NUPGE and the CLC, to protect farmers in India and allow for agricultural co-operatives and pools while preserving access to credit; and
- stand in solidarity with the Indian farmers fighting for their livelihoods;

**Covered by Composite D-4 to cover D-294, D-295, D-296**

### D-296 PROVINCIAL EXECUTIVE

#### Solidarity with farmers of India

##### THE BCGEU WILL:

- lobby the federal government, through the National Union of Public and General Employees (NUPGE) and the Canadian Labour Congress (CLC), for agriculture reform in India including the 2020 Indian Farm Bills being revoked and the minimum support pricing being reinstated; and
- lobby the federal government, through the NUPGE and the CLC, to protect farmers and farm workers in India and allow for agricultural co-operatives and pools while preserving access to credit; and
- stand in solidarity with the Indian farmers and farm workers fighting for their livelihoods;

**Covered by Composite D-4 to cover D-294, D-295, D-296**

## MINUTES

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### COMPOSITE D-5 (D-297 LOCAL 803, D-298 LOCAL 1204, D-299 PROVINCIAL EXECUTIVE)

#### Kurdistan

##### THE BCGEU WILL:

- write a letter to the Consulate General of the Republic of Turkey and ask to free Selahattin Demirtas; and
- stand in solidarity with the Syrian Democratic Forces (SDF) and contribute through the Diane L Wood International Solidarity Fund as approved by the provincial executive; and
- ask the National Union of Public and General Employees to lobby for the Canadian government to advocate for the removal of Turkey from NATO; and
- through its international solidarity efforts continue to educate its members on occupied Kurdistan;

**Passed**

#### D-297 LOCAL 803

##### Peace with Kurdistan

##### THE BCGEU WILL:

- write a letter to the Consulate General of the Republic of Turkey and ask to free Selahattin Demirtas;

**Covered by Composite D-5 to cover D-297, D-298, D-299**

#### D-298 LOCAL 1204

##### Kurdish solidarity

##### THE BCGEU WILL:

- continue to stand in solidarity with the Syrian Democratic Forces (SDF) and contribute through the Diane L. Wood International Solidarity Fund; and
- ask the National Union of Public and General Employees to lobby for the Canadian government to advocate for the removal of Turkey from NATO; and
- through its international solidarity efforts continue to educate its members on occupied Kurdistan;

**Covered by Composite D-5 to cover D-297, D-298, D-299**

## **MINUTES**

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### **D-299 PROVINCIAL EXECUTIVE**

#### **Kurdish Solidarity**

##### **THE BCGEU WILL:**

- stand in solidarity with the Syrian Democratic Forces (SDF) and contribute through the Diane L Wood International Solidarity Fund as approved by the provincial executive; and
- ask the National Union of Public and General Employees to lobby for the Canadian government to advocate for the removal of Turkey from NATO; and
- through its international solidarity efforts continue to educate its members on occupied Kurdistan;

**Covered by Composite D-5 to cover D-297, D-298, D-299**

### **D-300 LOCAL 803**

#### **Ban Iranian government from the ILO**

##### **THE BCGEU WILL:**

- write a letter to the Canadian government to ban the Iranian regime from the International Labour Organization (ILO);

**Covered by D-301 to cover D-300**

### **D-301 TO COVER D-300 PROVINCIAL EXECUTIVE, LOCAL 803**

#### **Support workers and human rights activists in Iran**

##### **THE BCGEU WILL:**

- condemn the actions and ongoing violation of workers' rights and human rights by the Iranian regime and will work, where appropriate, with the National Union of Public and General Employees, the Canadian Labour Congress, Public Services International, and the International Trade Union Confederation, and
- send a letter to the Canadian government and the International Labour Organization (ILO) outlining these concerns and lobby the ILO to expel the Iranian government and their delegates from the ILO;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **D-302 PROVINCIAL EXECUTIVE**

#### **Peaceful resolution between Israel Palestine**

##### **THE BCGEU WILL:**

- support pressure targeted at ensuring respect for human rights in disputed territories under military occupation; and
- continue to support such pressure until such time as human rights and the Geneva Convention are fully respected; and
- support people-to-people peace building initiatives, on the model of reconciliation; and
- support Palestinian and Israeli civil society groups – including unions – engaged in peaceful and constructive actions that will lead to the creation of an independent and viable Palestinian state; and
- commit to providing financial support to non-denominational Canadian-recognized peace building initiatives in the region; and
- hold a letter writing campaign to the government of Canada to play a more active role in the peace process to arrive at the end of the Israel occupation and the creation of a viable independent Palestinian state living side-by-side with the State of Israel, in full conformity with international law;

**M/S/C to refer to Provincial Executive**

### **D-303 LOCAL 301**

#### **Solidarity with the people of Hong Kong**

##### **THE BCGEU WILL:**

- stand in solidarity with the people of Hong Kong in their defence of democracy, civil rights and human rights; and
- call on the National Union of Public and General Employees and the Canadian Labour Congress to strongly condemn the government of China's persecution, detention and attempted cultural genocide of the Uighur peoples in Xinjiang;

**M/S/C to refer to Provincial Executive**

### **D-304 LOCAL 501**

##### **THE BCGEU WILL:**

- through the National Union of Public and General Employees (NUPGE), write to the government of the United States of America (USA) to request they call off their economic sabotage campaign against the Republic of Cuba; and
- through the NUPGE, ask the Canadian government to continue its support for Cuba in this matter;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **D-305     PROVINCIAL EXECUTIVE**

#### **Psychological health and safety assessments**

##### **THE BCGEU WILL:**

- lobby the provincial government and the Workers' Compensation Board to have psychological health and safety assessments included in all workplace inspections;

**Covered by Composite D-2 to cover D-253 and D-305**

### **D-306     LOCAL 301**

#### **Presumption of mental health injury**

##### **THE BCGEU WILL:**

- lobby the provincial government to include the community social service workers under the Workers' Compensation Board presumptive clause regarding mental health claims;

**Covered by D-308 to cover D-306, D-307, D-310**

### **D-307     LOCAL 402**

#### **Presumption of mental health injury**

##### **THE BCGEU WILL:**

- expand the definition of mental health injury occupations to include all workers in British Columbia;

**Covered by D-308 to cover D-306, D-307, D-310**

### **D-308 TO COVER D-306, D-307, D-310     PROVINCIAL EXECUTIVE, LOCAL 301, 402, COMPONENT 3**

#### **Presumption of mental health injury**

##### **THE BCGEU WILL:**

- continue to lobby the province of British Columbia to include all workers in the presumptive clause for mental health disorders;

**Passed**

## **MINUTES**

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### **D-309 LOCAL 302**

#### **CSA Standard on psychological health and safety**

##### **THE BCGEU WILL:**

- lobby the provincial government directly, and through the BC Federation of Labour to establish the Canadian Standards Association (CSA) Standard on psychological health and safety regulation;

**M/S/C to refer to Provincial Executive**

### **D-310 COMPONENT 3**

#### **Presumption of mental health injury**

##### **THE BCGEU WILL:**

- lobby the government of B.C. and the Workers' Compensation Board to change the presumptive clause to include all workers;

**Covered by D-308 to cover D-306, D-307, D-310**

### **D-311 LOCAL 101**

#### **Violence campaign**

##### **THE BCGEU WILL:**

- continue the Component 1 violence campaign to change the Workers' Compensation Board regulations to deem inmates a hazard, and allow its officers to write orders on staffing levels in B.C. correctional centres;

**M/S/C to refer to Provincial Executive**

### **D-312 TO COVER D-313 LOCAL 301, 401**

#### **Violence in the workplace**

##### **THE BCGEU WILL:**

- develop a comprehensive and effective approach to violence in the workplace that involves specialized training for the occupational health and safety (OHS) representatives, OHS committee, stewards and local officers; and
- identify specific workplaces and sectors at particular risk for violence and prioritize these workplaces and employers for heightened scrutiny; and

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- continue to hold employers to account for failures to properly assess risks, implement effective training, encourage workers to report incidents, and to receive appropriate post-incident support; and
- investigate and review the prevalence of violence at work, the under reporting of incidents and the long-term and short-term impact of trauma to workers;

**M/S/C to refer to Provincial Executive**

### **D-313 LOCAL 401**

#### **Violence in care homes**

##### **THE BCGEU WILL:**

- continue ongoing campaigns to reduce violence against workers in all worksites;

**Covered by D-312**

### **D-314 LOCAL 304**

#### **Unsafe facilities**

##### **THE BCGEU WILL:**

- engage in a Workers' Compensation Board campaign to lobby employers for in-depth risk assessments and enhanced safety protocols to ensure safe worksites that are better equipped to deal with the increase of violent clientele;

**M/S/C to refer to Provincial Executive**

### **D-315 COMPONENT 10**

#### **WCB loss of function pension**

##### **THE BCGEU WILL:**

- continue to lobby the B.C. government for changes to the Workers' Compensation Board allowing loss of function and pension/payment to continue for life; and
- lobby the B.C. government for implementation of the Patterson Report including the Boygo Report that is mentioned in the Patterson Report;

**M/S/C to refer to Provincial Executive**



## MINUTES

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### D-316 LOCAL 403

#### Educational campaign

##### THE BCGEU WILL:

- commit resources to an ongoing educational campaign;

**Withdrawn**

### D-317 LOCAL 101

#### Correctional Officer increases

##### THE BCGEU WILL:

- lobby and demand that the provincial government and the Workers' Compensation Board increase the number of correctional officers from one to two officers in all direct supervision model living units in B.C.;

**M/S/C to refer to Provincial Executive**

### D-318 LOCAL 707

#### OHS committee co-chair

##### THE BCGEU WILL:

- lobby the provincial government and the Workers' Compensation Board to regulate release time for the occupational health and safety (OHS) committee worker co-chair;

**M/S/C to refer to Provincial Executive**

### D-319 LOCAL 802

#### Address WCB wait times

##### THE BCGEU WILL:

- lobby the government for the Workers' Compensation Board to address wait times for claim decisions;

**M/S/C to refer to Provincial Executive**

### D-320 LOCAL 304

#### Bullying and harassment

##### THE BCGEU WILL:

- pressure employers to keep worksites safe and hold them to account with the issue of bullying and harassment in the workplace;

**M/S/C to refer to Provincial Executive**

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### **D-321 LOCAL 601**

#### **Make AEDs mandatory**

##### **THE BCGEU WILL:**

- lobby the public service to make advanced external defibrillators (AED) mandatory at any and all the BCGEU worksites, where a level 2 or greater occupational first aid person is required, and/or where there are 50 workers present at any given worksite and one AED on every floor in multi-level buildings that is centrally located, and made easily accessible to all employees trained to use it;

**M/S/C to refer to Provincial Executive**

### **D-322 LOCAL 601**

#### **Emergency response team training and funding**

##### **THE BCGEU WILL:**

- lobby the employers of all worksites for an emergency response team (ERT) training and funding;

**M/S/C to refer to Provincial Executive**

### **D-323 LOCAL 304**

#### **Phobias**

##### **THE BCGEU WILL:**

- lobby the Workers' Compensation Board in recognizing "phobias" as a workplace illness and falls under duty to accommodate with the employer;

**M/S/C to refer to Provincial Executive**

### **D-324 AMENDED LOCAL 803**

#### **Right to have breakroom**

##### **THE BCGEU WILL:**

- work closely with the BC Federation of Labour, the Workers' Compensation Board, and the Ministry of Labour to mandate access to a breakroom, with washroom access for all workers;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### D-325 LOCAL 1203

#### Recognition of vicarious trauma

##### THE BCGEU WILL:

- continue to lobby the provincial government and the Workers' Compensation Board to recognize vicarious trauma as a risk of working in direct government, including the social service and criminal justice fields, all positions in all ministries and associated corporations and authorities;

**M/S/C to refer to Provincial Executive**

### COMPOSITE D-9 (D-326 LOCAL 601, D-327 LOCAL 1204, D-328 LOCAL 603, D-329 PROVINCIAL EXECUTIVE)

#### Solidarity with sex workers

##### THE BCGEU WILL:

- work with sex workers and sex-worker-led organizations, along with affiliates in the provincial, federal, and international labour movement where appropriate, to support federal and provincial changes necessary to fully decriminalize sex work allowing sex workers to access full rights and protections as workers to improve their working conditions and make their work safer including but not limited to:
  - lobbying for the elimination of provisions in the Immigration and Refugee Protection Regulation (IRPR) that prohibits anyone with temporary immigration status in Canada from working with an employer who, on a regular basis, offers striptease, erotic dance, escort services or erotic massages;
  - the repeal of laws around sex work introduced through Bill C-36,
  - lobbying for the elimination of the unjust applications of non- criminal laws and regulations against sex workers to the provincial government; and
  - ensure that provincial funding explicitly supports the safety of sex workers, not only victims of trafficking and those looking to exit sex work; and
  - lobby the provincial government to provide proactive funding to sex work support organizations across the province, so that these organizations do not need to rely on unstable annual grants; and
  - lobby the provincial government to provide ongoing funding toward a provincial bad date reporting system.

**M/S/C to refer to Provincial Executive**

### D-326 LOCAL 601

#### Decriminalization of migrant sex work

##### THE BCGEU WILL:

- lobby to the provincial government, and through all its affiliates in the provincial labour movement and the Canadian government, through the Canadian national labour movement

## MINUTES

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and the international labour movement, for the decriminalization of migrant sex work through the elimination of provisions in the Immigration and Refugee Protection Regulation (IRPR) that prohibits anyone with temporary immigration status in Canada from working with an employer who, on a regular basis, offers striptease, erotic dance, escort services or erotic massages;

**Covered by Composite D-9 to cover D-326, D-327, D-328, D-329**

### **D-327 LOCAL 1204**

#### **Support for sex workers**

##### **THE BCGEU WILL:**

- stand in solidarity with sex workers and advocates, support and promote the full decriminalization of sex work, the repeal of laws around sex work introduced through Bill C-36, and support for sex workers in their struggle to improve their working conditions;

**Covered by Composite D-9 to cover D-326, D-327, D-328, D-329**

### **D-328 LOCAL 603**

#### **Decriminalize sex work**

##### **THE BCGEU WILL:**

- lobby, for the decriminalization of sex work and the elimination of the unjust applications of non-criminal laws and regulations against sex workers to the provincial government, and through all its affiliates in the provincial labour movement, and the Canadian government through all affiliates in the Canadian national labour movement and international labour movement;

**Covered by Composite D-9 to cover D-326, D-327, D-328, D-329**

### **D-329 PROVINCIAL EXECUTIVE**

#### **Sex workers' rights**

##### **THE BCGEU WILL:**

- work with sex worker-led organizations to support federal and provincial changes necessary to access rights and protections as workers and to make their work safer; and
- lobby the provincial government, with the BC Federation of Labour where appropriate, to:
  - ensure that provincial funding explicitly supports the safety of sex workers, not only victims of trafficking and those looking to exit sex work; and
  - provide proactive funding to sex work support organizations across the province, so that these organizations do not need to rely on unstable annual grants; and
  - provide ongoing funding toward a provincial bad date reporting system; and

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- decriminalize sex work and enact evidence-based laws that will uphold equal human rights, safety, and protections for all individuals engaged in any form of sex work;

**Covered by Composite D-9 to cover D-326, D-327, D-328, D-329**

### **D-330 LOCAL 303**

#### **Safety for women and children fleeing violence**

##### **THE BCGEU WILL:**

- undertake a campaign to promote awareness of violence against women, that includes:
  - how to access safe spaces and safe transition houses; and
  - who transition houses serve, and what programs and resources are available and when; and
  - women-access transition houses; and
- demand the B.C. government provides enough funded beds so that no woman and her children fleeing violence is turned away; and
- that the Ministry of Public Safety and Solicitor General increase programs to meet the shortfall, as well as an increase in funding to address waitlists, second stage housing capital and operating expenses in every community;

**M/S/C to refer to Provincial Executive**

### **COMPOSITE D-6 (D-331 LOCAL 603, D-342 LOCAL 304)**

#### **Non-discrimination in Indigenous child welfare funding**

##### **THE BCGEU WILL:**

- lobby its federal affiliates to demand that the federal government abide by the ruling of the Canadian Human Rights Tribunal (CHRT) and cease this discrimination against Indigenous children, families and communities; and
- lobby the government of British Columbia to ensure the Indigenous agencies receive the same level of funding as government ministry agencies;

**Passed**

### **D-331 LOCAL 603**

#### **Non-discrimination in Indigenous child welfare funding**

##### **THE BCGEU WILL:**

- lobby its federal affiliates to demand that the federal government abide by the ruling of the Canadian Human Rights Tribunal (CHRT) and cease this discrimination against Indigenous children, families and communities;

**Covered by Composite D-6 to cover D-331, D-342**

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### D-332 LOCAL 303

#### Poverty reduction

##### THE BCGEU WILL:

- continue to call on the provincial government to implement the poverty reduction strategy that was implemented in 2020, that includes:
  - focus on increasing income assistance rates; and
  - implementation of a living wage; and
  - implementation of a provincial affordable child care program; and
  - advocacy with the federal government support for expanded social and cooperative housing;

**M/S/C to refer to Provincial Executive**

### D-333 LOCAL 803

#### Income inequality

##### THE BCGEU WILL:

- lobby the provincial government and the federal government through the Canadian Labour Congress to increase tax rates for the wealthy;

**M/S/C to refer to Provincial Executive**

### D-334 LOCAL 304

#### Funding for not-for-profit organizations

##### THE BCGEU WILL:

- lobby federal and provincial governments to give fair and consistent funding to not-for-profit organizations in order to avoid members losing jobs and stabilization of services;

**M/S/C to refer to Provincial Executive**

### D-335 AMENDED LOCAL 712

#### Cell phone data rate cap

##### THE BCGEU WILL:

- lobby the federal government through the Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE) to put a cap on cell phone data rates;

**M/S/C to refer to Provincial Executive**

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### **D-336 PROVINCIAL EXECUTIVE**

#### **Job security and employment insurance**

##### **THE BCGEU WILL:**

- through, the National Union of Public and General Employees (NUPGE) and the Canadian Labour Congress (CLC), lobby the federal government to provide pay through employment insurance (EI) for retraining and professional development across sectors for those who have experienced job loss. For people who are not eligible for EI, create other pathways to financially support re-skilling and re-training, with greater incentives for workers in care-economy based sectors such as child care and elder care; and
- through, the NUPGE and the CLC, lobby the federal government to lower the uniform national eligibility requirement of EI to 360 hours and increase the benefit rate from 55 per cent to 85 per cent of earnings for low-income earners;

**M/S/C to refer to Provincial Executive**

### **D-337 LOCAL 303**

#### **Missing and murdered Indigenous women and girls**

##### **THE BCGEU WILL:**

- continue to lobby all levels of government and support current Indigenous advocacy organizations to continue their work in advocating for the families and friends of the missing and murdered Indigenous women and girls (MMIWG);

**M/S/C to refer to Provincial Executive**

### **D-338 LOCAL 601**

#### **Indigenous territory disputes without violence**

##### **THE BCGEU WILL:**

- work with other labour organizations including the BC Federation of Labour and the Canadian Labour Congress to lobby the provincial and federal governments to resolve disputes over the use of Indigenous territory without the use of force and in a manner that respects and honours the sovereignty of Indigenous nations, 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;

**M/S/C to refer to Provincial Executive**

### **D-339 TO COVER D-341 PROVINCIAL EXECUTIVE, LOCAL 303**

#### **First Nations territorial land claims**

##### **THE BCGEU WILL:**

- lobby the provincial government to stand behind First Nations territorial land claims;

**M/S/C to refer to Provincial Executive**

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### D-340 PROVINCIAL EXECUTIVE

#### THE BCGEU WILL:

- lobby the Canadian government, through the Canadian Labour Congress, to review the *Indian Act* after thorough consultation with Canada's Indigenous Peoples, and amend or update it as needed, while also preserving the rights of Indigenous Peoples; and
- lobby the Canadian government to actively pursue reconciliation by giving Indigenous Peoples a seat at the table of policy and governance in Canada;

**M/S/C to refer to Provincial Executive**

### D-341 LOCAL 303

#### THE BCGEU WILL:

- continue to lobby all levels of government to stand behind Indigenous unceded and stolen territorial land claims;

**Covered by D-339**

### D-342 LOCAL 304

#### Indigenous Child Protection

#### THE BCGEU WILL:

- lobby the government of British Columbia to ensure the Indigenous agencies receive the same level of funding as ministry agencies;

**Covered by Composite D-6 to cover D-331 and D-342**

### D-343 LOCAL 503

#### Government Indigenous hiring

#### THE BCGEU WILL:

- lobby all levels of government to promote the hiring of Indigenous Peoples, including training, education and removing discriminatory job postings, such as a criminal record check which is a form of discrimination in accordance with the B.C. Human Rights Code;

**M/S/C to refer to Provincial Executive**



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### **D-344 LOCAL 1703**

#### **Indigenous funding for Indigenous and Metis children**

##### **THE BCGEU WILL:**

- lobby all levels of government to secure additional funding to make sure all Indigenous and Metis children living in British Columbia can access products and services that support their needs when they need them;

**M/S/C to refer to Provincial Executive**

### **D-345 PROVINCIAL EXECUTIVE**

#### **Supporting Wet'suwet'en rights and title**

##### **THE BCGEU WILL:**

- support Wet'suwet'en rights and title, advocate for a peaceful resolution and condemn any police violence;

**M/S/C to refer to Provincial Executive**

### **D-346 COMPONENT 3**

#### **Black injustice**

##### **THE BCGEU WILL:**

- lobby the federal and provincial governments to begin a truth and reconciliation process aimed at recognition and reconciliation of black Canadians for the injustice of slavery and colonization that has gone unrecognized;

**M/S/C to refer to Provincial Executive**

### **D-347 LOCAL 601**

#### **Alternatives to community policing**

##### **THE BCGEU WILL:**

- advocate for alternatives to community policing – such as restorative justice programs and mobile mental health crisis response teams – to ensure that provincial and municipal budgets prioritize funding for evidence-based, compassionate responses that better address the root causes of crime;

**M/S/C to refer to Provincial Executive**

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### **D-348 PROVINCIAL EXECUTIVE**

#### **Impartial police investigations**

##### **THE BCGEU WILL:**

- lobby, with the BC Federation of Labour, the National Union of Public and General Employees, and the Canadian Labour Congress where appropriate, the provincial and federal governments to create impartial police investigations' processes; and
- lobby against injustices by police authorities toward Indigenous Peoples; and
- lobby appropriate governments to hold police for greater accountability;

**M/S/C to refer to Provincial Executive**

### **COMPOSITE D-7 (D-349 LOCAL 601, D-350 LOCAL 1204)**

#### **Menstrual products in washrooms**

##### **THE BCGEU WILL:**

- lobby the provincial government to make the provision of menstrual products in all public washrooms mandatory in the same manner as other hygiene products such as toilet paper and soap; and
- continue to advocate for increasing equitable free access to menstrual products for all and support for the Period Promise campaign; and
- advocate employers to provide free menstrual products in all workplace washrooms; and develop pattern language to be used during collective bargaining for all contracts;

**M/S/C to refer to Provincial Executive**

### **D-349 LOCAL 601**

#### **Menstrual products in washrooms**

##### **THE BCGEU WILL:**

- lobby the provincial government to make the provision of menstrual products in all public washrooms mandatory in the same manner as other hygiene products such as toilet paper and soap;

**Covered by Composite D-7 to cover D-349 and D-350**

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### D-350 LOCAL 1204

#### Free menstrual products

##### THE BCGEU WILL:

- continue to advocate for increasing equitable free access to menstrual products for all and support for the Period Promise campaign; and
- advocate employers to provide free menstrual products in all workplace washrooms; and
- develop pattern language to be used during collective bargaining for all contracts;

