



REUNION

BC GENERAL EMPLOYEES' UNION CONVENTION 2024

REPORTS

Convention 2024

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Executive Committee Report

The last time delegates met at a BCGEU convention, in 2021, we made BCGEU history. We evolved our name to the BC General Employees' Union, a change to recognize the now over 90,000 members and the shifting world of work. And it was our first virtual convention ever, marking our ability to find a new way to come together, bound by necessity but with the same values.

Since that convention, the world has re-opened and we find ourselves returning to many pre-pandemic activities but with added perspective on the importance of our collective power. To build upon that perspective and recognize our continued focus on building member strength, growth and renewal, the theme of Convention 2024 is Re\Union.

Reunion means to come back together after a period of separation. For our Convention 2024 reunion, we will be coming back together in person with the largest number of delegates our union has ever had in attendance. And whether online or in person, convention always means coming back together to set the path for the next three years, reflecting on our values and activities and how to continue growing power in the labour movement.

The Re\Union theme consists of four pillars - Re\Connect, Re\Member, Re\Commit and Re\Present - on which we share our executive committee report on the 2021-2024 period.

Re\Connect

Embracing the power of face-to-face connection.

Handshakes, smiles and solidarity fuel our reinvigorated mission. Together again, we strengthen bonds, celebrate victories, and forge a united future.

Carefully but enthusiastically, we returned to hosting in-person meetings, training and conferences.

The first Local Chairs Assembly - previously scheduled, and then cancelled, for what became the first weekend of the 2020 lockdown - was successfully held in April 2023. This assembly gave tremendous opportunity for local chairs from across the province to learn and connect with each other, build solidarity and share invaluable experiences.

We also launched a new education course, Organizing Fundamentals, at the end of 2022. This three-day, in-person training aims to help members identify opportunities to engage members, organize around widely and deeply felt issues and take the kind of collective action that helps build solidarity and power. In 2023, we delivered this training 22 times from 12 different offices for a total of 300 members. The overwhelmingly positive feedback noted that the training helped members develop core organizing skills and provided opportunities to dig into the realities at their unique worksites and situations.

Since the last convention, we hosted several roundtables and conferences, both online and in person, that brought members together on a range of topics. This included the recent roundtables for equity advisory committees, a series of smaller roundtables in 2021 and 2022 about the environment, and our first-ever supportive housing conference which brought together members from three different components. These events gave participants opportunities to build relationships and strengthen bonds and to provide recommendations on what

the BCGEU can do to build a better future for workers and their communities.

Re\Member

Putting members at the forefront and remembering our rich history and roots.

Through shared stories, we celebrate the triumphs and challenges that shaped us. By reconnecting in person, we reignite the flame of solidarity.

One core function of our union is negotiating collective agreements on behalf of members. In 2022, tens of thousands of BCGEU members who work in the public sector (including the BC Public Service, community social services, community health, health facilities, health sciences and post-secondary) were at the bargaining table. Our union built contract action teams and Get Out the Vote (GOTV) teams and did member-to-member outreach to mobilize workers in a way that brought us back to our roots. We went back to the basics but used the tools of the day, improving member contact information, informing members about possible job action and ultimately going on strike in the public service for the first time in over a decade.

Remembering our history also obliges us to continue the efforts of our union's commitment to Reconciliation. There is still lots of work to do but we proceeded in a few ways during this period:

In 2022, our union created a staff position for an Indigenous educator who educates ac-

tivists and members through a course titled A Path to Reconciliation: Past, Present and Future Through an Indigenous Lens. In 2023, we established the Indigenous employer sector council, formed to bring together all bargaining units that serve a primarily Indigenous population, to build power as workers. The council provides a space for each of the units, who otherwise would not have the opportunity to work together, to discuss common issues related to their worksites and being members of the BCGEU. As our union continues to organize with a focus on Indigenous workers, workplaces and organizations in B.C., some of the newest members working at Ditidaht First Nation, Anspayaxw School Society (Kispiox School) and Aboriginal Coalition to End Homelessness could be part of this important new sector council.

Re\Commit

Recommitting to our unwavering dedication to fighting for workers, fair treatment and a thriving future. United, we stand as a force for positive change.

Now that our union is over 90,000 members strong, calling ourselves "B.C.'s fastest growing union" is not just a catchphrase, it's a fact. For the last two consecutive years the BCGEU has organized more workers than any other union in the province.

One of the largest groups of workers to join our union during this period is the over 500 women and gender-diverse workers at Atira Women's Resource Society. Since these workers joined our union in 2023, we have lobbied government to get the pay equity that they deserve.

We have also advocated for important changes to the BC Wildfire Service. While the work is not over, our public advocacy campaign focused on wildland firefighters working for the public service has made it clear: when we stand united, we can be a force for positive change.