**Covered by Composite D-7 to cover D-349 and D-350**

### D-351 AMENDED LOCAL 403

#### Canadians with Disabilities Act

##### THE BCGEU WILL:

- lobby the federal government through the Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE) to pass a Canadians with Disabilities Act (hereafter referred to as the Act);

**M/S/C to refer to Provincial Executive**

### D-352 LOCAL 603

#### Provincial Persons with Disabilities Act

##### THE BCGEU WILL:

- advocate for a Persons with Disabilities (PWD) Act in British Columbia to the provincial government and through all its affiliates in the B.C. labour movement to ensure a holistic, purposeful PWD Act is enacted to enhance the lives of PWD in the BCGEU and the province of B.C.;

**M/S/C to refer to Provincial Executive**

### D-353 LOCAL 303

#### *BC Societies Act*

##### THE BCGEU WILL:

- demand that the Registrar of the *BC Societies Act* enforce the rules of the *BC Societies Act*, by creating our own task force to identify the issues within the non-profit sector that affect our members, promote awareness and education to our members about the roles and responsibility for society membership, encourage membership involvement, develop strategies to better support and organize members that want to create change within organizations;

**M/S/C to refer to Provincial Executive**

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### **D-354     LOCAL 304**

#### **Domestic court proceedings**

#### **THE BCGEU WILL:**

- lobby the B.C. government to have domestic violence court proceedings that captures both criminal and family issues within the same proceedings;

**M/S/C to refer to Provincial Executive**

### **D-355 TO COVER D-356     LOCAL 303, 703**

#### **Legal Services funding**

#### **THE BCGEU WILL:**

- continue to lobby for the return to full funding and restoration of the services of the Legal Services Society;

**M/S/C to refer to Provincial Executive**

### **D-356     LOCAL 703**

#### **Legal Aid**

#### **THE BCGEU WILL:**

- advocate for full funding and restoration of services provided by the Legal Services Society;

**Covered by D-355**

### **D-357 TO COVER D-358     LOCAL 1204, PROVINCIAL EXECUTIVE**

#### **THE BCGEU WILL:**

- lobby for the rebuilding of the public service to move away from the professional reliance model; and
- encourage the implementation or legislation of the recommendations from the Haddock report on professional reliance;

**M/S/C to refer to Provincial Executive**

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### **D-358    PROVINCIAL EXECUTIVE**

#### **End professional reliance**

##### **THE BCGEU WILL:**

- lobby for the rebuilding of the public service and to move away from the professional reliance model; and
- encourage the implementation or legislation of the recommendations from the Haddock report on professional reliance;

**Covered by D-357**

### **D-359 AMENDED    LOCAL 712**

#### **Food regulation**

##### **THE BCGEU WILL:**

- lobby the federal government through the Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE) to ensure all food in the Canadian market is safe such as the "General Food Law" of the European Union;

**M/S/C to refer to Provincial Executive**

### **D-360    LOCAL 304**

#### **ICBC rates**

##### **THE BCGEU WILL:**

- continue to lobby pressure on the government of British Columbia to lower the cost of automobile insurance;

**M/S/C to refer to Provincial Executive**

### **D-361    LOCAL 304**

#### **Property Tax increase**

##### **THE BCGEU WILL:**

- lobby the government of British Columbia to control the increase of property taxes;

**M/S/C to refer to Provincial Executive**

## **MINUTES**

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### **D-362 PROVINCIAL EXECUTIVE**

#### **Support for BC Cannabis stores**

##### **THE BCGEU WILL:**

- support the expansion of the BC Cannabis Stores network (Liquor Distribution Branch);

**M/S/C to refer to Provincial Executive**

### **D-363 LOCAL 502**

#### **Visual notice boards**

##### **THE BCGEU WILL:**

- help lobby government for visual notice boards to be required at all gates, bus depots, train stations, and SkyTrains;

**M/S/C to refer to Provincial Executive**

### **Composite D-8 (D-364 LOCAL 504, D-365 LOCAL 803, D-366 LOCAL 1203)**

#### **Health care parking fees**

##### **THE BCGEU WILL:**

- lobby the provincial government to provide free and accessible parking to all health care workers;
- continue to lobby the provincial government and the Minister of Health to cap or end parking fees at publicly funded hospitals in B.C.;

**M/S/C to refer to Provincial Executive**

### **D-364 LOCAL 504**

#### **Parking fees at hospitals**

##### **THE BCGEU WILL:**

- continue to lobby the provincial government and the Minister of Health to cap or end parking fees at publicly funded hospitals in B.C.;
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**Covered by Composite D-8 to cover D-364, D-365 and D-366**

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### **D-365     LOCAL 803**

#### **Free parking for health care workers**

##### **THE BCGEU WILL:**

- lobby the provincial government to provide free and accessible parking to all health care workers;

**Covered by Composite D-8 to cover D-364, D-365 and D-366**

### **D-366     LOCAL 1203**

#### **Parking fees at hospitals**

##### **THE BCGEU WILL:**

- continue to lobby the provincial government and the Minister of Health to abolish or place a cap on parking fees at publicly funded hospitals;

**Covered by Composite D-8 to cover D-364, D-365 and D-366**

### **D-367     LOCAL 1211**

#### **Accessible worksites and buildings**

##### **THE BCGEU WILL:**

- lobby the provincial government to spend more time and resources to make sure that all government buildings and spaces are disability accessible; and
- lobby the provincial government to create a more detailed standard and criteria that would require all non- government building and companies to be more accessible;

**M/S/C to refer to Provincial Executive**

### **D-368     LOCAL 403**

#### **Amend *Adult Guardianship Act***

##### **THE BCGEU WILL:**

- lobby the provincial government to amend the *Adult Guardianship Act* (hereafter referred to as the Act) to give police officers and paramedics, authority to transport adult(s) certified under the Act;

**M/S/C to refer to Provincial Executive**

## **MINUTES**

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### **D-369 LOCAL 502**

#### **Safety for men fleeing violence**

##### **THE BCGEU WILL:**

- lobby government to build a safe haven for a man to flee with no judgement for himself and his children, because we all know if the spouse is not there to take the abuse, it will then fall on the children; and
- lobby government to have a support system in place so that a man feels safe and secure in sharing his pain and humiliation of abuse;

**M/S/C to refer to Provincial Executive**

### **D-370 PROVINCIAL EXECUTIVE**

#### **Support democratic reform**

##### **THE BCGEU WILL:**

- lobby and support democratic reform in the interests of working people;

**M/S/C to refer to Provincial Executive**

### **D-371 PROVINCIAL EXECUTIVE**

#### **Fight against anti-union legislation**

##### **THE BCGEU WILL:**

- work with allies to fight anti-union legislation across Canada;

**M/S/C to refer to Provincial Executive**

### **D-372 TO COVER D-373 LOCAL 1201, PROVINCIAL EXECUTIVE**

#### **Tri-partied collaborative table for Indigenous members**

##### **THE BCGEU WILL:**

- lobby the provincial government to establish a tri-partied collaborative table for all discussion and decisions in matters related to Indigenous members, the BCGEU, and the provincial government; and
- ensure an Indigenous voice(s) is included in Indigenous-related discussions and decision-making processes through the Indigenous workers committee;

**M/S/C to refer to Provincial Executive**



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### **D-373 PROVINCIAL EXECUTIVE**

#### **Tri-partied collaborative table for Indigenous members**

##### **THE BCGEU WILL:**

- lobby the provincial government to establish a tripartite collaborative table for all discussion and decisions in matters related to Indigenous members, the BCGEU, and the provincial government; and
- ensure an Indigenous voice(s) is included in Indigenous-related discussions and decision-making processes through the Indigenous workers committee;

**Covered by D-372**

### **D-374 LOCAL 601**

#### **Indigenous-only designated jobs**

##### **THE BCGEU WILL:**

- lobby for the province to increase the number of Indigenous employees in the BC Public Service Agency (BC PSA) and establish positions that, because of the nature of the work, will be open to Indigenous applicants only;

**Covered by D-375**

### **D-375 TO COVER D-374 PROVINCIAL EXECUTIVE, LOCAL 601**

#### **Indigenous-only designated jobs**

##### **THE BCGEU WILL:**

- in consultation with the public service bargaining committee, lobby for the province to increase the number of Indigenous employees in the BC Public Service and establish positions that, because of the nature of the work, will be open to Indigenous applicants only; and
- work with bargaining committees to encourage employers to establish positions that because of the nature of their work, will be open to indigenous applicants only (prioritizing bargaining committees at Indigenous agencies);

**M/S/C to refer to Provincial Executive**

## MINUTES

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### D-376 LOCAL 703

#### Native Education College Funding

##### THE BCGEU WILL:

- lobby the Ministry of Advanced Education to adequately fund a pay increase for the members at the Native Education College (NEC) or merge into another post-secondary institution to ensure proper and fair compensation for our members;

**M/S/C to refer to Provincial Executive**

### D-377 LOCAL 302

#### *Employment Standards Act* changes

##### THE BCGEU WILL:

- continue to support the BC Federation of Labour's campaign and lobby government for changes to the *Employment Standards Act* to include paid sick leave for all B.C. workers;

**Covered by D-392 to cover D-377 & D-391**

### D-378 AMENDED

#### Minimum Wage increase

##### THE BCGEU WILL:

- lobby the provincial government through the BC Federation of Labour and other unions for an increase in the minimum wage from \$15.20 per hour in June 2021 to an increase of \$1.00 for every year, for the next five years;

**M/S/C to refer to Provincial Executive**

### D-379 LOCAL 502

#### Child care beyond Monday – Friday 8-6

##### THE BCGEU WILL:

- lobby the government and other entities to provide professional and safe child care to be available for all;

**M/S/C to refer to Provincial Executive**

### D-380 LOCAL 504

#### Coverage for medical cannabis

##### THE BCGEU WILL:

- lobby the provincial government and the ministry of health to have medical cannabis covered by the B.C. Medical Services Plan and Fair PharmaCare;

**Covered by D-280**

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### D-381 LOCAL 601

#### Gender-neutral washrooms

##### THE BCGEU WILL:

- lobby the employer for gender-neutral, easily accessed washrooms in all government offices for staff and clients;

**M/S/C to refer to Provincial Executive**

### D-382 LOCAL 101

#### Public safety designation for sheriffs

##### THE BCGEU WILL:

- lobby the federal government and change the federal *Income Tax Act* to include sheriffs and deputy sheriffs across Canada as emergency personnel; and
- create a sixth public safety designation for sheriffs making them eligible for the normal retirement age 60 rule (NRA60) in the Public Service Pension Plan, enabling an earlier retirement without early retirement reductions;

**Covered by D-384**

### D-383 LOCAL 103

#### Increase of duties for B.C. Sheriffs

##### THE BCGEU WILL:

- begin a formal investigation and/or study of why the B.C. government has been and continues to offload its judicial responsibilities onto local city and municipal resources and infrastructure; and
- lobby the municipal and provincial governments for this judicial enforcement to be performed by the British Columbia Sheriff Service (BCSS);

**M/S/C to refer to Provincial Executive**

### D-384 TO COVER D-382 LOCAL 101, 104

#### Public safety designation for sheriffs

##### THE BCGEU WILL:

- co-operatively work with any entity, including but not limited to the National Union of Public and General Employees, to lobby the provincial and federal governments as necessary, for the deputy sheriff occupation to be included in the federal *Income Tax Act's* definition of public safety occupation; and

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- arrange for the preparation, completion and submission of a report by an appropriate consulting company to address the misunderstanding and lack of awareness among public policy decision-makers, of the true nature and demands of the deputy sheriff occupation, work environment and critical link to public safety;

**M/S/C to refer to Provincial Executive**

### **D-385 LOCAL 2005**

#### **Wildfire Public Safety Designation**

##### **THE BCGEU WILL:**

- continue to commit resources, staff time and money to lobby the federal government to include the wildland firefighters in the Public Safety Designation, to allow them to contribute to their pension at a higher rate;

**Passed**

### **D-386 LOCAL 2005**

#### **Pension on overtime**

##### **THE BCGEU WILL:**

- commit resources, staff and funding to lobby the federal and provincial governments to allow auxiliary and seasonal regular staff to use up to 1,827 overtime hours to contribute towards their pension;

**M/S/C to refer to Provincial Executive**

### **D-387 TO COVER D-388 LOCAL 503, 703**

#### **Self-checkouts**

##### **THE BCGEU WILL:**

- actively discourage the use of self-serve checkouts and work with affiliates to lobby all levels of government to eliminate self-serve checkouts;

**M/S/C to refer to Provincial Executive**

### **D-388 LOCAL 703**

#### **Self-checkouts**

##### **THE BCGEU WILL:**

- not use or endorse self-checkouts; and
- urge its members to not use or endorse self-checkouts;

**Covered by D-387**

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### **D-389 TO COVER D-240      PROVINCIAL EXECUTIVE, LOCAL 1204**

#### **Work with other unions to support a just transition**

##### **THE BCGEU WILL:**

- work with members and other unions to develop a clear framework for how just transition could be used in the B.C. context. This framework will:
  - have a clear and accessible definition of just transition in line with work produced by the International Labour Organization; and
  - consider the climate targets set by the B.C. government and the Intergovernmental Panel on Climate Change;
- engage with other unions in B.C. to create a space for productive dialogue between unions on how we address climate change as a movement and for members of trade unions to gather and collaborate on what a just transition looks like in their communities using the framework;

**M/S/C to refer to Provincial Executive**

### **D-390 AMENDED      LOCAL 403**

#### **EI sick benefits**

##### **THE BCGEU WILL:**

- lobby the federal government through the Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE) to enhance employment insurance (EI) sickness benefits to include the following:
  - an increase in the percentage of pre-illness income to match what is provided by private carriers; and
  - an expansion in duration of benefits from 15 to 26 weeks; and
  - employment support services be added to the EI sickness and benefits program;

**M/S/C to refer to Provincial Executive**

### **D-391      LOCAL 707**

#### **Paid sick days**

##### **THE BCGEU WILL:**

- lobby the provincial and federal governments to ensure all workers have a mandatory 10 days of paid sick leave;

**Covered by D-392 to cover D-377 and D-391**

## MINUTES

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### **D-392 TO COVER D-377, D-391      PROVINCIAL EXECUTIVE, LOCAL 302,707**

#### **Paid sick days and family leave**

##### **THE BCGEU WILL:**

- lobby the provincial government, with the BC Federation of Labour where appropriate, for at least 14 employer-paid sick days and paid family leave for all workers, so that everyone—particularly those in front line jobs—can protect their health and that of rest of the population;

**M/S/C to refer to Provincial Executive**

### **D-393      LOCAL 1203**

#### **Leave with pay during extreme weather**

##### **THE BCGEU WILL:**

- lobby the provincial government to allow employees to stay at home with pay when the Ministry of Transportation or other authorities advise people not to venture outside because of safety issues caused by extreme weather conditions;

**M/S/C to refer to Provincial Executive**

### **D-394      LOCAL 504**

#### **Suspension of STO2 and doctor's note**

##### **THE BCGEU WILL:**

- lobby the provincial government and the Minister of Health to temporarily suspend the employer's requirements for STO2s/doctor's note for communicable illnesses in the event of an outbreak as officially declared by the authorities;

**Covered by D-395**

### **D-395 TO COVER D-394**

#### **Temporary suspension of doctor's note**

##### **THE BCGEU WILL:**

- lobby the provincial government and the Minister of Health to temporarily suspend the employer's requirement for a doctor's note for communicable illnesses in the event a disease outbreak is officially declared by authorities;

**M/S/C to refer to Provincial Executive**

## **MINUTES**

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### **D-396 LOCAL 503**

#### **Elimination of two-tier wage system**

##### **THE BCGEU WILL:**

- work with affiliates to lobby all levels of government to eliminate the two-tier wage system;

**M/S/C to refer to Provincial Executive**

### **D-397 AMENDED LOCAL 1201**

#### **Support work from home until vaccines are available**

##### **THE BCGEU WILL:**

- support workers in ensuring they are not unnecessarily put at risk by lobbying government to allow all workers who can work at home, to work from home, until COVID-19 or other pandemic vaccines are available to everyone who is eligible to receive one;

**M/S/C to refer to Provincial Executive**

### **D-398 LOCAL 304**

#### **Canada Pension Plan and old age pension increase**

##### **THE BCGEU WILL:**

- through the National Union of Public and General Employees and the Canadian Labour Congress will lobby the federal government to increase the Canada Pension Plan and old age pension for seniors;

**M/S/C to refer to Provincial Executive**

### **D-399 LOCAL 703**

#### **Apprenticeship opportunities**

##### **THE BCGEU WILL:**

- lobby the government to support industry and business to hire apprentices;

**M/S/C to refer to Provincial Executive**

## MINUTES

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### **D-400 LOCAL 503**

#### **BCLDB wholesale pricing**

##### **THE BCGEU WILL:**

- lobby for the necessary changes to the wholesale pricing policy to ensure limited impact to the membership as possible. This may include, but not limited by:
  - wholesale pricing on case lots only, as it is with licensee retail stores; and
  - increase warehouse production of orders with delivery (for a fee) from the Delta Distribution Centre, and
  - conversion of store warehouse licensee areas into customer custom order areas with increased ordering services to public customers; and
  - elimination of self-picked orders by licensees to ensure the availability of products for counter customers;

**M/S/C to refer to Provincial Executive**

### **D-401 LOCAL 1204**

#### **Strengthening shareholder activism**

##### **THE BCGEU WILL:**

- continue to use shareholder engagement campaigns, including vendors that we utilize as a union, to ensure policies against sexual harassment are adopted;

**M/S/C to refer to Provincial Executive**

### **D-402 LOCAL 503**

##### **THE BCGEU WILL:**

- lobby the BC Liquor Distribution Branch (BCLDB) to remove the impediments enacted to limit access to the market for Craft beer manufacturers which unfairly favours corporation-centric beverage manufacturers; and
- lobby to remove the central control and limitations on supplying these products, in favour of a Buy BC/Drink Local perspective;

**M/S/C to refer to Provincial Executive**

### **D-403 LOCAL 601**

#### **End leading workplace strategies practice**

##### **THE BCGEU WILL:**

- lobby the B.C. government to get rid of leading workplace strategies (LWS) in government offices and return to dedicated office space for all employees with a minimum footprint for each worker;

**M/S/C to refer to Provincial Executive**



## MINUTES

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### **D-404 LOCAL 701**

#### **De-evolution**

#### **THE BCGEU WILL:**

- lobby the British Columbia government to return all devolved services back to direct government;

**M/S/C to refer to Provincial Executive**

### **E-405 LOCAL 103**

#### **Move to a 40-hour work week**

#### **THE BCGEU WILL:**

- lobby for a 40-hour work week from a 35-hour work week. A 40-hour work week puts correctional officers and sheriffs' working hours on par with similar law enforcement occupations and allows us to make a more livable wage;

**Referred to bargaining**

### **E-406 LOCAL 104**

#### **Temporary market adjustments**

#### **THE BCGEU WILL:**

- at the conclusion of the Eighteenth Master Agreement, make all temporary market adjustments (TMAs) permanent for the next contract, i.e., if you are at grid 21 at the conclusion of the 18th Agreement, then grid 21 should be permanent;

**Referred to bargaining**

### **E-407 LOCAL 103**

#### **Reinstatement of COLA**

#### **THE BCGEU WILL:**

- reinstate the cost-of-living allowance (COLA) to keep up with the cost of inflation. Economic advisors forecast for an increased rate of inflation in the following years, one which will raise the cost of living in our province significantly;

**Referred to bargaining**

## MINUTES

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### **E-408 LOCAL 103**

#### **Maintenance Agreement and Classification Manual**

##### **THE BCGEU WILL:**

- bargain for a Maintenance Agreement and Classifications Manual to continually review sheriffs and corrections' job descriptions, job classifications and benchmarks;  
**Referred to bargaining**

### **E-409 LOCAL 104**

#### **STIIP Appendix 4**

##### **THE BCGEU WILL:**

- change the Short Term Illness and Injury Plan (STIIP) pay to 100 per cent;  
**Referred to bargaining**

### **E-410 LOCAL 104**

#### **40-hour work week**

##### **THE BCGEU WILL:**

- get the 40-hour work week into negotiations for Component 1;  
**Referred to bargaining**

### **E-411 LOCAL 104**

#### **Separate bargaining**

##### **THE BCGEU WILL:**

- hold separate bargaining with Component 1;  
**Referred to bargaining**

### **E-412 LOCAL 104**

#### **Renegotiate PSJEP to reflect law enforcement job**

##### **THE BCGEU WILL:**

- within 90 days of this convention, formally notify the BC Public Service Agency (BC PSA) of their intent to renegotiate, amend & revise the Public Service Job Evaluation Plan (PSJEP) by specifically adding law enforcement job demands, as a 14<sup>th</sup> factor to be considered in the classifications process;  
**Referred to bargaining**

## MINUTES

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### **E-413 LOCAL 601**

#### **Emergency response team stipends**

##### **THE BCGEU WILL:**

- lobby for a stipend (equivalent to Article 22.6 of the Public Service Agreement) for chief emergency warden, deputy chief emergency warden, and team members;  
**Referred to bargaining**

### **E-414 LOCAL 703**

#### **No mandate in bargaining**

##### **THE BCGEU WILL:**

- not accept a mandate in bargaining;  
**Referred to bargaining**

### **E-415 LOCAL 803**

#### **Negotiation of essential services**

##### **THE BCGEU WILL:**

- negotiate essential services, months in advance of 2022 bargaining for our major collective agreements, and vigorously campaign to keep essential services as low as possible; and
- develop a strategic plan in collaboration with all components and other unions for 2022 bargaining, to ensure we have a common front and that no sector is left behind at the table; and
- ensure that essential services be carried out by excluded managers;  
**Referred to bargaining**

### **E-416 LOCAL 1203**

#### **Negotiation of essential services**

##### **THE BCGEU WILL:**

- negotiate essential services well in advance of bargaining for our major collective agreements, and vigorously campaign to keep essential services as low as possible; and
- develop a strategic plan in collaboration with all components and other unions for bargaining to ensure we have a common front and that no sector is left behind at the table; and
- ensure that essential services be carried out by excluded managers;  
**Referred to bargaining**

## MINUTES

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### **F-417     LOCAL 102**

**Michael (Mike) Scott**

#### **THE BCGEU WILL:**

- bestow upon Michael (Mike) Scott the union's highest honour of life membership;

**Passed**

### **F-418     LOCAL 105**

**Tony Tessari**

#### **THE BCGEU WILL:**

- bestow upon Tony Tessari the union's highest honour of life membership;

**Passed**

### **F-419     LOCAL 310**

**Roy Scafe**

#### **THE BCGEU WILL:**

- bestow upon Roy Scafe the union's highest honour of life membership;

**Passed**

### **F-420     LOCAL 401**

**Susanne Francoeur**

#### **THE BCGEU WILL:**

- bestow upon Susanne Francoeur the union's highest honour of life membership;

**Passed**

### **F-421     LOCAL 402**

**David Cherry**

#### **THE BCGEU WILL:**

- bestow upon David Cherry the union's highest honour of life membership;

**Passed**

## MINUTES

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### **F-422     LOCAL 403**

**Diane Carter**

#### **THE BCGEU WILL:**

- bestow upon Diane Carter the union's highest honour of life membership;

**Passed**

### **F-423     LOCAL 403**

**Kim Keys**

#### **THE BCGEU WILL:**

- bestow upon Kim Keys the union's highest honour of life membership;

**Passed**

### **F-424     LOCAL 503**

**Christina Younie**

#### **THE BCGEU WILL:**

- bestow upon Christina Younie the union's highest honour of life membership;

**Passed**

### **F-425     LOCAL 603**

**Paul Houle**

#### **THE BCGEU WILL:**

- bestow upon Paul Houle the union's highest honour of life membership;

**Passed**

### **F-426     LOCAL 607**

**Roxanne Round**

#### **THE BCGEU WILL:**

- bestow upon Roxanne Round the union's highest honour of life membership;

**Passed**

## MINUTES

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### **F-427     LOCAL 703**

**Nancy Naylor**

#### **THE BCGEU WILL:**

- bestow upon Nancy Naylor the union's highest honour of life membership;

**Passed**

### **F-428     LOCAL 705**

**LaVerne Bernier**

#### **THE BCGEU WILL:**

- bestow upon LaVerne Bernier the union's highest honour of life membership;

**Passed**

### **F-429     LOCAL 707**

**Diane Crommer**

#### **THE BCGEU WILL:**

- bestow upon Dianne Crommer the union's highest honour of life membership;

**Passed**

### **F-430     LOCAL 707**

**Gregory (Greg) Fjetland**

#### **THE BCGEU WILL:**

- bestow upon Gregory (Greg) Fjetland the union's highest honour of life membership;

**Passed**

### **F-431     LOCAL 707**

**Valerie Tuhkala**

#### **HE BCGEU WILL:**

- bestow upon Valerie Tuhkala the union's highest honour of life membership;

**Passed**

## MINUTES

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**F-432     LOCAL 709**

**Thomas (Tom) Babott**

**THE BCGEU WILL:**

- bestow upon Thomas (Tom) Babott the union's highest honour of life membership;

**Passed**

**F-433     LOCAL 801**

**Carla Dempsey**

**THE BCGEU WILL:**

- bestow upon Carla Dempsey the union's highest honour of life membership;

**Passed**

**F-434     LOCAL 803**

**Ho-Ying Kui**

**THE BCGEU WILL:**

- bestow upon Ho-Ying Kui the union's highest honour of life membership;

**Passed**

**F-435     LOCAL 807**

**Donna Stubbe**

**THE BCGEU WILL:**

- bestow upon Donna Stubbe the union's highest honour of life membership;

**Passed**

**F-436     LOCAL 1001**

**Scott Bumphrey**

**THE BCGEU WILL:**

- bestow upon Scott Bumphrey the union's highest honour of life membership;

**Passed**

## MINUTES

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### **F-437     LOCAL 1002**

**Reginald (Reg) Dyer**

**THE BCGEU WILL:**

- bestow upon Reginald (Reg) Dyer the union's highest honour of life membership;

**Passed**

### **F-438     LOCAL 1005**

**Fred Street**

**THE BCGEU WILL:**

- bestow upon Fred Street the union's highest honour of life membership;

**Passed**

### **F-439     LOCAL 1006**

**Wayne Yasinowski**

**THE BCGEU WILL:**

- bestow upon Wayne Yasinowski the union's highest honour of life membership;

**Passed**

### **F-440     LOCAL 1007**

**Edward Michael (Mike) Turley**

**THE BCGEU WILL:**

- bestow upon Edward Michael (Mike) Turley the union's highest honour of life membership;

**Passed**

### **F-441     LOCAL 1007**

**Michael (Mike) Nuyens**

**THE BCGEU WILL:**

- bestow upon Michael (Mike) Nuyens the union's highest honour of life membership;

**Passed**



## MINUTES

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### **F-442      LOCAL 1008**

**Dave Maki**

**THE BCGEU WILL:**

- bestow upon Dave Maki the union's highest honour of life membership;

**Passed**

### **F-443      LOCAL 1008**

**Joe Warshawsky**

**THE BCGEU WILL:**

- bestow upon Joe Warshawsky the union's highest honour of life membership;

**Passed**

### **F-444      LOCAL 1008**

**Kevin Staneland**

**THE BCGEU WILL:**

- bestow upon Kevin Staneland the union's highest honour of life membership;

**Passed**

### **F-445      LOCAL 1009**

**Bob Cristofanetti**

**THE BCGEU WILL:**

- bestow upon Bob Cristofanetti the union's highest honour of life membership;

**Passed**

### **F-446      LOCAL 1009**

**Michael (Mike) Prystae**

**THE BCGEU WILL:**

- bestow upon Michael (Mike) Prystae the union's highest honour of life membership;

**Passed**

## MINUTES

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### **F-447     LOCAL 1201**

**Ron Jetko**

#### **THE BCGEU WILL:**

- bestow upon Ron Jetko the union's highest honour of life membership;

**Passed**

### **F-448     LOCAL 1201**

**Russell Katzer**

#### **THE BCGEU WILL:**

- bestow upon Russell Katzer the union's highest honour of life membership;

**Passed**

### **F-449     LOCAL 1203**

**Debra Yearly**

#### **THE BCGEU WILL:**

- bestow upon Debra Yearley the union's highest honour of life membership;

**Passed**

### **F-450     LOCAL 1203**

**Sandra Harvard**

#### **THE BCGEU WILL:**

- bestow upon Sandra Havard the union's highest honour of life membership;

**Passed**

### **F-451     LOCAL 1204**

**Pamela Willingshofer**

#### **THE BCGEU WILL:**

- bestow upon Pamela Willingshofer the union's highest honour of life membership;

**Passed**

## MINUTES

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**F 452      LOCAL 1204**

**Sue Firth**

**THE BCGEU WILL:**

- bestow upon Sue Frith the union's highest honour of life membership;

**Passed**

**F-453      LOCAL 1207**

**Helen Repole**

**THE BCGEU WILL:**

- bestow upon Helen Repole the union's highest honour of life membership

**Passed**

**F-454      LOCAL 1703**

**Herman Hui**

**THE BCGEU WILL:**

- bestow upon Herman Hui the union's highest honour of life membership;

**Passed**

**F-445      LOCAL 1704**

**Phillip (Phil) West**

**THE BCGEU WILL:**

- bestow upon Phillip (Phil) West the union's highest honour of life membership;

**Passed**

**F-456      LOCAL 1706**

**Arnold Jenner**

**THE BCGEU WILL:**

- bestow upon Arnold Jenner the union's highest honour of life membership

**Passed**

## MINUTES

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**F-457      LOCAL 2005**

**George Buis**

**THE BCGEU WILL:**

- bestow upon George Buis the union's highest honour of life membership;

**Passed**

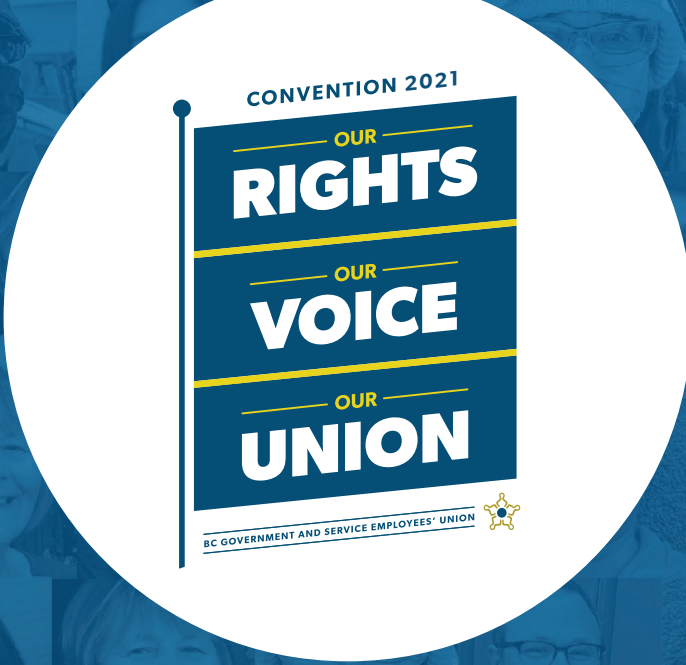
**F-458      LOCAL 2011**

**Bradley Kope**

**THE BCGEU WILL:**

- bestow upon Bradley Kope the union's highest honour of life membership;

**Passed**



# CONVENTION REPORTS

JUNE 9-12, 2021



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AUGUST 19, 2017 Area 03 Anti-Racism Rally

# Executive Committee Report

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The last time we gathered for convention in 2017, we never could've predicted how different the world would look by 2021. Our lives, work and relationships have all been transformed in ways no one could've imagined. So have the ways we meet and communicate. We welcome you to our first virtual convention.

Some things haven't changed. Our union remains focused on building member strength, growth and renewal. Since the last convention, we've made new investments in member education, worksite organizing, workplace safety, and diversity, equity and solidarity. Our work is built on four pillars and it's around these pillars we share our executive committee report for Convention 2021.

**Building internal capacity** means having the resources to carry out the union's work.

Since last convention, our union has augmented its already considerable bench strength by adding new processes, new skills and new staff – many who've come directly from the BCGEU membership.

One of our most exciting endeavours has been implementing the organizing servicing model as a means of empowering members. The model gives members the tools to build power in the workplace by engaging with each other on the issues that matter most. There's strength in numbers and when we work collectively, we can move employers to implement the changes we need and want. Since moving to this model, members have been embarking on internal organizing campaigns – identifying pressing concerns, brainstorming possible solutions, building solidarity in the workplace, and using collective action to confront employers. The organizing model puts members in the driver's seat.

In response to the pandemic we engaged with new tools to reach members in an effective and safe way. Through programs like CallHub and Hustle we have been able to do outreach to members working in some of the worksites where there has been an exposure of COVID-19. Members contacting members to check-in and provide information on their rights and where to access resources. These tools will continue to be useful in other campaigns that we engage in from political action, social justice and member outreach.

Having a high public profile in B.C. means putting our best foot forward, always. We've built our stellar

reputation through over more than 100 years of representing members at work. We value credibility and professionalism, and that's why we've added a press secretary, a videographer and a graphic designer to our ranks. You may have noticed more creativity and consistency than ever before going into our communications materials. We have added more staff to our Field Services, Education and Occupational Health and Safety Departments to further support members with engaging with our union.

**Building external leverage** means using our resources, skills and experiences as a lever to influence others and cause actions to occur.

Our work involves more than just bargaining for better workplace conditions through collective agreements. We have a responsibility to impact public policy and government regulation on issues that matter to members and the communities in which they live.

One of our more profound moments since last convention was presenting to the National Inquiry into Missing and Murdered Indigenous Women and Girls in 2018 in Ottawa. The BCGEU was the only union to seek and receive standing from the inquiry and the only labour organization in Canada to make a submission. Our presentation was the culmination of many years of work after we were called upon to participate by delegates at the 2017 convention. The next year, members from diverse occupational sectors participated in facilitated dialogues in Victoria, Prince George and Vancouver. They shared their experiences, wisdom and their hopes for the future. We heard what was working and not working in



workplaces and communities. Our report to the inquiry was extensive, authentic and wholly based on the lived experiences of members who guided this work from start to finish. We stand as part of a movement to create a more just society, and we pledge to walk the path of true reconciliation with Indigenous friends and family.

**Keeping the union relevant to our members** means providing value by changing with the times, shifting our mindsets and adapting to new ideas.

The year 2020 and the Black Lives Matter movement reminded us there's still a lot to do regarding diversity and equity. Our work began years earlier when we created our provincial executive equity and human rights committee. Since last convention, we've grown our focus even more. We held a series of roundtable meetings for BCGEU members of all equity groups. Each roundtable presented extensive recommendations for improvements our union can make to eliminate barriers for members in those equity groups.

We've also provided anti-racism training to our staff and developed new hiring protocols with the goal of putting together a stronger, more diverse workforce.

Our union has continued to make member education a priority. Since last convention, we've introduced a number of new courses. One is STEP UPI, which introduces all members to union activism, our democratic structure and core values. We are currently developing more courses to deliver to all members including one with a focus on anti-racism and engaging in solidarity, across difference.

The core day-to-day function of a union is enforcing the collective agreements that members have developed through many rounds of bargaining. That defence often takes the form of member-filed grievances. Our union handled 11,731 new grievances between February 2017 and early 2021. The resolutions to those grievances, either through arbitration or through settlements, resulted in achieving over one million dollars and getting members money they were entitled to.

**Reinvigorating our identity as a movement** means being focused on strengthening our position as a democratic, representative and authentic voice of working people.

We brought our shareholder work fully in-house in 2019 after a period of working with external allies to influence the conduct of corporations. Our union holds a number of investments – including our strike fund – and using our rights as shareholders to advocate for change is vital to protecting our assets and bringing the voice of working people to the corporate domain. Under our capital stewardship strategy, we've submitted

shareholder proposals to companies including Royal Bank of Canada, Brookfield Asset Management and Loblaw. We've achieved strong commitments on issues such as human rights due diligence, the difference in pay levels between workers and management, food waste and climate disclosure.

Housing affordability is another issue that affects so many working people and an area that we have actively engaged in. Through supporting campaigns in communities across the province and with the creation of the Affordable BC campaign we have been working with members, local governments and the province to build communities where working class families can afford to live and thrive. The backbone of the campaign is focused on what the provincial government can do to solve the housing crisis, but we have also prepared recommendations that local governments can implement on their own.

### Looking forward

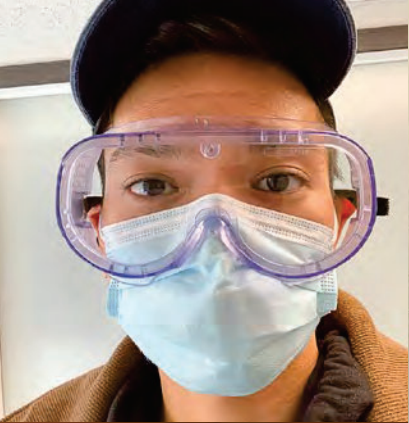
COVID-19 impacted our union in innumerable ways. We worked closely with component vice-presidents to identify the specific issues affecting members. Whether it was the need for PPE, understanding the right to refuse unsafe work or pandemic pay we demanded that Employer's do more than just the bare minimum.

The Pandemic also impacted our operations. Most notably, it forced our union to pivot quickly to digital ways of engaging with members. This showed that some of our work could be done effectively and more efficiently using virtual tools. We have seen members engaging in zoom local meetings, some of whom are attending for the first time, and have been encouraged by members continuing to participate in our union. Member education, through courses for Stewards and Occupational Health and Safety, has been adapted to online modules so that we can continue to give activists and members the tools they need. More courses are in development in a virtual format because we have seen the positive response and impact this has had for participants.

We look forward to the day where we can again conduct worksite visits and hold large rallies. Until then, we continue to use the tools of technology to engage in a safe manner.

Nothing can diminish the work our union does to advocate for members' rights. We've been tested by a pandemic, evolving labour laws and challenging employers and we've demonstrated our agility, flexibility and the ability to problem-solve. BCGEU members can celebrate our many achievements and look forward to a future that's bright and exciting. We will never stop learning, changing and trying to serve members better.









**BC FERRY & MARINE WORKERS' UNION**  
1511 Stewart Avenue  
Nanaimo, BC V9S 4E3  
250.716.3454 or 1.800.663.7009  
250.716.3455 Facsimile

## **Our Relationship with the BCGEU**

BC Ferry & Marine Workers' Union is incredibly proud of our strong relationship with BCGEU, NUPGE, and the broader labour movement. In no small part, we have the support of your Union to thank for the success of these relationships. Whether it's the clear voice of leadership at our conferences and conventions from Stephanie Smith; advice on finance, pensions, or politics from Paul Finch; or, regular check-ins and help from James Coccola, our Union knows we are supported. For our part, we hope you feel the same from us. In the best of all worlds, our Unions will continue working together to build power and make life better for our members and all British Columbians. To these ends, this report is a summary of a few of the things we've done with your help.

## **Fighting for Regulatory Safety**

Our Federal Government has abandoned the precautionary principle when dealing with regulatory safety, and continues shifting toward industry best practice and self-regulation. Put another way, regulatory safety for transportation in Canada no longer operates on a "better safe than sorry" approach, but instead on an industry-led risk based approach. This is a matter of grave worker and public concern, and has already had several tragic manifestations over the last decade, with the Lac Megantic and Boeing 737MAX tragedies serving as grim highlights.

Together, BCFMWU and BCGEU representatives are taking on the Federal Government's cavalier approach to safety at the Canadian Marine Advisory Council. More specifically, with the support of your Union's leadership and General Counsel, BCFMWU is fighting for safe crewing levels on BC Ferries by suing Transport Canada for their Minimum Safe Manning determinations on the new Island Class vessels.

However, the 737MAX and Lac Megantic tragedies also grimly highlight these trends in regulatory safety have a critical international dimension. To help address these matters on the international level, BCGEU, through NUPGE, has joined International Transport Workers' Federation to help strengthen our already present and active voice for regulatory safety through the ITF at the United Nations' agency level. We are incredibly excited to have your strength with us in this fight.

## **Fighting Abuse**

Abuse of frontline workers is nothing new, and seems to be getting worse as time goes on. In 2019, BCFMWU launched a public facing campaign to fight abuse against our frontline workers. This campaign was a dramatic success, with millions of views and impressions across various media. BCGEU's support of this campaign, by sharing it

and promoting it across their channels, helped us reach a broader audience. Public pressure from this campaign motivated BC Ferries to make significant improvements to protect our members from abuse.

However, BCGEU's support on this matter did not stop when our campaign ended. BCGEU leadership has taken an active interest in a BC Ferries' grievance against our Union from this campaign, where the Employer asserts BCFMWU has a "duty of fidelity" to them that would prevent us from engaging in forceful public campaigns.

## **Fighting Discrimination**

BCFMWU has an active and vibrant women's committee that has found support and encouragement from your Union. Through this committee's work, BCFMWU has identified and taken action against BC Ferries' ongoing discrimination against women workers, including a recent filing at the Human Rights Tribunal on behalf of women engineers.

## **Fighting Illegal Layoffs**

COVID has been wild, and BC Ferries' response no less so. You may have heard that in April of 2020, BC Ferries' suddenly and illegally laid off over 1000 Ferry Workers. In the midst of this sudden chaos, BCGEU lent BCFMWU communications support to help get our message out to our members and the public during a critical time. We are happy to report our grievance against the employer has been awarded in our favour, with our members' lost wages and jobs returned to them.

## **What's Next?**

Like any good family, our Unions have each other's backs, and continue to show we're stronger together. No matter the result of the BCFMWU elections,\* or of your own elections, I am truly hopeful that whatever the injustice or worthy cause may be, BCFMWU and BCGEU will continue the fight together, and that our workers, united, will not be defeated.

In Solidarity,

A handwritten signature in black ink, appearing to read "G Johnston".

Graeme Johnston

\* I have chosen not to run again for BCFMWU leadership, and by the time this document reaches the floor of your convention, BCFMWU will have a new President - I wish them the best of luck, and encourage you all to welcome them as best you can. It has been an honour and privilege working and serving with you all, and I wish you all health, safety, and solidarity. Thank you!



## COMPENSATION EMPLOYEES' UNION

### **The CEU Wishes BCGEU Delegates a Successful Convention**

Greetings from your extended union family at the Compensation Employees' Union. On behalf of our members, stewards, executive and staff, I wish everyone in attendance a very successful convention!

Through experience all of us now know how the pandemic has made completing everyday tasks just that much more difficult. This is especially true of organizing an event with many moving parts, such as an online convention. Thanks to everyone at the BCGEU who worked to safely bring you together in the interests of sharing ideas and working as allies in the labour movement.

Last year, the cancellation of the annual CEU spring conference forced us to re-examine how we deliver information and education to our stewards and members. Learning from other unions on how to deliver information virtually made both our fall steward conference and annual general meeting go off without a hitch. (This is yet another example why unions succeed when they collaborate and share knowledge.)

During this same period, we worked to improve our outreach to members by conducting surveys, developing an all-new CEU website and hosting lunch and learn sessions. Going forward, we will be introducing *The CEU Voice*, an e-newsletter service, and hosting townhall-style meetings to help keep our members and stewards informed and engaged.

In 2019, the CEU successfully made gains in bargaining around alternate hours of work and working from home. While important advances, they no longer reflect the current working reality of WCB staff. When the pandemic began, the vast majority of our members began to work from home. And while this arrangement has worked well, it has also presented its own set of issues and considerations. It is expected that bargaining in early 2022 will challenge both the CEU and the WCB in finding solutions to working in a (hopefully) post-pandemic world.

The CEU shares the BCGEU's enthusiasm for the recommendations set out in the *New Directions-Report of the WCB Review 2019*, released by government last year. We are excited to see the numerous and long overdue changes listed in the report enacted. To this end, we have met with Minister Bains to discuss what can be done to support the successful implementation of Ms. Janet Patterson's proposals.

In closing, I wish each of you good luck and I hope everyone has a great experience at the BCGEU's 51st convention. It will be great to see familiar faces again, even if only through a computer monitor.

Sincerely and in solidarity,

Laura Snow  
CEU President

# Provincial Executive committee reports

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## Constitution and structure committee

### Who we are:

James Coccola, chair

Paul Finch (treasurer)

Cindy Battersby (707)

Eleine Gordon (408)

Kusam Doal (C5 VP)

Matt Damario (C12 PE rep)

Megan Washington (1703)

Mike Connolly (805)

Renata Saat (305)

Rory Smith (C10 VP)

*Staff assigned: Thom Yachnin, secretary*

### What we do:

We review both constitutional and bylaw changes for locals and components across the union, and ensure they are in line with other policies before submitting them to the provincial executive for approval.

### Our key accomplishments:

Many of the items the committee deals with are small changes, but one trend of the last period has been reviewing submissions that add equity positions to some locals and components.

COVID-19 caused us to pivot to other work processes. We helped revamp elections processes and reviewed the constitution to ensure it was standing up to the significant disruptions and emergencies caused by the pandemic.

### Challenges and how we addressed them:

The committee often identifies instances where local bylaws drift from the constitution without necessarily being in conflict. We need to be vigilant to ensure there is uniformity within the union's structure, and the committee seeks advice from the provincial executive when local bylaws start to stray significantly from the model bylaws.

### Priorities going forward:

The committee will be reviewing the life membership policy to ensure it is fair and accurate. We will also track resolutions passed at prior conventions to ensure they remain in force.







## Education and scholarship committee

### Who we are:

Joanna Lord (EVP), chair

Lori Isaac (Area 01)

Cina Opel (Area 02)

Vanessa Batres-Toasperm (Area 03)

Karthiyayini Sivalingam (Area 04)

Mike Schmidt (Area 05)

Linda Rowley (Area 06)

Cindy Battersby (Area 07)

William McKerrow (Area 08)

Jennifer Cliff-Marks (Area 09)

Kathy Fossum (Area 10)

Dawn Dreher (Area 11)

Jessica Scafe (Area 12)

*Staff assigned: James Cavalluzzo, secretary; Ann Bradbury, assistant secretary; Laura Gibbons, administrative support*

*We also thank these former members of the committee:*

*Billy Smith (Area 03), Brian Goetz (Area 11), Christine Fuller (Area 12), Darren Feltren (Area 04), Debra Burns (Area 11), Greg Fjetland (Area 07), Jackie Pierre (Area 03), Jennifer Tkachuk (Area 11), Jo-Anne Chartrand (Area 11), Kevin Staneland (Area 08), LaVerne Bernier (Area 05), Nancy Dwyer (Area 02), Pirooska Potornay (Area 12), Tom Babott (Area 09), Trever Garrett (Area 04)*

### What we do:

As area education liaisons, we organize general interest learning opportunities in our respective areas. We review the union's education curricula to ensure the union's education goals and objectives are being achieved in the delivery of BCGEU Learning courses and workshops. We also evaluate and select recipients of the union's scholarship program.