Furthermore, at the forefront of our re-commitment to a thriving future, is worker safety. We mourn those members who lost their lives on the job and, to honour their

memory, we continue to work on matters of workplace safety. In 2023, our staff developed a BCGEU-exclusive database to track the multitude of Occupational Health and Safety (OHS) committees across the province. Having our own database, designed to work within the BCGEU structure, will allow us to track and reappoint committee members more efficiently than in the past.

Re\Present

Reinforce our commitment to amplify voices and champion rights.
Through member engagement, we forge stronger bonds, ensuring members feel heard, valued and empowered.

We know that our union is important for workers not only for what many view as the core services - bargaining, grievances, education and organizing - but also for our leadership on broader social issues that impact workers' lives but are not covered by collective agreements. These issues include the environment, gender rights, Reconciliation and affordable housing and we approach many of them through a government relations model, lobbying decision makers and providing recommendations.

Pride 2023 revolved around chosen family (our right to define). We recognize that for many 2SLGBTQI+ individuals, their chosen families play a vital role in providing support, acceptance and love. BCGEU stands committed to championing the rights and

well-being of all our members, regardless of sexual orientation, gender identity or expression. We believe that every individual has the right to define their own path and find love, acceptance and belonging within their chosen families.

Almost five years ago we brought our shareholder engagement efforts fully in house and we have continued to make sure our investment choices provide an opportunity for greater social change. We have accomplished this is by investing in a fund managed by an Indigenous company, and by partnering with the Union of British Columbia Indian Chiefs (UBCIC) on shareholder proposals. Through our UBCIC partnership we have had some notable success stories, including the Royal Bank of Canada amending its human rights statement to invoke the free, prior and informed consent (FPIC) of Indigenous people as outlined in the UN Declaration on the Rights of Indigenous Peoples.

In the executive report at our previous convention, we reported on our Affordable BC campaign and the work being done with governments of all levels to build communities where working-class families can afford to live and thrive. That campaign continues as members increasingly note housing affordability as a critical issue they want their union to speak up about. The campaign is detailed and specific and we know that the recommendations can make a real difference. Learn more at affordablebc.ca.

Looking forward

This report documents only some of the important work that our union has done since our last convention. On the following pages you can read more from our affiliates, the provincial executive committees and our union's staff departments.

Our work is not done

At Convention 2024 - our Re\Union - we look forward to the opportunity to meet again in person, share stories from since we last met, discuss ways to make positive change and form important bonds to build solidarity for all 90,000+ BCGEU members.

Affiliate Union Reports



BCFMWU REPORT TO BCGEU CONVENTION

How things have changed

Since June of 2021 the world shifted. Vaccine mandates became a thing and aren't anymore. The economy appeared to stumble then roared back to life in a generational high of inflation. Workers, including members of the BCGEU and BCFMWU, have sought to leverage changes to the benefit of workers.

How things have stayed the same

As an affiliate of the BCGEU we have continued to share support, whether it is from the larger Union through Stephanie and Paul for support on BCFMWU campaigns such as www.tellBCFerries.ca or the BCFMWU ability to support the formation and information sharing for mariners' nation wide through NUPGE inclusive of BCGEU members on the inland ferries we are stronger together.



As a Union we continue to fight for the underrepresented

Equality in compensation and wages for our members. Equality in the balance that is life and work. Equality in work that does not discriminate based on gender, medical, or religious grounds. For the following reasons the BCFMWU has continued to

support and advocate for the diverse workforce we represent including women and Sikh engineers, Sikh deck department members through multiple channels including our grievance process, arbitrations, and the BC Human Rights Tribunal. We have partnered with Ending Violence Association of BC to provide the Be More Than a Bystander training to shop stewards, because talking the talk only matters if we walk it as well.

Partnerships matter

While BCFMWU members have joined affiliate and allied Union members on the picket lines over the past 3 years we have yet to regain our right to strike. That said the support of the BCGEU, and others has been fantastic in our efforts to advocate for ferry and marine workers. We continue to work together as partners in the labour struggle. Doug Dykens and James Cocola have been instrumental in facilitating our partnership and Stephanie and Paul have been available and supportive of Ferry Workers when called upon.

Leveraging our affiliation for workers

Through our affiliation to the BCGEU we have been able to start up a National Marine and Ferry Workers Group (NUPGE), hold a seat on the National Transportation Committee (CLC) and formed a Ferry Workers Task Force (ITF) and support a member participating in international regulatory meetings through the (IMO) for alternative fuel vehicles aboard ferries.



In Solidarity,

A handwritten signature in black ink, appearing to read "Eric McNeely".

Eric McNeely
Provincial President



On behalf of our 3300 Members living throughout British Columbia, we at the Compensation Employees' Union would like to wish everyone at the BCGEU a wonderful 52nd Re\Union Convention.

There is nothing quite like being in person for convention with your friends and colleagues. I believe being on the floor, feeling the energy, reconnecting with friends and colleagues while having the privilege of hearing the passion behind the words in a resolution are all part of the magic of convention. Not that the huge effort to pull off a successful convention virtually wasn't appreciated, but certainly it is hard to replicate the feeling of attending in person.