### Our key accomplishments since last convention:

We awarded \$240,000 in scholarship funds to BCGEU members and their families around B.C. Also, we did more work with our education liaison officers to identify areas of education in which we need to focus.

### Our challenges and how we addressed them:

Despite COVID-19, we came together, albeit digitally, to consider and award scholarships during 2020.

### Our priorities going forward:

We intend to define the role of area education liaisons and determine how we can best support them. We also look forward to being able to expand the number of workshop offerings in our living and working educational streams. This, we hope, will encourage more members to participate and engage with us.

## Grievance appeal committee

### Who we are:

Doug Kinna (EVP), co-chair  
James Coccola (EVP), co-chair  
Joanna Lord (EVP), co-chair  
Kari Michaels (EVP), co-chair  
Andrea Duncan (C3)  
Cina Opel (C4)  
Cindy Battersby (C7)  
Cynthia Egli (C6)  
Dave MacDonald (C17)  
Dean Purdy (C1)  
Judy Fox-McGuire (C6)  
Kusam Doal (C5)  
Mahen Ramdharry (C4)  
Maria Middlemiss (C12)  
Matt Damario (C12)  
Megan Washington (C17)  
Pamela Pye (C3)  
Richard Consalvi (C8)  
Rob Davis (C20)  
Rory Smith (C10)  
Scott De Long (C8)

*Staff directors assigned: Thom Yachnin, Doug Dykens  
We also thank former member of the committee, Emet Davis (director)*

### What we do:

We assess appeals from members who've had their first level of grievance appeal at the local level denied, or hold hearings at an initial stage for members appealing decisions related to their classification appeal or grievance in the advocacy department. This stage of the appeal process ensures the union has met its obligation under Section 12 of the Labour Relations Code.

### Our key accomplishments since last convention:

Our union handles thousands of grievances each year. A total of 11,731 new grievances were filed during the period of Feb. 1, 2017 to Jan. 31, 2021.

The BCGEU constitution provides for two levels of appeal – an area grievance appeal committee and the provincial executive grievance appeal committee. The provincial

executive committee heard a total of 36 grievance appeals. Twenty-four of these were sent up to us from the area grievance appeal committees which evaluated 125 appeals during the period.

### Upon careful consideration, the appeals were handled in the following fashion:

Twenty-four of the 36 appeals were dismissed prior to a hearing occurring and one appeal was dismissed following a hearing. One of two appeals from classifications was referred back and the other appeal was granted. Finally, of nine appeals put forward by our advocacy department, two were referred back and seven were dismissed.

Committee decisions are the result of quasi-judicial hearings, based on factual evidence, collective agreement language and jurisprudence. For any given panel the committee is composed of three elected officers, with a staff representative assigned as a secretary.



## Environment committee

### Who we are:

James Coccola (EVP), chair

Chris Jack (104)

Chris Walker (2002)

Dax Bourke (2010)

DJ Pohl (1204)

Lana Vincent (1003)

Laurie Proudfoot (809)

Tammy Lewis (304)

*Staff assigned: Susan Howatt, secretary; Bronwen Barnett, assistant secretary; Lorinda Banks, environment officer*

*We also thank these former members of the committee: Megan Scott, secretary; Dave Cherry (402); Roy Scafe (310); Lara Stroud (512)*

### What we do:

We provide advice and make recommendations to the provincial executive on matters of environmental policy that affect BCGEU members. We promote labour's role in environmental responsibility. We also evaluate and comment on government policy regarding the environment.

### Our key accomplishments since last convention:

A priority of ours has been to "green" our union by ensuring the recommendations outlined in the 2017 BCGEU greenhouse gas (GHG) reduction plan are implemented. The work has begun. We installed electric vehicle charging stations at BCGEU headquarters and the Fraser Valley area office. Our union intends to install stations at all area offices as soon as possible. A working group, established in 2019, meets regularly to discuss our GHG plan, emissions tracking, and energy consumption at BCGEU facilities.

We're working hard to be part of climate change policy and solutions. James Coccola, an executive vice-president, and staff member Megan Scott have become members of the BC Federation of Labour's climate change working group and attended the Just Transition Summit in April 2018. Coccola also attended the UN Climate Change Conference in Poland in 2018 (COP-24) and in Spain in 2019 (COP-25). Both conferences were opportunities to deepen relationships and to strengthen the global network committed to just transition work.

Committee member DJ Pohl was appointed to the provincial government's Climate Solutions and Clean Growth Advisory Council in 2018 and was re-appointed in 2020. The council's mandate is to evaluate CleanBC, the province's climate plan, and recommend how B.C. can meet its 2022 and 2030 goals for GHG emissions reductions.

Our partnerships have been growing. The BCGEU is a signatory to the Trade Unions for Energy Democracy, a global network of unions. Its mission is to share resources on climate and energy issues. As well, we've partnered with Our Water BC and working with other community and advocacy groups to ensure the health of all freshwater resources in B.C.

### Our challenges and how we addressed them:

COVID-19 has impacted us in a number of ways, beyond the cancellation and postponement of events. We've missed opportunities to meet with community partners. We would like more allies to work with as few other unions have environment committees, thereby limiting our partnerships within the labour movement.

### Our priorities going forward:

We will continue to bring labour's voice to the issue of climate justice in our communities. Our future work will include polling members to gauge their understanding around climate issues, organizing virtual roundtables with members to boost engagement and arranging a one-day climate justice event with other unions in late 2021.



We need to find climate solutions in which all workers can see a secure future for themselves – a shared vision that will inspire us to put our shoulder to the wheel and make this happen. The BCGEU has an opportunity to show leadership on a just transition towards a low carbon economy that is fair and equitable for all."



## International solidarity committee

### Who we are:

Kari Michaels (EVP), chair

Andrea Duncan (C3 VP), co-chair

Maria Middlemiss (C12 VP), co-chair

Ana Treijs (509)

Coralie Gregoire (703)

Ho-Ying Kui (803)

Masoud Aminzavvar (803)

Mehdi Salem (105)

Randy Sandberg (1008)

Richard Ziemianski (401)

Ron Storm (601)

Scott Bumphrey (1001)

Siri Tilling (308)

*Staff assigned: Megan Ashbury, secretary; Hasan Alam, assistant secretary; Carol Wood, Erik Hoibak, Rene-John Nicolas, Britt Skinner, BCUWU Intersol committee representatives*

*We also thank these former members of the committee: Doug Dykens, secretary; Mike Clarke; and Richard Stanley*

### What we do:

We make recommendations to the provincial executive regarding union policies in support of international solidarity, including migrant workers, asylum seekers, undocumented people and refugees. We recommend funding of solidarity and development projects through the Diane L. Wood International Solidarity Fund and the Tom Kozar Scholarship Fund. We also offer advice on donation funding in response to humanitarian crises.

### Our key accomplishments since last convention:

Since last convention, we have composed and sent dozens of messages of support for jailed trade unionists, endangered human rights activists and against anti-union activities globally. With our partners, we support threatened trade unionists and activists in many countries. Our power is in reminding authorities that the international community is watching their actions and, by doing so, we hope to save lives and improve working conditions. We also monitor the work of our international partners in Honduras, Philippines, Africa, and Palestine and Israel.

We have also met with partner groups visiting Canada, including CoDevelopment Canada's southern partners from Nicaragua, and Indigenous activists from Guatemala concerned with the impacts of Canadian-owned mining companies. As well, we have received presentations from Free Them Now – our Kurdish partners, and the DARE Network, among others.

### Our challenges and how we addressed them:

We never know when a disaster or devastating event will occur, but when they do, we are here to help. Our work involves making recommendations to our leadership to access funds. Since the beginning of COVID-19, the work of our partners has increased and we have been able to offer extra funding to help support them.

### Our priorities going forward:

Our committee looks forward to working on new strategies to engage the membership. At present these include storytelling in The Provincial magazine, making presentations at member meetings, and updating friends and supporters using social media channels.



The 2017 convention resolved to increase support for the fund from 20 cents to 25 cents per month from each member's dues, allowing our union to expand its contribution to advancing peace, human rights and gender equality, public services, fair trade, workers' rights, an end to child labour, and respect for international labour standards. We currently help fund more than 20 different organizations around the world."



## Resolutions committee

### Who we are:

Doug Kinna (EVP), chair

Dean Purdy (C1 VP)

Jason Singh (I203)

Judith Porter (601)

Keith Stone (503)

Kris Garneau (2012)

Mahen Ramdharry (C4 VP)

Pamela Pye (C3 VP)

*Staff assigned: Doug Dykens, secretary*

### What we do:

We receive resolutions submitted to our union's triennial constitutional convention, and refer them to the appropriate convention committee, or make recommendations, and develop composite resolutions for submission to convention. We also receive and process all resolutions submitted by BCGEU members to the BC Federation of Labour (BC Fed), the National Union of Public and General Employees (NUPGE) or the Canadian Labour Congress (CLC) conventions.

### Our key accomplishments since last convention:

Our committee reviewed and prepared resolutions for the 2019 NUPGE convention, the Canadian Labour Congress convention, and BC Federation of Labour conventions between 2018 and 2020. We're also processing resolutions for the 2021 BCGEU constitutional convention.



JUNE 16, 2017 Rally to support PSAC on the Phoenix pay system



## Equity and human rights committee

### Who we are:

Kari Michaels, Chair  
April Duffield (303)  
Darryl Flasch (603)  
Jackie Pierre (2003)  
Jason Singh (1203)  
Lisa (Lee) McArthur (303)  
Megan King (710)  
Silke Allard (801)  
Souie Gorup (601)

*Staff assigned: James Cavalluzzo, secretary; Keith Cameron, assistant secretary; Gaganpreet Gill, administrative support; Sheila Puga, resource person*  
*We also thank these former members of the committee: Sussanne Skidmore (EVP); Cheryl Gilbert (2012); Connie Laroche (1201); Pam Desjardine (807); Serena Bhandar (801); Emet Davis, resource person*

### What we do:

We advise the provincial executive on ways to advance equity and human rights through education, policy and action in our union, our workplaces and in society. Our committee includes two representatives each for Indigenous workers, workers of colour, workers with disabilities and 2SLGBTQI+ workers.

### Our key accomplishments since last convention:

Our key accomplishments include holding a series of roundtable meetings for all equity groups. Reports produced following each event contained extensive recommendations around needed improvements, which we hope to soon have implemented. We submitted interim recommendations to the provincial executive for action and expanded the size of our equity group committees.

### Our challenges and how we addressed them:

We've begun addressing the issue of poor outreach, which has been long standing. We've worked to add members to our contact lists, resulting in our current networks having grown by 400 per cent.

### Our priorities going forward:

We're planning an orientation to get our expanded committees up and running. We're also intending to survey our members' experiences of racism in the workplace and use the data to undertake an anti-racism campaign.



Our work has taken on a new urgency with the intense focus on systemic racism in light of state violence against Black individuals and the Black Lives Matter movement."

APRIL 14, 2018 BCGEU booth at Vaisakhi 2018



## Women's committee

### Who we are:

Stephanie Smith (president), chair  
Kari Michaels (EVP), co-chair  
Joanna Lord (EVP), co-chair  
Teresa Shaley (104)  
Andrea Duncan (C3 VP)  
Pamela Pye (C3 PE rep)  
Amanda Greenlay (304)  
Cina Opel (C4 PE rep)  
Marilyn McLean (404)  
Kusam Doal (C5 VP)  
Shannon Dudley (501)  
Judy Fox-McGuire (C6 VP)  
Cynthia Egli (C6 PE rep)  
Shirley Kay (601)  
Cindy Battersby (C7 VP)  
Monica Wyllie (704)  
Karen Reeves (804)  
Lana Vincent (1003)  
Maria Middlemiss (C12 VP)  
Dawn Dreher (1211)  
Gayle Furgala (1707)  
Megan Washington (C17 PE rep) (partial term)  
Jennifer Keenan (C17 PE rep) (partial term)  
Jackie Pierre (2003)  
Laura Snow (CEU) (Affiliate)  
Tracy Goyer (BCFMWU) (Affiliate)

*Staff assigned: Ann Bradbury, secretary; Susan Howatt, assistant secretary*

*Former members: Helen Repole (1207); Patty Clermont (104); Carla Dempsey (801); Kimberlee MacGregor (504); Patty Schlafen (104); Anita Sullivan (505); Cathy Suttill (405); Sussanne Skidmore (EVP); Emet Davis, secretary; Holly Reid, assistant secretary.*

### What we do:

We make recommendations to the provincial executive on the elimination of specifically identified systemic barriers to the full participation of women, trans, non-binary and gender non-conforming members in the union and promote awareness of women and

gender rights issues within the union. We also develop bargaining proposals and advance policy motions on critical issues affecting women and gender rights and engage in vital work to educate and inform; learn and grow; advocate and take action.

### Our key accomplishments since last convention:

We organised seven meetings and three regional conferences covering a variety of issues.

Regional conferences took place in region one (2018) and region two (2019) and region three (2021). Region one and two conferences shared the theme, From #MeToo to Now What? Building a Workplace Culture of Consent to End Sexual Harassment. The conference featured front line workers along with provincial, local, and Indigenous leaders in discussions on the impact of #MeToo and what needs to change. The region three conference (2021) focused on women, work and COVID-19.

Committee members attended the United Nations Women's Conference in New York and participated in the federal government's roundtable on gender-based violence. As well, the BCGEU sent letters to the provincial government calling for paid leave for survivors of domestic and sexual assault, and language in new collective agreements for special leave for employees experiencing domestic violence. In 2020, as a result of the advocacy, the government announced up to five days paid leave for employees experiencing domestic and sexual violence.

A special-edition committee meeting held in June 2020 focused on the disproportionate impact of COVID-19 on women and racialized women as front line workers in the essential workforce. Members working in seniors care, child care, transition services and immigrant services shared their stories to help map out a feminist, intersectional and gender just recovery plan. They also made recommendations to the provincial executive for more political engagement going forward.

### Our challenges and how we addressed them:

When COVID-19 hit, our committee was able to pivot quickly to a virtual-only format. In fact, the region three women's conference was held this way in March 2021.

We are concerned that the pandemic has put decades of hard-won progress toward gender equality at risk and has illuminated continued racial inequities. Working with the minority NDP government in the three years prior to the current majority was challenging. We pushed hard for policy change on child care, pay equity, additional funding for transition housing,



and paid leave for survivors of sexual and domestic violence. Our advocacy work included participation in the development of B.C.'s first ever poverty reduction strategy, TogetherBC, and we ensured our member's voices were included in our submission to the MMIWG report in 2018.

#### **Our priorities going forward:**

We will be expanding the committee's reach and rebranding it to be more inclusive of broader gender rights. This will require a change to the constitution, which will be brought forward at the 2021 convention.

The committee will work with members to design a plan to educate and do outreach when we roll out the women's and gender rights committee following a consultative approach. With this change we will bring an intersectional lens to feminism. The committee will address different barriers on issues of identity, such as sexuality, race, gender identity, or ability.

We will also continue to advocate for quality, universal, accessible, affordable child care for all working families and a provincial wage grid for child care professionals.

**JUNE 3, 2018** the Women's Committee collecting donations on Tampon Tuesday



## Young workers' committee

### Who we are:

James Coccola (EVP), co-chair

Kari Michaels (EVP), co-chair

Angela Chiasson (303)

Brittany Mueller (104)

Guilherme Rosales (2004)

Jessica Humphries (702)

Jocelyn Vandenheuvel (1710)

Kayla Woodruff (603)

Kris Tewinkel (502)

Samantha Brumwell (801)

Thomas Christen (406)

Tori Reid (1207)

Tyson Burge (1003)

*Affiliates: Geoff Stephens (BCFMWU), Mary Jane Waenink (CEU)*

*Staff assigned: Hilary Andow, secretary; Neil Vokey, assistant secretary*

### What we do:

We develop and recommend policy to the provincial executive about issues concerning young workers - i.e. workers under the age of 30. We work to understand the BCGEU's relevance for young workers and how to encourage their participation in our union. We encourage, mentor and support participation of young workers in the mainstream activism of the BCGEU, and we encourage the union to support young workers in becoming and remaining active.

### Our key accomplishments since last convention:

We created terms of reference for our committee and an election processes to ensure fairness and democratic accountability. Our recommendations were accepted by the provincial executive.

In 2019, the committee held a conference attended by 53 delegates, including young workers from our affiliates,

the BC Ferry and Marine Workers' Union and the Compensation Employees' Union. The theme was power in organizing.

The committee has also increased our presence and visibility, networked and provided support to young workers in the BCGEU. Young workers have represented the BCGEU at the BCFED convention, the NUPGE convention, and the CLC convention. Members have also facilitated courses, sat on panels and grown their reputations as young leaders.

### Our challenges and how we addressed them:

Turnover in the committee membership is an ongoing challenge as young workers often move on to new jobs or hold committee positions for only one term. This means work is always ongoing to recruit and train new members. We're happy, however, that some move onto other positions in the BCGEU or other unions.

### Our priorities going forward:

We will be planning another young worker conference, open to all young workers who sit on a union local.

As well, committee members will receive training and tools to succeed in their committee roles.

More work will be done to identify and promote young worker representatives on the NUPGE and BC Federation of Labour young worker committees.

“

A well-trained union activist is a benefit not to just us on the young worker committee, but to the labour movement as a whole.”





MAY 15, 2018 Hard Rock Casino workers rally

## Political action committee

### Who we are

James Coccola, co-chair

Joanna Lord, co-chair

Amber Keane (703)

Breanne Nyquist (606)

Joel Blanco (401)

Kelly McDonald (1006)

Matt Damario (1203)

Robbie Clarke (501)

William McKerrow (808)

Zahra Damjanovic (1703)

Garnet Redding (BC Ferry & Marine Workers' Union)  
(Affiliate)

*Staff assigned: Jasleen Arora (secretary); Holly Reid  
(assistant secretary)*

*Former members: Sussanne Skidmore (EVP), co-chair;  
Chris Mikulasik (311); Katie Riecken, secretary; Karen  
Tankard, assistant secretary*

### What we do

We identify and make recommendations to the provincial executive about union policy, political action and initiatives, including lobbying, impacts of public policy, defending workers' interests, and coalition building. We also provide education for members and communicate on electoral issues with an eye toward increasing member engagement and mobilization.

### Our key accomplishments since last convention

We're pleased to have been able to grow our volunteer base of activists through our work on federal, provincial and municipal election campaigns during the last few years. As well, our committee has conducted campaign training and adopted more efficient technology to engage members by using online tools like CallHub and Hustle for phone and text banks.

### Our challenges and how we addressed them

We've been constantly challenged by a need to effectively engage more members to take on educational opportunities and become active volunteers. Providing support and opportunities to members to move from training to volunteer opportunities on a large scale is difficult. This will continue to require our consistent focus, a clear strategy and resources.

Changes to election regulations, specifically third-party requirements, impacted the committee's approach to elections in 2019 and 2020. Due to the complexity of these new changes, being in compliance now requires consultation with legal counsel.

### Our priorities going forward

Engaging more of our membership to become volunteers and continuing to provide opportunities for members to participate in political action.

## Occupational health and safety committee

### Who we are

Doug Kinna (EVP), Chair

Shane Rush (102)

Pamela Pye (303)

Cina Opel (402)

Kimberlee MacGregor (504)

Cynthia Egli (605)

Marcel Beerkens (707)

David Fox (801)

Rory Smith (1004)

Rhonda White (1211)

Trevor Bodill (1703)

Gary Casperson (2008)

Toni Murray (CEU)

Krista Lefleur (BCFMWU)

*Staff assigned: Megan Scott, secretary; Brian Campbell assistant secretary*

*Former members: Sandy Bojchko (1209); Brandie Frawley (2001); Gary Horsman (2005); Brandon Thistle, secretary; and Wendy Mah, assistant secretary.*

### What we do

We review, develop and recommend OHS policy to the provincial executive. We assist in identifying problem areas needing priority attention or action plans, including training needs, bargaining proposals, and resolutions. We act as a resource and contact for the OHS department and component OHS committees.

### Our key accomplishments

We hosted a two-day health and safety conferences with the Compensation Employees' Union (CEU) in 2017 and 2019. These events focused on workplace mental health and ways to build psychologically safe and healthy workplaces. Participants told us they learned new skills and returned to their workplaces with a renewed commitment and enthusiasm for their work.

We fine-tuned the process for appointing OHS representatives to make it more effective and workable for BCGEU locals and area offices. The provincial executive approved it in 2019. Key changes include ending three-year terms for reps and implementing annual reviews of OHS appointments.

We built a new OHS microsite, received space for OHS articles in The Provincial magazine, and began working towards developing a psychological health and safety course. We also recommended a campaign about mental health and addictions to be created.

### Challenges and how we addressed them

COVID-19 challenged us around ways to deliver OHS education. We moved courses online so that we could continue to provide training on basic health and safety rights to our broader membership.

The transition to virtual learning continues because we know online course delivery is here to stay, even when we can return to safe in-person learning.

### Priorities going forward

We're planning our BCGEU-CEU OHS conference for 2021. Past events have been well-received and the interest from BCGEU members has been overwhelming. We've forwarded a resolution to convention for the conference to be held yearly – a move that would allow more OHS reps to attend.

We're encouraging efforts to add more courses, test new locations for courses, and improve communication about educational opportunities.



OCTOBER 15, 2019 BCGEU Workers of Colour roundtable

## Finance committee

### Who we are

Paul Finch, chair

Doug Kinna, vice-chair

Andrea Duncan (C3 VP)

Dave MacDonald (C17 VP)

Judy Fox-McGuire (C6 VP)

Kusam Doal (C5 VP)

Maria Middlemiss (C12 VP)

Rick Consalvi (C8 PE rep)

Rory Smith (C10 VP)

*Staff: Peter Mehling (secretary); Siân Raphael (assistant secretary); Sheila Puga (resource person), Frank Anderson (BCUWU Rep)*

*Former members: Richard Schaeffer (703), Kimberlee MacGregor (504), Scott De Long (C8 VP), Brent Camilleri (former BCUWU Rep), and Mary Rowles (staff).*

### What we do

We provide oversight of the audit and risk management of the union's funds and assets, monitor the union's financial position and budget development process, interpret existing financial policy and draft new policy for recommendation to the provincial executive.

### Membership access

The expense policy is interpreted to ensure that elected members can fully contribute and participate in meeting their responsibilities. The tests for an existing or new policy are framed as:

"if the member this applied to was single with a dependent and lived in a remote community, could they fully conduct their elected role in the union without undue hardship?"; and

"a member should never be out-of-pocket as a result of performing union business".

The committee met 20 times from January 2017 to January 2021. The committee's work is reported at provincial executive meetings with recommendations submitted for review and approval. The committee carries out duties specified under Article 9.9(a)(iv) of the union's constitution and is, in general, responsible for the union's finances.

### Implementation of 2017 Constitutional Convention decisions

Resolution B-34, referred by convention to the provincial executive, requested that the union change PE Policy G-3 so that eligibility for a paid day of rest is based on hours worked, not days worked.

PE Policy G-3 "Union Leaves of Absence" and Financial Manual Article 9.3 were amended so that a member is entitled to receive one day of union paid leave of absence (G-3 day) when they are scheduled to work a combination of union business, (including travel and/or layover day(s), if required), and regular work that results in (a) missing a scheduled day of rest due to union business and (b) having more than seven days or 49 straight-time hours without a day of rest. This G-3 day must be scheduled at the completion of the union business and before returning to their regular work.

Resolution B-36, referred by convention to the provincial executive, tasked the committee with reviewing travel in rural areas (flying versus driving) to remove barriers to participation.

To assist with its review, the committee asked components and the union's conventions, conferences and travels department to document rural area travel cancellations for the period September 2019 to March 2020.

With union travel having been substantially curtailed in 2020 as a result of the COVID-19 pandemic, the committee decided to delay further work on this resolution until union travel resumes at more normal levels and until post-pandemic travel issues can be considered.

Resolution B-38, referred by convention to the provincial executive, requested that the union offer the option of direct deposit to all activists working on headquarters business.

The provincial executive conditionally adopted the recommendation and referred the issue to the committee.

The committee's implementation report, adopted by the provincial executive, added Financial Manual Article 9.2(g) which states that, "members may opt to be reimbursed from headquarters' funds by electronic means, by submitting to the finance department, a direct deposit authorization form (FA-852)."

Resolution B-57, referred by convention to the provincial executive, requested that the union allow members traveling to union events with their dependent children to purchase their own air travel tickets on carriers other than what would be booked by the BCGEU travel department, if the cost of such travel is less than what



is available through the BCGEU travel department. The provincial executive referred the issue to the committee with the added point that unionization be a criteria.

PE Policy G-6 "Accommodation and travel for spouses/ partners/ dependent child(ren)" was amended to allow members the option to book their own tickets on unionized carriers if they are accompanied by family on union business. Members are required to notify the union at least three weeks in advance if they wish to exercise this option.

The committee ensured that the union's operating budgets reflect the following convention decisions;

- › Resolution A-13 - Increase basic strike pay from \$300 per week to \$325 per week.
- › Resolution A-17 - Increase annual scholarship funding from \$45,000 to \$60,000.
- › Resolution A-31 - Set a minimum of 6.5 per cent of union dues for components compared to the 6.2 per cent components had been receiving.
- › Resolution B-41 - Provide headquarters paid leaves of absence for members elected or appointed to labour council executive positions so that they can attend labour council executive meetings.
- › Resolution B-47 - Effective Jan. 1, 2018, increase the number of headquarters paid leave of absence days for component member to member (M2M) campaigns from 8 per local per year to 12 per local per year, to be allocated by the component following the approval of a component's approved M2M plan, as outlined in part A(1) of PE Policy G-29 "Campaigns and Strategic Partnerships".
- › Resolution B-59 - Increase the per capita funding to the BCGEU Diane L. Wood International Solidarity and Humanity Fund from 20 cents per member per month to 25 cents per member per month effective July 1, 2017.
- › Resolution from the floor - Increase provincial executive honorariums from \$3,500 per year to \$3,700 per year.

The committee ensured that the union's Financial Manual (FM) was amended to reflect convention decisions as follows

FM Article 2.2 "Remittances to components" refers to Article 10.7 of the constitution, which now sets a minimum portion of union dues allocated for components.

FM Schedule A reflects the current minimum 6.5 per cent of union dues allocated for components.

### **Monitoring the financial position of the union**

Monthly financial statements of the union are reviewed at each committee meeting prior to presentation for adoption by the provincial executive. The committee reviews supporting documentation for selected financial statement items and receives explanations for significant budget variances.

The committee reviews the union's dues summary dashboard on a quarterly basis and considers issues arising in the collecting of union dues.

The committee reviews defence fund and general fund investment portfolio market values and investment decisions prior to most provincial executive meetings.

The union's annual audited consolidated financial statements are reviewed prior to presentation for adoption by the provincial executive.

The committee monitors the receipt of financial statements, supporting financial records and annual donation reports from components, locals and cross-component committees to ensure that the submissions are filed in accordance with financial policy and reviewed on a regular basis.

The committee monitors the progress of component audits and the timing of annual reimbursements to cross-component committees.

### **Budget review and development**

The committee provides early input into the development of the union's annual budgets.

The union's draft annual operating and MAAM (major asset acquisition and maintenance)/capital budgets and draft mid-year budget revisions are reviewed prior to presentation for adoption by the provincial executive and are monitored on an ongoing basis.

The committee ensures that annual component budgets are prepared in order to provide for an allocation of funds among components.

### **Updating financial policies and procedures**

As issues arise, the committee reviews headquarters and component financial procedures to ensure they support union financial policies and recommends revisions to the travel expense policy and the rates for good and welfare, private dwelling accommodation, meal allowances, incidental expenses and automobile expenses.

It reviews all financial policies to ensure they meet the needs of all members of the union. Significant changes to provincial executive (PE) policy and the financial manual (FM), which resulted from committee recommendations to provincial executive are as follows:

Increased FM Schedule A rates for automobile, meal, good and welfare expenses, and component recognition of activist service mementos to reflect rising costs.

Amended FM Schedule A for emergency financial assistance;

To increase the rates with a commitment to reassess the need for the higher rates at the end of the COVID-19 pandemic; and

To provide a single member living with dependent child(ren) the same assistance as provided to a married member.

Amended the FM Schedule A definition of union dues to clarify that members are not required to pay union dues on long-term disability benefits.

Amended FM Articles 2.7 and 6.3 to allow component funds to be disbursed by electronic funds transfer (EFT).

Added FM Article 2.14 "Fund Raising" to prohibit the holding of ticket raffles, 50/50 draws, or any other forms of gambling at union events or on union property.

Amended FM Article 8.5 "Emergency Financial Assistance" to clarify that assistance may be provided to full members and life members and to provide circumstances for when full membership ceases.

Added FM Article 8.8 "Travel Arrangements" and amended FM articles 9.1, 9.4(c), 9.7(a) and 9.7(b) to clarify that, in most cases, union travel must be booked through the union's in-house headquarters travel clerks with a minimum of two weeks' notice.

Amended FM Article 9.1 "Authorization" to state;

that members/representatives should not be "out of pocket" as the result of conducting union business; and

that in the case of headquarters paid out-of-country education and/or travel, additional prior authorization is required from the provincial executive.

Amended FM Article 9.4 "Accommodation" to state;

that in addition to covering hotel charges for room, tax and allowed phone calls, the union will also cover the cost for basic hotel internet; and that other hotel charges will be the responsibility of the member/representative and, if paid by the union, may be recouped or deducted from future reimbursements to the member/representative.

Amended FM Article 9.7 "Travel Expenses" to state;

that members may book automobile rental through our in-house headquarters travel clerks without prior approval when the total cost of the automobile rental is comparable to the total cost of the alternative available means of transportation, e.g., taxis, carpooling, or no other form of transportation is available. Previously, a member had to demonstrate that the automobile rental option was less expensive; and that there is no reimbursement for the use of ride-hailing or car sharing services (Lyft, Uber, Kater, etc) except in exceptional circumstances which will go to the treasurer's office for approval.

Amended FM Article 9.9(b) "Headquarters monthly communication expenses" to increase internet reimbursement to provincial executive members from \$70 to \$100 per month.

Added FM Articles 9.18(3) "Temporary Computer/Asset Purchase Advances" and 9.18(4) "component Forgivable Computer Advances" to give components more flexibility if they want their executive to have access to computers for union business.

Amended PE Policy G-25 "Special Group Meals";

to increase the maximum meal cost per person for catered lunches at BCGEU offices from \$5 to \$10 and later to \$15 higher than the standard lunch meal allowance rate and to provide the same \$15 "lift" for catered breakfasts and dinners at BCGEU offices;

to provide cross-component committees with a mechanism if they wish to exceed the maximum group meal amount for an activist appreciation event. They must seek prior approval from the treasurer of the union; and

to allow catered lunches at hotels at rates which can exceed twice the standard lunch meal allowance rate. This is in recognition of the benefit of having staff and members stay "on-site" during lunch breaks.

Amended PE Policy G-28 "Travel Arrangements and Requests for Flight Change";

to state that all travel must be booked through our in-house travel clerks including;

airline flight bookings,

rental car reservations,

accommodation reservations;

to state that a minimum of two weeks' notice is required;

to document possible consequences or additional requirements when minimum notice is not provided; and

to clarify the approval process for flight changes requests.

Amended PE Policy K-2 “Target Groups”;

to incorporate gratuity earnings into gross pay for the purposes of calculating target pay;

to increase target pay from a maximum of \$100 per day to \$120 per day; and

to adjust the calculation for target pay to allow those with dependents to receive additional pay up to the maximum of \$120 per day.

Added PE Policy H-4 “Activist Appreciation Events” to document who pays for what expenses and to clarify the planning process.

### Other policy recommendations

The committee made the following two recommendations with regards to union dues on pandemic pay:

that union dues be deducted from all pandemic premiums paid to members including those which may be paid to members of the Health Sciences Professionals Bargaining Association from a \$5 million dollar fund provided by the Government of B.C.’s Ministry of Health (adopted by the provincial executive at its May 12 & 13, 2020 meeting); and

that the union ask LifeLabs to deduct union dues from front line work bonuses of BCGEU members if the bonuses had not already been paid or processed to pay and that the union take no action to collect union dues if the bonuses had already been paid or processed to be paid.

The committee recommended to the provincial executive three resolutions to amend the union’s constitution at convention 2021.

### Interpreting financial policies and procedures

Since the last convention, arising from component, member or staff inquiries, the committee has provided the following significant interpretations of financial policies and procedures:

- › The committee decided that since Tapp cars in Edmonton are unionized, their use will be an allowable expense.
- › The committee approved using gift cards, instead of toys, as presents for children attending cross-component committee children seasonal parties.
- › The committee provided temporary authority to book earlier flights for members travelling from certain rural regions in order to reduce travel arrangements being completely cancelled due

to frequent flight cancellations during the winter season.

- › The committee decided that automatic full day book off from work in order to travel to union business is not a reasonable request and agreed that leave of absence requirements for travel should continue to be determined on a case by case basis in accordance with PE Policy G-3.
- › The committee approved the union paying the flight cost for a member’s husband to travel with her to convention. The member had two very young children and could not travel and fully participate in the convention without her husband’s assistance. No daycare costs were to be reimbursed but the family was able to take advantage of the on-site daycare provided at convention.
- › The committee decided that a cross-component committee (CCC) was offside of the union’s financial policies when it hosted three separate retirement dinners, outside of the normal business of the CCC, for two staff members and one CCC member. The committee agreed that CCC may honor a retiree by inviting them to attend a regular CCC dinner meeting.
- › The committee decided two BCGEU members, living together in a civil union, cannot file two separate claims for emergency financial support but rather the support is shared, unless they both request it be separated, in which case the support is split with any support for dependent child(ren) provided to the member(s) having custody.
- › The committee recommended to the provincial executive that WestJet be approved for use for union travel given that WestJet pilots are now unionized and given that there was a drive underway to unionize WestJet flight attendants.
- › The committee decided that that cross-component committees are not required to shop at Costco and therefore Costco memberships are not a reimbursable expense.
- › The committee decided to have headquarters pay for leaves of absence for members counting ballots for local elections in early 2018. This arose when a number of components expressed concern that the leave of absence costs were higher than anticipated due to area offices dictating that ballot counting had to be done during the daytime, resulting in members being booked off work instead of doing the counts in the evening.

- › The committee decided that, since members of joint labour management committees normally use employer provided phones to carry out their duties, the union should not cover non-long distance communication expenses which may arise when members travel to attend joint labour management meetings once every two months.
- › The committee decided that emergency financial assistance is not available when members are evacuated from their homes due to a natural disaster and there is no damage to their home. Assistance is only available if damage to a member's home by flood, fire, or natural disaster makes it uninhabitable.
- › The committee decided that emergency financial assistance is not available when a member experiences the death of an unborn child.
- › The committee turned down a cross-component committee's request for additional funding to host a catered summer barbeque for 500 at a total cost of about \$19,000 or \$38 per person.
- › The committee decided that members and representatives using parking apps should provide receipts sent to their email in order to be reimbursed.
- › The committee agreed that the use of a car service is a reimbursable expense as long as it is cost neutral in comparison to using a taxi service.
- › The committee decided that since some members must work second or even third jobs in order earn a living wage there should be some flexibility in the one FTE wage replacement maximum contained in PE Policy G-4 "Wage Replacement for Members Working in non-BCGEU Certifications".
- › The committee decided that prior approval is required before a member can claim meal allowances for their accompanying dependent children.
- › The committee decided that every effort should be made to ensure that there is a one-to-one ratio of table officers to members-at-large on component finance committees. This would dictate that there be a minimum of 4 members on the committee.
- › The committee decided against allowing cross-component committees to create petty cash accounts to assist with the reimbursement of expenses when two CCC members are not available to co-sign a CCC cheque. The committee believes that other ways, such as issuing temporary or standing advances, should be used to address the situation.
- › The committee approved revisions to FA-825 "List of allowable and non-allowable expenses for cross-component committees" as follows:
  - total annual sponsorships shall not exceed 30 per cent of a CCC's annual imprest account limit;
  - \$25 per child limit on gifts from the CCC;
  - maximum of \$200 honorarium for members to teach a course with PE & component executive members not entitled to course honorariums since they are already entitled to an annual honorarium;
  - if a CCC wants to spend more than \$300 per year on strike picket line support for BCGEU members and non-members they should seek approval from the union's treasurer;
  - CCC treasurers authorized for four days of headquarters paid leave of absence and related local travel expenses per year to assist them with fulfilling the duties of their elected positions, (increased from two days per year);
  - Membership contest prizes are limited to 1st, 2nd and 3rd place to a maximum of \$50 per prize in the form of gift cards;
  - CCC cannot donate cash, food, clothes, etc. directly to an individual or a family;
  - CCC meeting attendees cannot claim a meal allowance if they attend at home by video conference; and
  - CCCs cannot deem one of their meetings as a "special group meal".
- › The committee upheld an existing policy which says that headquarters will provide potable water as part of "infrastructure" on a picket line. All other beverages (coffee, tea, hot chocolate, water flavourings, etc.) are a component expense including any other miscellaneous items required to serve the beverages, such as: paper cups, stir sticks, marshmallows and so forth.
- › The committee approved a component paying travel costs for a retiring local chairperson and their spouse to attend a component executive recognition dinner.
- › The committee approved paying travel costs for the mother-in-law of a local chairperson attending an activist appreciation event. The mother-in-law travelled between areas to provide child care and, in lieu of daycare costs, the member wanted to be able to claim the cost of a walk-on foot passenger and the mileage to/from the ferry terminal to pick her up.

- › The committee authorized the reimbursement of a flight change fee for a member's spouse which arose when there was a last-minute date change for a union event. The original ticket cost was paid by the member.
- › The committee decided that members must accept scheduled work prior to being entitled to wage replacement for union business.
- › The committee decided that members are entitled to claim a breakfast meal when a hotel offers a complimentary meal and a taxi fare when a hotel offers a complimentary airport shuttle.
- › The committee approved a member using a rental car to travel from Prince George to Prince Rupert for union business since the member anticipated the total cost would be less than for flying.
- › The committee considered the case of a member travelling from region four to an article 29 meeting in Victoria and wanting the union to cover the extra costs associated with a stop in Vancouver to attend their daughter's surgery.
- › The committee decided that the extra expenses were not a legitimate headquarters cost and agreed with the union treasurer's decision to allow the component to pick up the extra expenses.
- › The committee, having agreed that members, within their local area, are only entitled to be reimbursed for per kilometre automobile expenses when their union business travel is more than their normal commute, decided that members who do not have a regular place of employment or that work in a variety of locations should, for the purposes of calculating the mileage of their normal commute, select a representative "home base" worksite.
- › The committee decided that in those situations where a member is requesting leave outside of normal policies, travels and conventions staff should refer the request to the director of facilities for consideration and possible approval.
- › The committee decided not to reimburse a component for joint committee training costs since the component made the decision to spend the funds without consulting headquarters.
- › The committee considered and approved a component's request to distribute another union's \$850 strike line to a member and a non-member, both of whom provided significant support to members on the strike line.
- › The committee decided to reject a cross-component committee's request to increase the 20 per cent limit on cross-component committee annual donations during the pandemic in order to help local communities. The committee noted that their decision should be a signal that using imprest account funds to engage members continues to be the union's priority during the COVID-19 pandemic.
- › The committee decided that gift cards are an acceptable form of good and welfare, except that gift cards for alcohol are not acceptable.
- › The committee decided that members are not entitled to be reimbursed for the cost of meals, or for standard meal allowances, when they are performing union business while working from home. This includes when members are attending a union business video conference or Zoom meeting which bridges a normal meal period while at home or when they are required to work at home in excess of two hours beyond the normal business hours of the union office. The committee agreed that this decision applies to both headquarters paid and component paid business.
- › The committee considered the fact that employers did not provide pandemic pay to members on union business leaves of absence and decided that it would be improper for the union to pay top up to members in this situation.
- › The committee considered a case where a member with no family recently passed away. The executor of the member's will was seeking emergency financial assistance possibly to assist with paying for the member's funeral.
- › The committee ruled that an executor of an estate is not a "survivor" for the purposes of paying out emergency financial assistance as outlined in FM Article 8.5. Accordingly, in the case at hand, the union did not pay emergency financial assistance to the member's estate.
- › The committee agreed that a family member (parent, sibling, grandparent etc.) is a "survivor" for the purposes of paying emergency financial assistance as outlined in FM Article 8.5.
- › The committee approved emergency financial assistance for a member upon the birth of a late term, stillborn child on a without prejudice basis.
- › The committee decided on the following two emergency financial assistances (EFA) cases

involving the loss of a member's home due to fire and a death in the family due to the same fire:

Where the death was that of the member, the committee decided that the union's policies only provide EFA to the survivor for the death of the member. Since the member sadly passed away as a result of the home fire, the member does not require assistance for the loss of their home.

Where the death was that of the member's spouse, the committee decided that the union's policy provides EFA to the member for the loss of their spouse and for the loss of their home.

- › The committee confirmed that;
  - upon application through the treasurer's office, headquarters, will arrange for and cover the cost of translation services for components, locals and cross-component committees, including the translation of documents into braille; and
  - that the cost of interpretation services for an event is the responsibility of the component, local or cross-component committee holding the event.
- › The committee considered the following three cross-component committee (CCC) issues arising due to the pandemic:
- › The committee decided that headquarters would reimburse members up to a maximum of \$62 per household when they attend an activist appreciation virtual event provided that the member submit detailed receipts dated the day of the event.
- › For their December 2020 CCC meeting, the CCC wanted to hold an end of year special group meal (2 x meal allowance). The meeting will be on Zoom and the CCC would like to expense their meal costs.
- › The committee confirmed that this is against policy and members attending Zoom meetings at home are not allowed to expense their meals. In addition, the union's policies do not allow CCCs to have special group meals.
- › In lieu of a hosting a virtual activists appreciation event, a CCC wanted to recognize their activists by sending them a \$62 gift card.
- › The committee confirmed union's policies do not allow CCCs to provide activist with gift cards.
- › The committee supports the finance department's long-standing practice of not issuing payment for

expense claims less than \$5. Finance staff will only pay out these minor claims when the member submits a second claim for a larger amount.

### Current studies, reviews and projects

- › The committee is working with the union's new internal auditor to set up a schedule of internal audits.
- › The committee is considering establishing a maximum amount per day that can be claimed for dependent/family care.
- › The committee initiated and reviewed a financial risk assessment of union operations by an independent third party. The follow up on the report's recommendations is an ongoing project.
- › The committee has delayed further work on the following issues until after the pandemic. At that time, the committee will determine if financial policy changes are required;
  - conditions under which members are entitled to a hotel room.
  - gratuity compensation rates for casino workers while on leave of absence (PE Policy 18)
- › The committee initiated and monitored the finance departments development and implementation of a system for components to reimburse members by electronic funds transfers for component paid expenses.
- › The committee is developing a policy on who is responsible for joint committee training, taking into account the different training requirements for different components.
- › The committee is revising procedure 2-36 "Leaves of Absence" to appropriately deal with a reference to ETO and flex time.

### Stewardship and regulatory matters

Shortly after each convention, the committee reviews statements of campaign expenditures for each candidate for president, treasurer and executive vice-president.

- › The committee recommends the annual appointment of the union's auditor to the provincial executive and sets the portion of audit fees to charge components for their audits.
- › The committee was advised of the circumstances which led the provincial executive to place Health





Service component, component four, under the supervision of an administrator from March 2018 to January 2019 and received updates throughout that period on the component's finances.

- › The committee receives updates on significant financial issues including the union's progress in negotiating significant financial and/or banking agreements, the revision of defence fund and general fund investment policies, annual property assessment values and appeals, and office building construction.

- › The committee posts final component audited financial statements on the union's intranet available to provincial executive and staff.
- › The committee receives regular reports from the component allocation committee including reports on annual component dues allocations agreed to at meetings of component provincial executive representatives.
- › The committee arranges for the collection of outstanding travel advances and other monies or assets owed to the union and components.
- › The committee reviews and, where appropriate, approves FM Article 1.3 "Extraordinary Expenses" and FM Article 9.16 "Personal Effects/Expenses" reimbursement claims, and reviews the application of PE Policy G-3 "Union Leave of Absence" with respect to the "extra day of rest" leaves of absence.
- › The committee monitors cross-component committee compliance with the financial manual and the financial policies contained within PE Policy J-9 "Cross-component Committee". The committee updates, maintains, and provides interpretation of the policy's "Listing of allowable and non-allowable expenses for CCCs", FA-825.
- › The committee investigated why cross-component committees were not using a \$5,000 per region per year budget for outreach events, defined as events held away from area office locations, organized by member(s) residing in the cities or towns where the events are held. Cross-component committees were not able to identify members living in "outreach communities" who want to organize member events.
- › The committee monitors steps taken to mitigate the cost to the union of last-minute cancelled accommodation.
- › The committee monitors the development of a system to reconcile component paid expense claims and headquarters paid expense claims through the online expense claim system.
- › The committee arranged for the updating of component leave of absence procedures through consultation with component vice-presidents and treasurers.
- › The committee developed agendas and attended annual component treasurers' workshops held on June 7 & 8, 2018, April 1 & 2, 2019 and Oct. 7, 2020. After each workshop, the committee reviews feedback from attendees.

# Department reports

## Administration

Divisions: Data & Development; IT Services;  
File Registry; Membership Records

### Department key accomplishments

We released our online expenses app for headquarters and component expenses submissions in 2020. It is convenient, efficient and tracks the status of claims. This means quicker payment of expenses. The app has reduced calculation errors and reduced our environmental footprint by reducing the number of paper claims.

We distributed new, durable, and secure membership cards to heightened protection of member data. Eventually, the cards will be integrated with apps which will allow members quick check-ins at union events, conferences, and education offerings.

We also deployed a new advanced security platform to help prevent, detect, investigate, and respond to advanced cyber security threats to our union's computer systems.

E-voting became the default process for local elections following a move to conduct local elections using electronic voting for the first time in 2018. Its success led to the provincial executive adopting a new e-voting policy a year later. The e-voting platform selected is called ScytI, a secure, worldwide leader.

### Division accomplishments

IT Services quickly rose to the challenges posed by COVID-19 by ensuring staff could work remotely. We provided the technology and training to work from home while maintaining data security.

We eliminated backlogs in membership records and processes are now in place to ensure we're updating member records as they are received.

We updated our records classification scheme, as well as our retention and disposition schedule. We did this to prepare for a new electronic document and records management system. This will help us meet organizational needs; manage information risk and ensure compliance; lower records management costs and protect our union's historical records.

## Challenges

The biggest challenge faced by the department was the impact that the COVID-19 pandemic had on the union and our ability to provide services when staff and members were no longer in the workplace. This required us to quickly adapt our practices in the way we do work to ensure a seamless transition to virtual methods of providing services in a secure way.

We continue to try to improve our membership data so that we are able to communicate and advocate for members in ways that are meaningful to them. From providing members with the opportunity to see and update their personal information in Member Portal to collecting more detailed information from employers, we continue to improve the quality of our data.

## Looking forward

We're focused on making our systems and processes more modern and efficient so that our staff can better serve members' needs.

One of our next projects is to develop a new member orientation process so we can establish a connection with new members as soon as they're hired and deepen it throughout their working lives.

We are working to stay on top of new innovations in software to improve our processes, and where no viable third-party products can be found, we'll develop our own.





## Advocacy

### Divisions: Exclusions; Privacy Office

#### Department key accomplishments

We quickly trained staff to conduct virtual hearings when COVID-19 hit. In one virtual case, we won a precedential award that stopped an employer from adjourning and delaying a termination hearing after they argued it had to proceed in person.

We've been an important resource as the point-people for the implementation of public health orders for staff in long-term care, assisted living, and provincial mental health facilities. We've also provided legal opinions on emerging labour and human rights issues linked to the pandemic.

We partnered with the organizing department on an exciting strategy to support vulnerable workers' access to justice. In 2019, we moved forward with four test complainants for unpaid overtime on behalf of the non-union workers at the Lower Mainland Society for Community Living (LMSCL). This forced a broader investigation into LMSCL's non-compliance and a lengthy legal process at the Employment Standards Tribunal. In the end, members at this workplace organized and joined the BCGEU, with the union assisting workers in winning more than \$2.6 million in overtime owed to them.

We are a diverse team. Our staff is composed of different equity groups, which have been shown to be more innovative, highly skilled and experienced, and greater problem-solvers.

#### Division accomplishments

Exclusions division: In 2020, we began a project to eliminate a backlog in the exclusions caseload. We trained staff, worked on continuity, established processes and created manuals. We also hired a temporary staff representative to help us digitize files and adopt a paperless office model. These efforts yielded impressive results. We collected exclusion-related dues in 2020 in the amount of \$97,059.16 – a significant improvement over 2019, 2018, and 2017 combined when exclusions dues totalled only \$50,929.96.

Court work: We won an important acknowledgement about job action picketing when a B.C. court rejected an injunction application brought forward during a 2018 strike. Gateway Casinos operations in Thompson-Okanagan alleged BCGEU members were trespassing on private property, impeding access to it and intimidating the employer's non-union employees and customers.

The court found this to be false. In the past, courts haven't hesitated to grant injunction applications of this kind.

Privacy office: In 2020, our privacy officer made a submission to a provincial government committee responsible for updating legislation to keep pace with developments in digital data collection.

#### Challenges

We've found virtual-based hearings a challenge and identified a need to be innovative. For example, support staff have learned to transform documents into electronic books. Our staff has learned to teach members and witnesses how to use technology so they can participate in hearings. But, we're still learning how to effectively cross-examine employer witnesses and persuade arbitrators in this setting.

Privacy requests: We're handling an increased volume of requests. Between 2014 and 2017, we responded to 80 requests. Since 2017, we have received more than 160. The work is time-consuming and has added to the department workload. We have had to divert resources to keep up.

#### Looking forward

We hope to have completed a digital filing system modernization process by the end of 2022. This will allow us to better navigate files, retrieve precedents and submissions, provide for a smooth transition of files, plus accessing our library and other department resources in a virtual fashion.

We'll continue to develop as B.C.'s strongest in-house union advocacy team through continued education, mentoring and diversity. We are focused on strategic litigation to advance the goals of the BCGEU and the labour movement. This includes using the Employment Standards Branch to help vulnerable workers with a view to bringing them into our union.

## Facilities

Divisions: Facilities; Conventions & Travel; Mail Centre; Procurement

### Department key accomplishments

We led the construction of a new area office in Terrace. The 4,700 square foot building was completed in 2018 and has state of the art meeting rooms, a beautiful member's lounge, ample parking and office space. A new area office in Fort St John was also completed.

We expanded our headquarters in Burnaby when we purchased a 31,000 square foot multi-tenant building on Norland Avenue in early 2018. It became the new office space for our negotiations and human resources departments. We also secured a large parcel of land near the Royal Oak Skytrain Station, in Burnaby, to be used as the future site of a new Lower Mainland Area Office.

We conducted accessibility audits in all of our offices and made improvements to increase accessibility and user-friendliness. Where possible, we're creating universal, gender-inclusive washrooms, and stocking washrooms with complimentary menstrual products as part of the Period Promise campaign.

### Division accomplishments

Conventions & Travel: We have processed nearly 9,000 air flights since 2017 and worked on a number of large events. These include the first-ever triennial administrative workers conference, which received an overwhelming number of applicants.

We're bringing the BCGEU's 51st constitutional convention to a virtual setting for the first time ever. We reviewed various online platforms to determine which could provide the best user experience for our delegates.

Mail centre: Since 2017, we have processed approximately 1,650 work orders, which translates into 7.3 million material copies. Since COVID-19 began, we've mailed more than 83,000 non-medical grade masks to members.

Procurement: In late 2020, we hired a procurement officer to review the union's procurement practices. In addition to reviewing our procurement policies and procedures, the procurement officer has been able to save the union significant amounts of money by ensuring we are following the best procurement strategies.

### Challenges

We've faced many COVID-19 challenges, including office security and ensuring strict health and safety protocols were being followed when offices partially reopened to staff. We purchased and installed physical safety barriers, plus drafted and implemented safety procedures for all 14 union buildings. This proved to be quite a task given the short timelines and limited availability of supplies and equipment.

### Looking forward

We anticipate that there will continue to be challenges related to bringing staff back into the offices following the pandemic and in planning large events for members.



## Field Services

### Key accomplishments by Region:

#### **Region one - areas one & two Victoria; Nanaimo**

We helped develop and deliver a course to train our appointees about the Article 29 (public service) joint labour management process so they can better represent our interests. More than 80 members attended from across B.C.

We identified and reported a number of concerning issues at Retirement Concepts, a privately-owned seniors' care facility. These included staffing shortages and operational deficiencies. As a result of this, and work done by health authority inspectors, the health authority appointed administrators to temporarily manage day-to-day operations.

We also helped facilitate a smooth transition of 1,000 workers at Beacon Community into the Island Health Authority.

#### **Region two - areas three & four Lower Mainland; Fraser Valley**

Our Lower Mainland area office concluded more than 3,100 grievances since 2017 and achieved grievance monetary settlements in excess of \$400,000. Our staff made presentations at over 50 expedited arbitrations, with some notable wins at hearing against the Liquor Distribution Branch. As in other areas, over two thousand home support workers transitioned to Fraser Health and Vancouver Coastal Health Authorities.

Our Fraser Valley area office concluded more than 1,800 grievances and won roughly \$560,000 in settlements. Like our colleagues on Vancouver Island, we assisted members in home support transition to their new employer, the Fraser Health Authority. This impacted 1,000 members.

#### **Region three - areas five, seven, eight, nine Kamloops; Kelowna; Castlegar; Cranbrook**

Our staff in this region negotiated 37 collective agreements, including negotiating a number of collective agreements within the highways bargaining project. We also concluded an agreement with UBC Okanagan and negotiated wage parity (with BC Ferries officers) for those officers working with Waterbridge Ferries.

#### **Region four - areas six, ten, eleven, twelve Cariboo; Fort St John; Prince George; Terrace**

We made outreach and engagement a priority. We increased communication with OHS representatives and have seen an increase in WCB visits. Also, all joint labour management committee positions in area six have been filled, and the committees now meet routinely.

We were successful in getting a terminated activist in area 10 reinstated, workers at Immigrant and Multicultural Service Prince George organized in area 11 and we held an employer accountable for safety violations in area 12. The area 12 case involved supporting an injured member through the healing journey as they worked through WCB and the Human Rights Tribunal processes.

#### **Challenges for all field services**

COVID-19 increased workloads for staff, stewards and members of OHS committees. Timely responses to questions and concerns were not always forthcoming from Employers, through no fault of our own.

Pandemic pay eligibility was a sore point. As well, we found labour relations became increasingly hostile as some employers made unilateral decisions or projected their own anxiety onto our members.

Members at the Canada Line prepared to take job action in late 2020. It's always a challenge to support job action effectively, without a pandemic adding pressure, but we saw a quick resolution.

We were challenged when some bargaining committee members didn't own computers or felt uncomfortable using virtual meeting tools.

Sadly, region one lost two long-term and valued BCGEU staff members, Debbie Craig a support staff member with 35 years of service, and Cathy McCallum, a servicing staff member with 15 years of service.

#### **Looking forward**

Our area offices will continue to adapt as we move through the uncharted waters of serving members during a pandemic – whether it's handling negotiations and grievances or empowering activists.

## Learning

### Department key accomplishments

We introduced a number of new courses, including STEP UP!, which introduces members to union activism, our democratic structure and core values. We also created Steward Fundamentals, an essential training program for new and returning stewards. The program integrates principles of workplace organizing alongside practical instruction on the conventional duties and responsibilities of union stewards. We've also moved our core training online in the last year.

We hosted two separate five-week organizing academy sessions at CLC's annual Pacific Region Winter School in 2019 and 2020. The academy is an intensive week-long course for BCGEU members designed to teach theoretical and practical elements of workplace organizing and leadership.

We adopted a new process for annual strategic planning to assist us and our leadership in the development of concrete goals and objectives for member education. Our aim is to identify and assign resources where needed and establish an evaluation framework of clear and measurable outcomes.

### Challenges

We've worked hard to incorporate the principles of the organizing model into our curriculum. This model has resulted in success and organizational growth, but we have identified some administrative and cultural challenges.

Course curricula were developed to maximize engagement in an in-person setting. Adapting these courses to an online, virtual environment has proven challenging.

### Looking forward

We intend to build more diversity and inclusiveness across our community of trained peer educators and member facilitators.

We will be expanding training opportunities for all BCGEU members. Courses in development include understanding the joint labour-management Article 29 process and participating as a delegate to a district labour council. We're also working on anti-racism curriculum and growing the number of free, online workshops and webinars made available through our Living and Working streams.

We plan to convert STEP UP! to a blended delivery model: a self-paced online course with regular facilitated instruction.

## Member Benefits

Divisions: Long-Term Disability and Rehab (LTD-Rehab), Workers' Compensation Claim Appeals (WCB Appeals), and Community Health Enhanced Disability Management (EDMP)).

### Department key accomplishments

We have consistently met deadlines for filing notices of appeal on decisions affecting members' disability claims, whether under long-term disability plans, rehabilitation matters, or workers' compensation entitlement decisions. Submissions to WCB have increased the number of appeals accepted at the first level, with a corresponding reduction in the need to proceed further. We've seen members in the health care sector return to work with modifications, where necessary and possible, thereby minimizing the negative effect of their disability on short-term earnings, and longer-term earning capacity.

We provide comprehensive training for the network of EDMP advocates throughout the province. The result has been improved coordination of communication, advice and assistance to members and more successful outcomes in disputed individual claims.

### Division accomplishments

In LTD-Rehab, we have successfully assisted members through the claims review committee process. In most cases, the members' disability benefits were restored after being cut off by the disability insurance carrier.

### Challenges

We've been processing a record number of EDMP files while employer funding has been dropping. We've had to reduce the number of EDMP advocates with the remaining advocates managing huge file loads. The situation eased somewhat when additional financing was negotiated, but service continues at reduced levels.

### Looking forward

We're transitioning to a new case management system for LTD-Rehab and WCB Appeals and cross-training all staff in other aspects of the department's work. We will continue to integrate new workflows across the three divisions of our department to assist members.

## Negotiations

### Divisions: Classifications, Pensions

#### Department key accomplishments

We negotiated \$110 million in redress for members in community social services (\$60 million), community health (\$40 million) and health sciences (\$10 million). This award addressed wage inequities affecting more than 26,000 BCGEU members.

We adapted to design changes in the Public Service Pension Plan (PSPP) and the Municipal Pension Plan (MPP). These changes improved pension benefits for more than 56,500 members.

We delivered \$2.2 million in retroactive wage improvements to members through classification appeals and job reviews performed by our department.

#### Challenges

We saw high staff turnover mostly due to retirements, resulting in servicing and support staff in the department being less experienced than in the past. We've devoted resources to training, mentoring and support. Senior staff have helped junior staff climb steep learning curves and this has invigorated the department.

We reassigned some negotiators to OHS servicing at the beginning of the pandemic due to increased demand for information and servicing. We were able to resume bargaining remotely using Zoom and Teams.

#### Looking forward

We will begin preparing for public sector bargaining early in 2022.

We'll move to coordinated bargaining to streamline bargaining within common areas, such as independent (corporate) health, casinos, child-care, financial services, independent schools, libraries, civic government and Indigenous workplaces.

## Organizing

#### Key department accomplishments

We're proud of the work we did with our advocacy department to organize workers at the Lower Mainland Society for Community Living (LMSCL) and secure \$2.6 million in unpaid overtime and statutory holiday wages.

We won MCFD parity for members at Fraser Valley Aboriginal Children and Family Services Society (Xyólheméylh) following two years of negotiations. It was our first major success arising out of focused, committed workplace organizing to build internal strength among members. A member-led organizing committee now uses collective action to resolve workplace issues, engage their colleagues and apply pressure on the employer.

We organized 80 workers at SARA for Women Society in the Fraser Valley with a unique and successful campaign that saw peer workers – who are normally excluded from bargaining units – join our union.

#### Challenges

Organizing a union at one's workplace is an endeavour that requires trust and relationship building. As a result, much of our work is done face-to-face, and COVID-19 has forced us to move away from this form of engagement.

Organizing never stops—when members do not feel connected to their union, there is a risk of the BCGEU being raided or members decertifying. We've had to fight off raids from the BC Nurses (BCN) and CLAC at independent health facilities, and work is still needed to educate members about the risks of decertifying from the BCGEU.

#### Looking forward

We're using a research-based approach to better understand our sectors and identify strategic targets. We hope to grow our presence in key sectors where we already have power and leverage. These areas include community social services, health, child-care, and casinos. We will recruit and train members who can then organize their own workplaces to achieve stronger collective agreements and help non-union sites in their sector organize and join the BCGEU.

We're continuing to build internal teams, made up of activists and staff across departments, to ensure members are engaged and skilled.



## Research and Interactive Services

### Key department accomplishments

We have continued to modernize communications and campaign work. Initiatives have aimed to affect policy that both directly applies to the work of BCGEU members and policy that affects all British Columbians. Highlights include holding our union's first member-oriented lobby day at the B.C. legislature in 2019. Over the course of a day, a delegation of early childhood educator members spoke with 29 MLAs about building a more robust and sustainable childcare system. As well, broader campaigns like AffordableBC, which seeks to address housing affordability, and Public Inquiry Now, which called on government to investigate money laundering, have aimed to position the union as an authority on these topics.

With the hiring of both a videographer and a graphic designer, the visual work of our union has become more consistent and effective. We're now able to consistently create materials that meet the strategic goals of our organization.

Through the investment of our strike and defence funds, the BCGEU owns shares in a number of corporations. We brought our shareholder work in-house in 2019 following a period of working with external allies to influence the conduct of corporations. By doing so, we have established ourselves as a leading progressive voice in shareholder action in Canada. We have had clear victories (pushing RBC to divest from the U.S. private prison industry), commitments to improvement (Saputo's environmental impact), and bringing media attention to questionable decisions by corporations (Thomson Reuters' contracts with U.S. law enforcement).

Our researchers have created a significant body of work that enhanced and elevated our members' goals. We made numerous submissions to guide the BCNDP government's overhaul of important public services and developed a number of additional reports based on member expertise. We built on the consultation-event model started in 2017 and worked closely with BCGEU members to develop internal and external reports. This includes our submission to the National Inquiry into Missing and Murdered Indigenous Women and Girls, and four reports outlining how our union can eliminate barriers for members from various equity groups.



### Challenges

Our work focuses on achieving the strategic goals of BCGEU members. Our staff works to build relationships with subject matter experts throughout the organization – both staff and member. Given the size and diversity of our union, this has taken time.

### Looking forward

We'll continue to look for opportunities to bring member perspectives and direction to our work, whether it's in our communications, campaigns or our capital stewardship work. In the coming years, we aim to increase member involvement in setting the priorities for our work.





OCTOBER 5, 2019 Stroller Brigade for Child Care

## Human Resources

### Department key accomplishments

The seven staff on our team support 161 regular full-time servicing staff representatives, 112 regular full-time administrative support staff plus temporary staff. We handle collective agreement interpretation, health and welfare benefits and the development of human resource policies as well as a broad range of hiring services for current employees and potential candidates through job postings, applicant screening, sourcing, testing, reference checking, and vacancy reporting and forecasting.

Our work experience program in field services has proven a valuable part of our recruitment planning. The program offers skill development to members with the goal of preparing them to join our servicing staff

compliment. We are supporting all employees with appropriate training and development.

We have learned to use new platforms and systems, such as Teams and Zoom, this has reminded us there's no substitute for the human factor in our work.

### Challenges

We, like many organizations, are challenged by the loss of institutional knowledge due to staff retirement.

We recognise the need for diversity. We have redoubled our efforts to recruit and train new staff in ways that reflect our values of justice, fairness and equity.

### Looking forward

We will be working with the staff unions to develop an employment equity program and inclusionary hiring practices to increase staff diversity.

# Organizational Structure

President's Office			
President:	Stephanie Smith	Support Staff:	Debbie Campbell
Executive Assistant to the President:	Brian Gardiner		
Press Secretary:	Danielle Marchand		
Advocacy, Member Benefits and Human Resources			
Director:	Thom Yachnin	Support Staff:	Sharlet Noronha
General Counsel:	Jitesh Mistry		
Advocacy Coordinator:	Brittany Skinner		
Staff Reps:	Hasan Alam Cindy McDonnell Karen De Francesco Erik Hoibak Ming Lin Emily Luther Ken Mooney Rene-John Nicolas Nicole O'Young Reena Parmar (K. Smith) Stefanie Ratjen Sonya Sabet-Rasekh	Support Staff:	Karla Hayes (Senior Department Clerk) Christine Libera Sandy Lyons Laura MacLean Marcel Perro Jaye Skazlic (K. Jelic) Raylene Smale Brandy Steele Jenna Wildeman
Member Benefits Coordinator:	Iain Macdonald		
WCB Appeals Officers:	Vacant (J. Brown) Daniel Oleksiuk Yvonne Ritchie Jason Swetlikoff	Support Staff:	Karen McLean Jen Brown (S. White)
Benefits:	Shinder Aujla Carrie Camele Marceline Lamarche (A. Davies) Margo Major	Support Staff:	Lashondra Martin Kerry Nelles
Community Health and Disability Management:	Shelly Appleton	Support Staff:	Mary Lee Hanlon
Human Resources Coordinator:	Lisa Trolland		
Senior HR Officer:	Megan Ashbury		
HR Admininstrators:	Sharon Penner Tereena Perfitt	Support Staff:	Brittany Dick Jennifer Ferguson Melissa Gill



Research & Interactive Services and Organizing			
<b>Acting Director</b>	Shannon Murray	<b>Support Staff:</b>	Alison Jay
<b>Research &amp; Interactive Services Coordinator</b>	Aaron Donovan	<b>Support Staff:</b>	Stacey Graham (Senior Department Clerk)
<b>Assistant Coordinator (Research &amp; Education):</b>	Simon Kelly		
<b>Communications Officers:</b>	Bronwen Barnett Holly Reid Karen Tankard Jocelyn Wagner	<b>Support Staff:</b>	Patti Conti Gagan Gill Meaghan Morrice (C. Estatopulos) Penina Tran
<b>Digital Campaigns Specialists:</b>	Stefan Avlijas Jolan Bailey		
<b>Capital Stewardship Officer:</b>	Emma Pullman		
<b>Member Engagement Specialists:</b>	Susan Howatt Keith Cameron		
<b>Videographer:</b>	Neil Vokey		
<b>Political Campaigns Specialist:</b>	Jasleen Arora		
<b>Graphic Designer:</b>	Stijn Daenens		
<b>Researcher:</b>	Robert Duffy		
<b>Member Education:</b>	Ann Bradbury James Cavalluzzo	<b>Support Staff:</b>	Laura Gibbons
<b>Data Analyst:</b>	Jacob Hunter		
<b>Organizing Coordinator:</b>	Laarni de los Reyes		
<b>Staff Reps:</b>	Junie Chong Ursula Clark Scott Drake Melissa Roth Stephanie Ryan Sarah St. John Deki Tsering Carol Wood	<b>Support Staff:</b>	Patrick Coghlan Eddie Mishra
<b>Communications Officer:</b>	Erin Sikora		
<b>Researcher:</b>	Erin Stalnaker		
<b>Organizing Education:</b>	Sylvia Marques		

Field Services, OH&S, and Negotiations			
<b>Director</b>	Doug Dykens	<b>Support Staff:</b>	Frances Quesada
<b>Regional Coordinator</b> Vancouver Island	Mike Eso	<b>Support Staff:</b>	Lisa Lane (Senior Department Clerk)
<b>Victoria AO Staff Reps</b>	Kelly Grohs (S. Knight) Chad McQuarrie Andrea Mears Earl Moloney (S. Kay) Kim Shelley Lori Strom Lynda Willson	<b>Support Staff:</b>	Janet Clark Denise Howlett Susan Thomas Tricia Tringham
<b>North Island AO Staff Reps</b>	Ernie Gorrie Doreen Smith Lynda Morrice (S. Antrim)	<b>Support Staff:</b>	Doris Stowe Lucy Oxman
<b>Regional Coordinator</b> Lower Mainland	Shannon Murray (O. Demuth)	<b>Support Staff:</b>	Sumiko Marshall (Senior Department Clerk)
<b>Assistant Coordinator:</b>	Oliver Demuth (M. McKinney)	<b>Support Staff:</b>	Dayna Kim (K. Wong)
<b>LMAO Staff Reps:</b>	Hilary Andow Sean Antrim (L. Mills) Jen Arnold Fateh Born Brittney Buss Paula Dribnenki Sarah Fawns Kim Howse Jacqueline McGuire Megan McKinney Oliver Rohlfs (N. Pearson) Rajveen Shergill Shirley Shiagetz Kay Sinclair	<b>Support Staff:</b>	Ann-May Cheuk Danijela Eres Maureen Guenette Deenie Ickringill Melissa Kiendl/Jenny Simoes - jobshare (Y. Hanson) Lisa Luthje Katie Marvin Carina Ng Vanessa Snowden
<b>Regional Coordinator</b> Fraser Valley	Frank Anderson	<b>Support Staff:</b>	Lisa Toby (Senior Department Clerk)
<b>Fraser Valley AO Staff Reps:</b>	Chad Blackey Anthony Davies (D. Sladen) Sarah Georgetti Kevin Hagglund Cheryl Prowse Heather Turner Monique Wemhof	<b>Support Staff:</b>	Gina Agostinelli Korleen Carreras Barbara Kearney-Copan Lynette Patton Anne Soucie

Field Services, OH&S, and Negotiations (continued)			
<b>Regional Coordinator:</b> Okanagan/Kootenays	Rob Wotherspoon	<b>Support Staff:</b>	Deena Coles (Regional Secretary)
<b>Okanagan AO Staff Reps:</b>	Tina Marie Bradford Ann Forrest Cathy Seagris Nathan Sharp	<b>Support Staff:</b>	Caitlin Pells Claudia McLeod
<b>Kamloops AO Staff Reps:</b>	Dwayne Ardell Brenda Beckmann Jacqueline Corno	<b>Support Staff:</b>	Tara Copeland Amy Peterson
<b>East Kootenay AO Staff Rep:</b>	Sarah Maglio	<b>Support Staff:</b>	Donna Eldred
<b>West Kootenay AO Staff Rep:</b>	Mike Fenton	<b>Support Staff:</b>	Donna Ratcliffe
<b>Regional Coordinator:</b> Northern/Cariboo	Christine Peters	<b>Support Staff:</b>	Penny Der (Regional Secretary)
<b>Prince George AO Staff Reps:</b>	Kathryn Doucette Celina Taylor	<b>Support Staff:</b>	Lanna Mindel
<b>Cariboo AO Staff Rep:</b>	Shane Stoddart	<b>Support Staff:</b>	Stacey Ford Kelsey Stevens
<b>Peace River AO Staff Reps:</b>	Angie Panoulis Kathy Weaver		
<b>Northwest AO Staff Reps:</b>	Christine Fuller Jeff Morgan	<b>Support Staff:</b>	Carmen McChesney
<b>Occupation Health &amp; Safety Coordinator:</b>	Frank Anderson		
<b>Occupational Health &amp; Safety (OHS) Reps: HQ</b>	Reagan Belan Brian Campbell Megan Scott	<b>Support Staff:</b>	Beth Baker Danica Sladen (C. Ng)
<b>OHS Reps: Kelowna</b>	Wendy Mah		
<b>OHS Reps: Victoria</b>	Brandon Thistle		
<b>Negotiations Coordinator:</b>	Brent Camilleri	<b>Support Staff:</b>	Cindy Paiva (Senior Department Clerk)
<b>Staff Reps:</b>	Linsay Buss Gary Bennett Jennifer Jordan Selena Kongpreecha Angela Mahlmann Sheila Matthen Amrita Sanford Michelle McAuley Ryan Stewart Richard Tones	<b>Support Staff:</b>	Cristie Estatopulos (P. Tesluck) Caroline Haslam Brenda McQuay Patty Pecchia Taylor Rice Joseph Thorpe Donna Weiss
<b>Actuary/Researcher: Pensions</b>	Laura O'Neill		

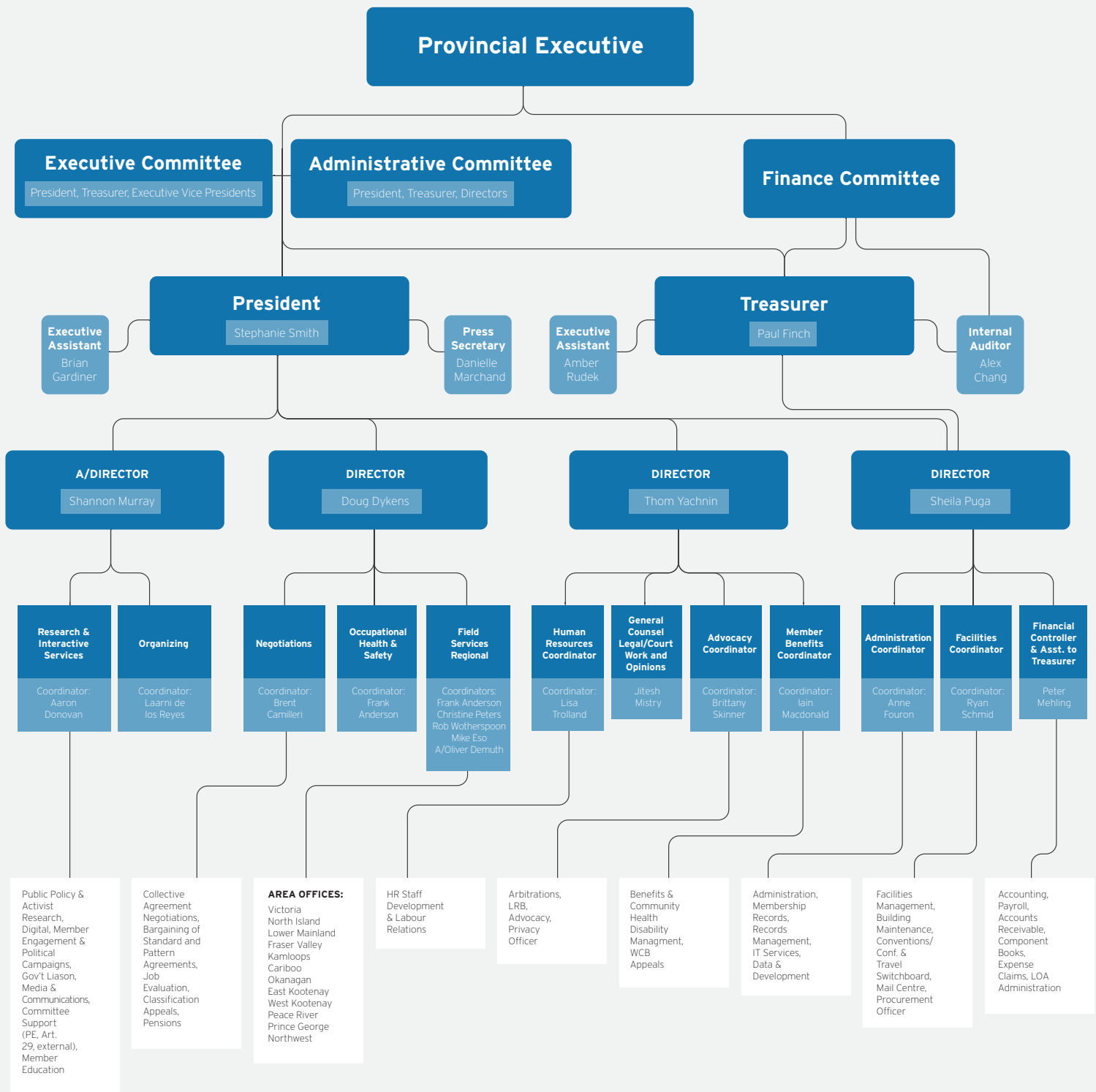
Treasurer's Office			
<b>Treasurer</b>	Paul Finch	<b>Support Staff:</b>	Jean Stephens
<b>Internal Auditor:</b>	Alex Chang		
<b>Executive Assistant to the Treasurer:</b>	Amber Rudek		

Administration, Facilities and Finance			
<b>Director</b>	Sheila Puga	<b>Support Staff:</b>	Sheri Cosco
<b>Administration Coordinator:</b>	Anne Fournon	<b>Support Staff:</b>	Anne-Marie Soroke (Senior Department Clerk)
Records Management			
<b>Digital Archivist:</b>	Lucas Damer	<b>Support Staff:</b>	Dorothy Chan Shea Wind
Membership Records			
<b>Senior Records Analyst:</b>	Phillip Dluhy	<b>Support Staff:</b>	Jessica Lee Kristina Paddock Claire Preston Katarina Boles Michelle Turton
IT Services			
<b>Systems Administrator:</b>	Amir Nazary	<b>Support Staff:</b>	Isaac Chavez Ray Liu Jenson Luk Tony Morabito Christopher Torok
<b>Networking &amp; System Security:</b>	Mark Wengranowski		
<b>Exchange/Training:</b>	Christopher Firstner		
	Colin Loewenthal		
Data and Development			
<b>Software Developers:</b>	Robert Chilvers	<b>Support Staff:</b>	Amy Turton
	Andrew Fritz		
<b>Designer/User Experience:</b>	Catherine Wong		
<b>DB Administrator, DevOps Engineer &amp; Application Support:</b>	David Kartik		
<b>Quality Assurance Test Lead:</b>	Julia Chkhartishvili		
<b>Technical Team Lead:</b>	David Jackson		
<b>Business Analyst:</b>	Mike Pagana		
<b>Project Manager:</b>	Suyun Jiang		

Administration, Facilities and Finance (continued)			
Facilities Coordinator:	Ryan Schmid	Support Staff:	Helen Cameron
Buildings Rep:	Raj Gill Calvin Kamensek		
Procurement Officer:	Rey Vaz		
Mail Centre			
Admin Rep/Environment Officer:	Lorinda Banks	Support Staff:	Randy Cheung Ella Chimarios Kim Ngo Gilbert Taliman
Switchboard			
		Support Staff:	Mary Zorge
Conventions and Travel			
Admin Rep:	Anna Johnson Shamayne Zindoga	Support Staff:	Eva Chow Andii Stephens
Travel Clerks:		Support Staff:	Gwen Acuna Katya Charbonneau
Financial Controller:	Peter Mehling		
Assistant Controller:	Carole Chan	Support Staff:	Kelly Arnold Karren Britten Carmen Cheung Sarah Fuller Ana Guevara-Arita Amy Kong Sandy Kwan Melisa Lieu Cherie Mason Perry Tam Jennie Yan
Admin Rep:	Bertha Bell Sian Raphael		

# Organizational Chart



## Temporary Servicing and Support Staff

for the Period of May 2017 to April 2021

### Temporary Servicing Staff

Adam, Madeline	Chong, Lianna	Hashimi, Afifa	McAuley, Michelle	Sandhu, Satkaran
Aelith, Quinn	Chow, Eva	Hay, Nikki	McDonnell, Cindy	Sattari, Arshia
Ahulwalia, Raashi	Cleveland, Amena	Hayes, Karla	Middlemass, Heather	Scafe, Jessica
Alexander, Paige	Connor, Tamara	Ho, David	Miller, Alex	Seper, Jennifer
Anderson, Graeme	Copeland, Tara	Ho, Isaac	Mills, Larisa	Sidhu, Romeena
Argulay, Marcelina	Corbett, Trevor	Holdsworth, Heather	Morgan, Nigel	Singh, Gurmeet
Arora, Jasleen	Cudney, Scott	Howatt, Susan	Morrice, Megan	Singh, Jason
Bacon, Alison	Daenens, Stijn	Hutchinson, Kelly	Nelson, Colleen	Sladen, Danica
Bailey, Jolan	De Francesco, Karen	Jiang, Suyun	Nunes, Cindy	Smith, Katie
Barker, Travis	Decraene, Lindsay	Jones, Dustin	Ogle, Deanna	Sproule, Roxanne
Barros, Dominik	Dick, Brittany	Karaboitis, Rhonda	Olsson, Jody	St. John, Sarah
Basi, Susan	Dinning, Katherine	Kartik, David	Opel, Cina	Stach, Shauna
Belan, Reagan	Doal, Kusam	Khan, Ayesha	Ordenez, Zenaida	Stalnaker, Erin
Bhatti, Camellia	Dodgington, Anne	King, Megan	Pagana, Mike	Stephens, Andii
Black, Nestielyn	Dong, Tricia	Lavoie, Marisa	Parasiuk, Michael	Stetler, Allison
Bojecho, Sandy	Duffy, Robert	Leclerc, Joanne	Penner, Tennille	Stoddart, Shane
Boraiah, Byresha	Dutton, Emily	Lequiere, Brittany	Perepelkin, Laura	Stratton, Jody
Breeden, Ryan	Faccone, Laura	Lessingham, Nyssa	Pierre, Jackie	Taiwo, Waheed
Brown, Jen	Falangan, Todd	Lin, Ming	Plut, Terra	Tokkal, Mehmet
Buis, George	Ferguson, Jennifer	Livaja, Michelle	Poelzer, Luke	Venn, Hailey
Burns, Debra	Gill, Harbinder	Lorenzo, Genevieve	Pullman, Emma	Wagner, Deborah
Buss, Brittney	Gill, Melissa	Mailman, Jocelyn	Ratjen, Stephanie	White, Michael
Carrasco, Betty	Goff, Gary	Malloy, Larry	Redlick, Mike	Williams, Chelsea
Carroll, Darragh	Green, Karolynn	Mann, Kathleen	Reimer, Amanda	Wood, Craig
Cartwright, Erica	Groves, Leslie	Mann, Puneet	Roberge, Sophie	Yearley, Lance
Chang, Lin-Chuan	Hannah, Emily	Marques, Sylvia	Rush, Shane	Zindoga, Shamayne
(Sabrina)	Hanson, Yvonne	Masson, Marion	Sabet-Rasekh, Sonya	

### Temporary Support Staff

Alexis, Olivia	Costa, Susana	Hull, Donna	Lieu, Melissa	Singh, Anju
Arnold, Kelly	Decraene, Lindsay	Hur, Kyung Eun (Alex)	Manji, Shaheen	Smale, Raylene
Baker, Beth	Delaney, Pam	Jelic, Kelly	Marvin, Katie	Struk, Larisa
Baker, Dianne	Ferguson, Jennifer	Jones, Gabreilla	Mason, Cherie	Tahir, Bilal
Baldry, Brenda	Florio, Branden	Kearney-Copan, Barbara	McLeod, Claudia	Tesluck, Paige
Banipal, Sabrina	Foote, Kristen	Ketsa, Cheryl	Naguib, Cynthia	Thorpe, Joseph
Bates, Courtney	Fuller Luccock, Sarah	Khan, Ayesha	Ngo, Kim	Tran, Penina
Berrada, Salma	Gill, Melissa	Kim, Dayna	O'Neill, Stacey	Valach, Julia
Boles, Katarina	Hanson, Yvonne	Kosick, Gretchen	Oakley, Deb	Valing, Jodi
Brown, Kimberly	Hardy Tricia	Koustochilis, Nikki	Preston, Claire	Vilene, Ronda
Bui, Tram	Harrison, Jessica	Krenz, Susan	Quesada, Frances	White, Shelagh
Calica, Jane	Haslam, Caroline	Lee, Dahyee	Ramji, Adeem	Wildeman, Jenna
Cibart, Sarah	Hayek, Jessie	Lenuik, Jaqueline	Sangha, Preet	Williams, Zachary
Collins, Bev	Hemmons, Adrienne	Leung, Karla	Savehilaghi, Sozan	Wind, Shea
Colterjohn, Karen	Howe, Colleen		Sedlar, Diana	Wong, Karen



## Retirees

May 2017 - April 30, 2021

### Servicing Staff

Brian Schramm	Karen O'Connor Coulter
Cheryl Jones	Ken Macaulay
Chris Bradshaw	Kirby Simpson
Dan Cahill	Lisa Claxton
Darlene Thorburn	Lori Macnair
David Noble	Lynne Barry
Deb Critchley	Mary Rowles
Deb Wilson	Megan Ashbury
Denise Castonguay	Michele Freethy
Frank Greenlay	
Jaci White	
Jenny Ewing	

### Support Staff

Annette Platana	Margaret Marleau
Audrey McDowell	Maureen Colbeck
Debra McMahon	Pamela Rutledge
Donna Sherneck	Shelly Howard
Gerri Inaba	Shane Kurschenska
Iris Taylor	Sherry Baker
Joan Choo	
Joan Schochenmaier	
Karon Hardy	
Katherine O'Neill	
Linda Martinig	
Margaret Coplin	



SEPTEMBER 2, 2018 Area 12 Labour Day weekend BBQ



Consolidated financial statements of

**B.C. Government and  
Service Employees' Union**

December 31, 2020

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## INDEPENDENT AUDITORS' REPORT

### TO THE MEMBERS OF B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION

#### *Opinion*

We have audited the consolidated financial statements of B.C. Government and Service Employees' Union (the "Union"), which comprise:

- the consolidated balance sheet as at December 31, 2020;
- the consolidated statement of revenues and expenses for the year then ended;
- the consolidated statement of changes in fund balances for the year then ended;
- the consolidated statement of cash flows for the year then ended; and
- the notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Union as at December 31, 2020, and its consolidated results of operations and its consolidated cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

#### *Basis for Opinion*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### *Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements*

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

## *Auditors' Responsibilities for the Audit of the Consolidated Financial Statements*

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- ♦ Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ♦ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- ♦ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- ♦ Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Union to cease to continue as a going concern.
- ♦ Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- ♦ Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Union to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the Union's audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Smythe LLP*

Chartered Professional Accountants  
Vancouver, British Columbia  
May 13, 2021

# B.C. Government and Service Employees' Union

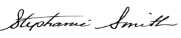
## Consolidated balance sheet


As at December 31

	Consolidated 2020	Consolidated 2019
	\$	\$
<b>Assets</b>		
Current assets		
Cash	9,564,809	8,185,370
Accounts receivable	7,213,023	6,641,863
Prepaid expenses	883,062	820,737
Marketable securities (Note 3)	96,730,349	98,427,338
Deposits (Note 4)	-	302,950
	<b>114,391,243</b>	114,378,258
Investment (Note 5)	15,250	15,250
Investment property (Note 6)	32,204,478	10,206,729
Development costs (Note 7)	120,049	29,718
Amounts held in trust (Note 8)	2,483,583	2,636,020
Equipment under capital lease (Note 9)	351,239	663,814
Property and equipment (Notes 10 and 21)	34,419,243	35,815,805
	<b>183,985,085</b>	163,745,594
<b>Liabilities</b>		
Current liabilities		
Accounts payable and accrued liabilities (Note 11)	5,416,590	6,095,721
CH EDMP funding held in trust (Note 12)	275,942	204,000
Due to components (Note 13)	669,228	371,099
Current portion of capital lease obligations (Note 14)	230,262	329,942
	<b>6,592,022</b>	7,000,762
Capital lease obligations (Note 14)	151,387	373,165
Amounts held in trust (Note 8)	2,483,583	2,636,020
Supplemental leave benefits liability (Note 15)	4,896,211	5,452,942
	<b>14,123,203</b>	15,462,889
<b>Fund balances</b>		
Invested in property and equipment	34,388,834	35,776,512
Unrestricted	500,000	500,000
Internally restricted (Note 16)		
Fightback and campaign reserve	6,000,000	5,835,721
Area office, land and building reserve	20,785,039	6,046,877
Bargaining reserve	4,000,000	3,408,585
Contingency reserve	3,415,370	3,382,811
Convention reserve	1,400,000	1,400,000
Restricted – Defence Fund	99,372,639	91,932,199
	<b>169,861,882</b>	148,282,705
	<b>183,985,085</b>	163,745,594

Commitments (Note 17); Contingencies (Note 18 and 19); Subsequent event (Note 25)

Approved on behalf of the Provincial Executive

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Treasurer

# B.C. Government and Service Employees' Union

## Consolidated statement of revenues and expenses

Year ended December 31

	Operations (General Fund and Solidarity Holdings Ltd.)	Restricted Defence Fund	Consolidated 2020	Consolidated 2019
	\$	\$	\$	\$
<b>Revenues</b>				
Members' dues	70,967,732	-	70,967,732	67,382,027
Less:				
Allocations to components, 6.50% of dues revenue	(4,612,903)	-	(4,612,903)	(4,379,832)
	66,354,829	-	66,354,829	63,002,195
Investment income, net	2,763,766	7,707,070	10,470,836	17,700,628
Rent, net (Schedule)	406,670	-	406,670	542,155
Affiliation remittances and other	101,702	157	101,859	139,631
	69,626,967	7,707,227	77,334,194	81,384,609
<b>Expenses</b>				
Salaries and employee benefits (Note 15)	37,281,165	-	37,281,165	35,854,420
Building and administration (Schedule)	9,553,097	266,787	9,819,884	9,735,954
Affiliation fees	2,509,929	-	2,509,929	2,439,060
Campaigns, strategic partnerships, communications and donations (Schedule)	1,643,997	-	1,643,997	1,502,532
Hearings, arbitration and legal	971,477	-	971,477	1,214,164
Provincial executive and committees	682,226	-	682,226	1,179,563
Other member services (Note 20 and Schedule)	677,674	-	677,674	1,037,832
Education	577,717	-	577,717	1,805,659
Bargaining	526,841	-	526,841	1,337,836
Automobile	444,276	-	444,276	623,103
Travel and relocation	401,407	-	401,407	1,390,867
Conventions and conferences	211,701	-	211,701	685,738
Supplemental leave benefits (Note 15)	177,896	-	177,896	217,965
Professional fees	191,174	-	191,174	302,841
Joint committee meetings	100,072	-	100,072	286,559
Strike expenses	-	-	-	24,509
	55,950,649	266,787	56,217,436	59,638,602
<b>Excess of revenues over expenses</b>	<b>13,676,318</b>	<b>7,440,440</b>	<b>21,116,758</b>	<b>21,746,007</b>

# B.C. Government and Service Employees' Union

## Consolidated statement of changes in fund balances

Year ended December 31

	Operations (General Fund and Solidarity Holdings Ltd.)				Consolidated 2020	Consolidated 2019
	Invested in property and equipment	Unrestricted	Internally restricted	Restricted Defence Fund		
	\$	\$	\$	\$	\$	\$
			(Note 16)			
<b>Fund balances, beginning of year</b>	<b>35,776,512</b>	<b>500,000</b>	<b>20,073,994</b>	<b>91,932,199</b>	<b>148,282,705</b>	126,633,350
Excess of revenues over expenses	-	<b>13,676,318</b>	-	<b>7,440,440</b>	<b>21,116,758</b>	21,746,007
Actuarial gain (loss) (Note 15)	-	<b>462,419</b>	-	-	<b>462,419</b>	(96,652)
Amortization of property and equipment	<b>(2,877,395)</b>	<b>2,877,395</b>	-	-	-	-
Purchase of property and equipment	<b>1,158,082</b>	<b>(582,377)</b>	<b>(575,705)</b>	-	-	-
Principal repayments, capital lease obligations	<b>331,635</b>	<b>(331,635)</b>	-	-	-	-
Interfund transfers (Note 16)						-
2020 Operating budget	-	<b>(4,890,003)</b>	<b>4,890,003</b>	-	-	-
2020 Unrestricted fund balance	-	<b>(11,212,117)</b>	<b>11,212,117</b>	-	-	-
<b>Fund balances, end of year</b>	<b>34,388,834</b>	<b>500,000</b>	<b>35,600,409</b>	<b>99,372,639</b>	<b>169,861,882</b>	148,282,705

# B.C. Government and Service Employees' Union

## Consolidated statement of cash flows

Year ended December 31

	Consolidated 2020	Consolidated 2019
	\$	\$
<b>Operating activities</b>		
Excess of revenues over expenses	21,116,758	21,746,007
Items not involving the outlay of funds		
Amortization	3,144,182	3,284,828
Supplemental leave benefits expense (Note 15)	177,896	217,965
Donation of property	-	-
Gain on donation of property	-	-
Unrealized loss (gain) on investments	(7,569,634)	(16,817,658)
	16,869,202	8,431,142
Net changes in operating working capital		
Accounts receivable	(571,160)	274,912
Prepaid expenses	(62,325)	(45,494)
Accounts payable and accrued liabilities	(679,131)	1,439,267
CH EDMP funding held in trust (Note 12)	71,942	204,000
Due to components	298,129	99,230
Supplemental leave benefits paid	(272,208)	(812,305)
	15,654,449	9,590,752
<b>Investing activities</b>		
Deposits paid on purchase of land and building	302,950	(302,950)
Development costs	(90,331)	(29,718)
Proceeds on sale (purchase) of marketable securities	9,266,623	(1,242,719)
Purchase of investment property	(22,264,536)	-
Purchase of property and equipment	(1,158,081)	(1,227,250)
	(13,943,375)	(2,802,637)
<b>Financing activity</b>		
Principal repayments, capital lease obligations	(331,635)	(311,260)
Net cash inflow	1,379,439	6,476,855
Cash position, beginning of year	8,185,370	1,708,515
<b>Cash position, end of year</b>	<b>9,564,809</b>	<b>8,185,370</b>
<b>Supplemental cash flow information</b>		
Purchase of equipment by capital lease	10,177	112,280
Interest paid on capital lease obligations	37,592	53,706



# B.C. Government and Service Employees' Union

## Notes to the consolidated financial statements

Year ended December 31, 2020

### 1. Nature of organization

The B.C. Government and Service Employees' Union (the "Union") is a democratic union providing services to its members who work for the government of the Province of British Columbia, or its boards, agencies, commissions and Crown corporations, or in the broader public and private sectors. B.C. government workers formed a precursor organization in 1919. The Union was founded in 1942 and gained full bargaining rights under the *Labour Relations Code* of British Columbia in 1974. As a labour organization, the Union is exempt from income taxes under section 149(1)(k) of the *Income Tax Act* (Canada).

### 2. Significant accounting policies

These consolidated financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO") and reflect the following significant accounting policies.

#### (a) Principles of consolidation

These consolidated financial statements include the accounts of the General and Defence Funds of the Union and the Union's wholly owned companies, Solidarity Holdings Ltd., Workers' Capital (LMAO) Holding Corp., Workers Capital (Norland) Holding Corp., Workers' Capital (Terrace) Holding Corp., Workers' Capital (Williams Lake) Holding Corp., and Solidarity's subsidiary, Northern Workers United Holding Corp. All transactions and balances between the Union, Solidarity Holdings Ltd. and the subsidiaries have been eliminated.

These consolidated financial statements do not include the assets, liabilities, revenues and expenses of the components and locals.

#### (b) Fund accounting

The Union prepares its consolidated financial statements using the concept of fund accounting. A description of each fund is as follows:

The Operations Fund reports the Union's unrestricted resources, the balances and transactions of the Union's General Fund, Solidarity Holdings Ltd., Workers' Capital (LMAO) Holding Corp., Workers Capital (Norland) Holding Corp., Workers' Capital (Terrace) Holding Corp., Workers' Capital (Williams Lake) Holding Corp., and Northern Workers United Holding Corp., and the following internally restricted reserves:

- Fightback and campaign reserve;
- Area office, land and building reserve – for the purchase of area office land and buildings;
- Bargaining reserve – for renegotiating sectoral collective agreements;
- Contingency reserve – for contingencies; and
- Convention reserve – for triennial constitutional conventions, next one scheduled for June 2021, postponed from June 2020 as a result of the COVID-19 pandemic (Note 24).

The Defence Fund reports restricted resources to be used in the event of job action and holds investments for future appreciation.

#### (c) Investment

The investment where the Union exerts significant influence is accounted for using the cost method.

# B.C. Government and Service Employees' Union

## Notes to the consolidated financial statements

Year ended December 31, 2020

### 2. Significant accounting policies (continued)

(d) *Investment property*

The investment property is recorded at cost less accumulated amortization using the declining balance basis at 5% per annum for the building. No amortization is taken for investment property under development.

(e) *Development costs*

Development costs includes costs directly attributable to development activities. Revenue earned and expenses incurred prior to completion of development are recorded in development costs. No amortization is taken until development is complete and the property is available for use.

(f) *Property and equipment*

Property and equipment are recorded at cost less accumulated amortization. Amortization is calculated at the following annual rates:

Buildings	Declining-balance basis	5%
Furniture and equipment	Straight-line basis	7 years
Computer equipment	Straight-line basis	3 years
Parking lot and road	Declining-balance basis	4%
Vehicle	Declining-balance basis	30%

Equipment under capital lease is amortized on the straight-line basis over a term of three to five years, based on the terms of the lease.

Leasehold improvements are amortized on the straight-line basis over the initial term of the lease (five years) and one renewal period (five years).

(g) *Impairment of long-lived assets*

The Union reviews property and equipment for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable as compared to the sum of expected undiscounted future cash flows resulting from its use and eventual disposition.

The Union records an impairment loss in the period when it is determined that the carrying amount of the asset exceeds the undiscounted estimate of future cash flows from the asset. Any impairment loss is measured as the difference between the carrying amount and estimated fair value of the asset.

(h) *Revenue recognition*

Members' dues are recognized in the period to which they relate and are treated as unrestricted revenue.

The Union follows the deferral method and restricted contributions are recognized as revenue in the same year in which the related expenses are recognized. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Rent, interest and investment income are recognized in the period earned. Realized gains and losses on the sale of investments are included in the determination of investment income.

# B.C. Government and Service Employees' Union

## Notes to the consolidated financial statements

Year ended December 31, 2020

### 2. Significant accounting policies (continued)

(i) *Supplemental leave benefits*

The Union provides supplemental leave benefits under a defined benefit plan and accrues its liability under the plan. The plan is unfunded and actuarial valuations are prepared for accounting purposes. Actuarial gains and losses arising from changes in actuarial assumptions are recognized in the consolidated statement of changes in fund balances in the period incurred. The last actuarial valuation prepared by the actuary was at December 31, 2020. Actuarial valuations are performed every three years and an extrapolation of the results is done on an annual basis.

(j) *Multi-employer pension plan*

The Union accounts for its participation in the Public Service Pension Plan, a multi-employer contributory defined benefit plan, as if it was a defined contribution plan. This is due to the fact that the Plan records accrued liabilities and accrued assets for the Plan in aggregate with the result that there is no consistent and reliable basis for allocating the obligation, assets and cost to the individual employers participating in the Plan.

(k) *Income taxes*

As a not-for-profit organization, the Union is not subject to income taxes under section 149(1)(k) of the *Income Tax Act* (Canada). However, its wholly owned company follows the taxes payable method of accounting for income taxes. Under this method, current income taxes are recognized as incurred and payable in the current year.

(l) *Measurement uncertainty*

The preparation of consolidated financial statements in conformity with ASNPO requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of revenues and expenses during the reported period. Areas requiring the use of estimates include the recoverability of accounts receivable, the estimated useful lives of property and equipment, net recoverable amount of property and equipment, valuation of investments, accrued liabilities and supplemental leave benefits liability. The Union believes the estimates are reasonable; however, actual results could differ from those estimates and could impact future results of operations and cash flows.

# B.C. Government and Service Employees' Union

## Notes to the consolidated financial statements

Year ended December 31, 2020

### 2. Significant accounting policies (continued)

#### (m) Financial instruments

The Union initially measures its financial assets and liabilities at fair value, except for certain non-arm's length transactions. The Union subsequently measures all its financial assets and liabilities at amortized cost, except for any investments in equity instruments and fixed income investments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in the consolidated statement of revenues and expenses.

Financial assets measured at amortized cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in the consolidated statement of changes in fund balances. In the event a previously recognized impairment loss should be reversed, the amount of the reversal is recognized in the consolidated statement of changes in fund balances provided it is not greater than the original amount prior to write-down.

For any financial instrument that is measured at amortized cost, the instrument's cost is adjusted by the transaction costs that are directly attributable to their origination. These transaction costs are amortized into the consolidated statement of revenues and expenses on a straight-line method over the term of the instrument. All other transaction costs are recognized in the consolidated statement of revenues and expenses in the period incurred.

### 3. Marketable securities

The Union's investments are comprised of equity and debt securities and are carried at their fair value based on the quoted market prices of the securities at December 31, 2020. The composition of marketable securities, classified as current assets, is as follows:

	2020		2019	
	Fair value	Cost	Fair value	Cost
	\$	\$	\$	\$
Short-term investments	524,854	524,955	777,574	778,361
Fixed income funds	10,818,804	10,283,063	17,528,479	16,907,725
Equity funds	84,328,967	37,566,113	79,421,026	39,955,609
Foreign currency hedge (Note 22(e))	1,057,724	-	700,259	-
	<b>96,730,349</b>	<b>48,374,131</b>	98,427,338	57,641,695
Represented by				
General Fund	29,399,938	19,805,797	16,573,745	9,527,646
Defence Fund	67,330,411	28,568,334	81,853,593	48,114,049
	<b>96,730,349</b>	<b>48,374,131</b>	98,427,338	57,641,695

For the year ended December 31, 2020, the total realized gain on the sale of marketable securities was \$2,397,859 (2019 - \$511,813).

# B.C. Government and Service Employees' Union

## Notes to the consolidated financial statements

Year ended December 31, 2020

### 4. Deposits

In 2019, the Union entered into a contract to purchase land and a building in Burnaby, British Columbia, for \$4,800,000 plus taxes which completed on January 13, 2020. The deposit paid and other related acquisition costs were reclassified to investment property in the consolidated balance sheet.

### 5. Investment

The investment noted below does not have a quoted market price in an active market and is recorded at cost.

	2020	2019
	\$	\$
<b>Investment with Significant Influence</b>		
West Kootenay Labour Centre Holding Society (37.5%)	15,250	15,250

### 6. Investment property

	2020	2019
	\$	\$
<b>Investment Property – Defence Fund</b>		
<b>Cost</b>		
Palm Avenue Properties – Land	22,264,536	-
Norland Avenue Property – Land	4,870,994	4,870,994
Norland Avenue Property – Building	5,760,577	5,760,577
	32,896,107	10,631,571
<b>Accumulated Amortization</b>		
Norland Avenue Property - Building	(691,629)	(424,842)
	32,204,478	10,206,729

### 7. Development costs

The Union plans to develop its Palm Avenue, Burnaby properties (see Note 6) into office space for the Union and affordable housing. The Union has applied to the City of Burnaby to have the properties rezoned and has entered into contracts with a number of firms to assist with the development of the properties (see Notes 17 and 25). On October 9, 2020, the Union created Affordable BC Housing Society (the "Society"), a not-for-profit entity, which will take over the Union's development costs and continue the development after the City of Burnaby rezones the properties and issues a building permit, and after the Society negotiates financing for the development.

# B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

Year ended December 31, 2020

## 8. Amounts held in trust

	2020	2019
	\$	\$
Health Science Professionals Professional Development Funds		
For professional development of members covered by the Health Sciences Professionals collective agreement.	<b>72,908</b>	103,491
Deferred Salary Leave Plan		
To afford employees the opportunity of taking a one-year leave of absence with partial pay by deferring salary for four years and taking leave in the fifth year.	<b>230,007</b>	260,358
Joint Community Social Services Retraining Fund		
For retraining and providing professional development support for laid-off employees.	<b>30,415</b>	30,510
Vancouver Talmud Torah Association Trust		
To subsidize BCGEU union dues payable by and for the benefit of the instructors at the Vancouver Talmud Torah Association.	<b>173,859</b>	191,272
Joint Community Health Retraining Fund		
For retraining members of the labour organizations consisting of the Community Bargaining Association, of which the Union is a member.	<b>1,976,394</b>	2,050,389
	<b>2,483,583</b>	2,636,020

Assets held in trust are liquid assets held with a Canadian financial institution.

## 9. Equipment under capital lease

			2020	2019
	Cost	Accumulated amortization	Net book value	Net book value
	\$	\$	\$	\$
Equipment under capital lease	1,429,055	1,077,816	351,239	663,814

# B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

Year ended December 31, 2020

## 10. Property and equipment

	2020			2019
	Cost	Accumulated amortization	Net book value	Net book value
	\$	\$	\$	\$
Land	9,140,159	-	9,140,159	9,047,188
Buildings	33,349,626	13,283,660	20,065,966	20,589,697
Furniture and equipment	8,873,706	7,786,709	1,086,997	1,440,955
Computer equipment	3,466,061	2,926,525	539,536	681,302
Parking lot and road	415,228	111,742	303,486	313,761
Vehicle	167,657	143,706	23,951	34,216
Leasehold improvements	10,298,424	7,039,276	3,259,148	3,708,686
	65,710,861	31,291,618	34,419,243	35,815,805

No impairment losses have been identified by the Union for the years ended December 31, 2020 and 2019.

## 11. Government remittances

Included in accounts payable and accrued liabilities are government remittances payable of \$347,149 (2019 - \$137,417).

## 12. Community Health Enhanced Disability Management Program (CH EDMP) funding held in trust

The Union administers the Community Health Enhanced Disability Management Program (CH EDMP) on behalf of the Community Bargaining Association and the employers of community health members covered under the Health Services and Support Community Subsector collective agreement. Jointly developed, and administered by the Union, the purpose of the program is to facilitate an employee-centred, proactive, appropriate and customized disability management program for members with occupational and non-occupational illness or injury.

CH EDMP is fully funded by the employers through the Heath Employers Association of British Columbia (HEABC). Program expenditures for 2020 and 2019 are documented in the following table.

	Consolidated 2020	Consolidated 2019
	\$	\$
<b>Expenditures</b>		
Membership advocate activities	567,223	815,338
Salaries and benefits	388,820	391,506
Building and administration	12,467	18,952
Office and equipment expenses	10,536	17,646
Staff travel and auto	4,188	15,234
	983,234	1,258,676

Total remaining funding received from HEABC for CH EDMP amounts to \$275,942 (2019 - \$204,000) recorded as funding held in trust and is held as cash as at year-end.

# B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

Year ended December 31, 2020

## 13. Due to components

	2020	2019
	\$	\$
Dues allocations payable	(1,145,292)	(624,101)
Advances to cover expenses, non-interest-bearing	476,064	253,002
	(669,228)	(371,099)

## 14. Capital lease obligations

Future minimum lease payments on capital lease obligations are as follows:

	\$
2021	249,442
2022	130,439
2023	27,092
2024	2,544
Total minimum lease payments	409,517
Imputed interest at 5.75%	27,868
	381,649
Current obligation	230,262
Long-term obligation	151,387

Interest of \$37,592 (2019 - \$53,706) on account of capital leases was recognized during the year and is included in office expense (Schedule). The Union's capital lease obligations have maturity dates ranging from April 2021 to November 2024.



# B.C. Government and Service Employees' Union

## Notes to the consolidated financial statements

Year ended December 31, 2020

### 15. Supplemental leave benefits liability

The Union is committed to provide certain supplemental leave benefits under a defined benefit plan. The benefits are based on length of service and final earnings.

An actuarial report prepared in May 2021 provided the Union with a valuation of the total benefits liability at December 31, 2020 including a \$462,219 actuarial gain (2019 - \$96,652 actuarial loss), which is recognized as a separate component within the consolidated statement of changes in fund balances.

The Plan is unfunded as no assets have been allocated to the plan. As a result, the Plan's obligation of \$4,896,211 (2019 - \$5,452,942) is also the plan's deficit.

The valuation and projection were based on the following assumptions regarding discount rates and employees' compensation levels during their active period of employment:

	2020	2019
	%	%
Discount rate	2.20	3.00
Rate of compensation and benefits increase	2.00	2.00
	2020	2019
	\$	\$
Supplemental leave benefits expense consists of the following:		
Current service cost	38,411	34,979
Interest cost on accrued benefit obligation	139,485	182,986
Supplemental leave benefits expense	177,896	217,965

Total benefits paid in the year were \$272,208 (2019 - \$812,305).

# B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

Year ended December 31, 2020

## 16. Internally restricted fund balances

	2020					2019
	Fightback and campaign reserve	Area office, land and building reserve	Bargaining reserve	Contingency reserve	Convention reserve	Total
	\$	\$	\$	\$	\$	\$
Fund balance, beginning of year	5,835,721	6,046,877	3,408,585	3,382,811	1,400,000	20,073,994
Purchase of property and equipment	-	(575,705)	-	-	-	(575,705)
Transfers:						
2020 operating budget	-	4,890,003	-	-	-	4,890,003
2020 unrestricted fund balance	164,279	10,423,864	591,415	32,559	-	11,212,117
Fund balance, end of year	6,000,000	20,785,039	4,000,000	3,415,370	1,400,000	35,600,409
						20,073,994

In 2020, the Provincial Executive approved transferring all but \$500,000 of what would otherwise be the Union's unrestricted fund balance as of December 31, 2020 to make the contingency reserve equal to 5% of 2021 budgeted members' dues revenue, to bring the bargaining reserve up to \$4 million, the fightback reserve up to \$6 million and the remainder to be put into the area office land and building reserve.

## 17. Commitments

- (a) The Union is committed to operating lease payments for premises and office equipment over the next four years as follows

	\$
2021	497,717
2022	517,546
2023	532,418
2024	368,871
	1,916,553

The leases have maturity dates up to September 2024.

- (b) On April 14, 2020, the Union entered into a \$1,620,000 contract with an architectural firm to design the buildings for the Palm Avenue development.

# **B.C. Government and Service Employees' Union**

## Notes to the consolidated financial statements

Year ended December 31, 2020

### **18. Multi-employer pension plan and contingencies**

Employees of the Union are members of the Public Service Pension Plan ("PSPP"), a multi-employer contributory defined benefit plan. The regular employer contribution for 2020 was \$2,710,521 (2019 - \$2,543,034) and is included in salaries and employee benefits expense.

Every three years an actuarial valuation is performed to assess the financial position of the Plan and the adequacy of plan funding. The most recent actuarial valuation for the Plan at March 31, 2020 indicated a surplus of approximately \$2.667 billion. The actuary does not attribute portions of the surplus to individual employers. The plan covers approximately 62,000 active employees, of which approximately 280 are employees of the Union.

The Union has identified that it has PSPP contribution arrears for certain temporary staff and that it may have PSPP contribution arrears for certain other temporary staff. The Union has notified the PSPP and has provided it with earnings data for both groups of temporary staff so that it can determine contribution arrears. Until the PSPP makes its determination it is not possible to estimate the amount of the arrears payable.

### **19. Contingencies**

There are human rights complaints that have been filed jointly against certain employers and the Union. As the Union's share of any potential liability cannot be estimated at this time, no amounts have been recorded in these financial statements.

### **20. BCGEU Diane L. Wood International Solidarity and Humanity Fund**

The Union committed \$251,000 (2019 - \$241,869) to its BCGEU Diane L. Wood International Solidarity and Humanity Fund for international solidarity and development projects. As at December 31, 2020, \$51,508 (2019 - \$53,133) of committed funds have yet to be spent.

### **21. Credit facility**

The Union has an available credit facility up to a maximum of \$8,500,000 with interest per annum charged at prime rate of 2.45% (2019 - 3.95%) as at December 31, 2020. When drawn, security for this facility is provided by way of a charge over certain of the Union's land and buildings, with a carrying value of \$6,271,295 (2019 - \$6,516,899). As at December 31, 2020, the amount outstanding was \$nil (2019 - \$nil).

### **22. Financial instruments**

#### **(a) Liquidity risk**

Liquidity risk is the risk that the Union will encounter difficulty in meeting obligations associated with financial liabilities.

The Union is exposed to liquidity risk with respect to its accounts payable and supplemental leave benefits liability. The Union's cash on hand and cash flow from operations provides a substantial portion of the Union's cash requirements. Additional cash requirements can be met with the sale of marketable securities, or use of the available credit facility, if required.

# B.C. Government and Service Employees' Union

## Notes to the consolidated financial statements

Year ended December 31, 2020

### 22. Financial instruments (continued)

(b) *Credit risk*

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

The Union's exposure to credit risk with respect to accounts receivable is minimal since over 97% of the accounts receivable as at December 31, 2020 (2019 - 97%) are receivable from well-established employers for members' dues deducted from members' wages. Members' dues are received from employers on a regular basis.

The Union's exposure to credit risk with respect to its cash and marketable securities is minimized since these items are held at well-capitalized Canadian financial institutions. In addition, the government of the Province of British Columbia, with its *Financial Institutions Act*, has, through the Credit Union Deposit Insurance Corporation, guaranteed the full value of the Union's cash, all of which is held at credit unions in British Columbia.

(c) *Interest rate risk*

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in market interest rates. Interest rate risk arises from the possibility that changes in interest rates will affect the value of fixed income securities held by the Union and accrued supplemental leave payable. The value of fixed income securities will generally rise when interest rates fall and decrease when market rates rise.

(d) *Other price risk*

Other price risk arises as a result of trading in equity securities and fixed income securities. Fluctuations in the market expose the Union to a risk of loss. The Union mitigates this risk through controls to monitor and limit concentration levels.

(e) *Foreign currency risk*

As of December 31, 2020, 45% (2019 - 33%) of the marketable securities are invested in U.S. equities with an additional 10% (2019 - 12%) invested in other non-Canadian equities. Foreign currency risk arises due to changes in foreign currency exchange rates on the Union's foreign securities. Effective January 20, 2017, the Union implemented a hedging strategy to reduce its exposure to foreign currency gains and losses with respect to its holdings of U.S. equities.

# B.C. Government and Service Employees' Union

## Notes to the consolidated financial statements

Year ended December 31, 2020

### 23. Income taxes

The Union's wholly owned company has non-capital losses of \$11,013,785 that may be applied to reduce taxable income in future years. The potential income tax benefit of these losses has not been recorded in these consolidated financial statements. The non-capital losses expire as follows:

	\$
2031	292,825
2032	842,626
2033	703,239
2034	842,337
2035	1,220,883
2036	1,182,708
2037	1,159,202
2038	1,455,985
2039	1,810,553
2040	1,503,427
	<hr/>
	11,013,785

### 24. Impact of COVID-19

On March 11, 2020, the World Health Organization categorized the novel strain of coronavirus, specifically identified as "COVID-19" as a pandemic. The outbreak of COVID-19 has resulted in governments worldwide enacting emergency measures to combat the spread of the virus. These measures, which include the implementation of travel bans, self-imposed quarantine periods and physical distancing, have caused material disruption to business globally. Global equity markets have experienced significant volatility. The duration and impact of the COVID-19 outbreak is unknown at this time. It is not possible to reliably estimate the length and severity of these developments and the impact on the financial results and condition of the Union in future periods.

### 25. Subsequent event

The Union expects to enter into a \$1,173,000 contract with a firm to supervise and manage the Palm Avenue development.

### 26. Comparative balances

Certain comparative balances have been reclassified to conform to the presentation used in the current year. The changes do not affect prior year excess of revenues over expenses.

# B.C. Government and Service Employees' Union

Consolidated schedule of rent revenue, net and expenses

Year ended December 31, 2020

## Schedule

	General Fund \$	Solidarity Holdings Ltd. \$	Consolidated 2020 \$	Consolidated 2019 \$
<b>Rent</b>	<b>668,947</b>	<b>88,261</b>	<b>757,208</b>	902,129
<b>Expenses</b>				
Repairs and maintenance	163,641	-	163,641	147,379
Utilities	79,375	-	79,375	76,596
Property taxes	56,161	-	56,161	69,756
Management fees	51,361	-	51,361	39,822
Leasing commissions	-	-	-	26,421
	<b>350,538</b>	<b>-</b>	<b>350,538</b>	359,974
<b>Rent, net</b>	<b>318,409</b>	<b>88,261</b>	<b>406,670</b>	542,155
			<b>Consolidated 2020 \$</b>	<b>Consolidated 2019 \$</b>
<b>Building and administration</b>				
Building			2,069,781	2,062,510
Office (Note 14)			1,694,675	1,534,109
Information technology			1,241,317	994,201
Telephone and utilities			880,540	924,242
Rent			590,095	617,121
Postage			199,294	318,943
Amortization of property and equipment			2,554,644	2,684,614
Amortization of property and equipment under capital lease			322,751	319,387
Amortization of investment property			266,787	280,827
			<b>9,819,884</b>	9,735,954
<b>Campaigns, strategic partnerships, communications and donations</b>				
Campaigns, strategic partnerships and charitable donations			1,320,801	1,193,294
Internal and external communications			323,196	309,238
			<b>1,643,997</b>	1,502,532
<b>Other member services</b>				
BCGEU Diane L. Wood International Solidarity and Humanity Fund (Note 20)			252,625	239,600
Scholarships and welfare			127,775	106,056
Cross component committees			112,625	117,489
Workplace leadership			63,793	150,390
Pandemic member expenses			45,014	-
Union observers			35,340	54,154
Hospitality workers' health and welfare benefits plan (recovery)			17,469	(18,132)
Membership activities			16,991	109,994
Activist recognition events			6,042	278,281
			<b>677,674</b>	1,037,832