The CEU is turning 50 years old on May 23, 2024, and we are planning some fun events for our golden year including our first ever members conference which will see us bringing in 50 members for a one-day conference. Our Shop Steward Conference is planned for the first week of April out at Harrison Hot Springs and we really want to thank the BCGEU for your support and assistance in modifying your class for our steward group. The Executive and Staff will also be going to all the offices in the Province in May and June to continue the celebration as well as to present information to and answer questions from the membership.

In October of this year some of us from the CEU will be attending a multi-union conference in Nova Scotia where all of the Unions representing WCB's across Canada meet to discuss items affecting our membership and to strategize on bargaining. This conference includes representatives from NUPGE, CUPE and GEU Unions from across most of Canada. It allows us to come together to share strategies in an effort to mitigate possible effects of problematic legislation which we see tried in different Provinces and Territories.

A big thank-you to Stephanie Smith and Paul Finch for their ongoing support of the CEU as well as many other elected and staff BCGEU people who are always there to lend a hand and offer words of encouragement, advice and real support.

I also want to say a special good-bye to Stephanie Smith. You lead with a unique blend of strength, kindness and cleverness that I have enjoyed being around for many years now. You will be missed greatly by not just me but the entire CEU. We wish you all best in whatever your future holds.

Good luck my friend.

Laura Snow

CEU President

Provincial Executive Committee Reports

Constitution and structure committee

Who we are:

James Cocola **EVP**, chair

Andrew Stephens **111**

Ranata Bonthoux **305**

Kusam Doal **C5 VP**

Steve Kitcher **701**

Charmaine Fines **801**

Rory Smith **C10 VP**

Liam Smith **1201**, partial term

Matthew Damario **1203**, partial term

Megan Washington **1703**

Emily Watson **2006**, partial term

Staff assigned: Thom Yachnin, secretary; Sonya Sabet-Rasekh, assistant secretary; Sharlet Noronha, administrative support

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.

Key resolution addressed from Convention 2021:

B-63 - The BCGEU will fund all cross component committee (CCC) meetings and activities (i.e., travel, leave(s) of absence and accommodation).

Key accomplishments and impact:

We worked diligently and thoughtfully to address several emerging and pressing issues within the union and proactively reviewed and made recommendations on other structural issues, including members working from home or outside of the province. We hope that, by addressing these issues before the next regular local elections in 2025, members will be able to participate in the union from communities that are more relevant to them.

The committee also rewrote the model local bylaws, made suggestions on convention rules, reviewed Article 7 of the union's constitution and bylaws, and played an expanded role in providing advice to the provincial executive and the finance committee. By having a member from each component on the committee, we had a balanced perspective on how changes effect members across our union.

Priorities going forward:

The committee will monitor the implementation of new rules for local elections and make recommendations after the elections to ensure that the changes address the identified concerns; continue our review of bylaws by making recommendations on the component model bylaws; and continue to be a resource for the provincial executive on structural and policy issues.

Human resources and governance committee

Who we are:

Stephanie Smith **president**, chair

Paul Finch **treasurer**

Dave MacDonald **C17 VP**

Doug Kinna **EVP**

Maria Middlemiss **C12 VP**

Staff assigned: Thom Yachnin, secretary; Lisa Tolland; Doug Dykens

What we do:

We work to improve the oversight capability of elected leadership and thereby ensure that the union remains member driven, with a commitment to sound governance and the financially sustainable staffing.

Key resolution addressed from Convention 2021:

A-23 - 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; 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.

Key accomplishments and impact:

As a new provincial executive committee established by the 2021 triennial convention, the committee has worked diligently to improve the general governance of the union, overseen by elected leadership. This work included establishing fair and reasonable mandates for bargaining with staff.

Priorities going forward:

We will continue providing education opportunities on governance and human resources to committee members; work with our human resources department to improve human resources policies and cost oversight; and improve the governance expertise of elected leadership.

Education and scholarship committee

Who we are:

Judy Phipps **EVP**, chair

Lori Isaac **1201**

Linda Rowley **306**

Kevin Ball **603**

Tanya Boyd **710**

Wynn Hartfelder **307**

Dawn Dreher **1211**

Jessica Scafe **712**

Staff assigned: Colleen Nelson, secretary; Danica Sladen, assistant secretary

We also thank these former committee members:

Vanessa Batres-Toaspersn (Area 03), Cindy Battersby (Area 07), Sheila Catherwood (Area 02), Jennifer Cliff-Marks (Area 09), Kathy Fossum (Area 10), Bonnie Lennox (1708), William McKerrow (Area 8), Dee McKinney (302), Cina Opel (Area 02), Mike Schmidt (Area 05), Gurmee Singh (Area 04), Sean Rutsatz (405), Karthiyayini Sivalingam (604), Stacy Tourand (409), James Cavalluzzo (staff), Ann Bradbury (staff), Anjeanette Dawson (assistant secretary)

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.

Key resolution addressed from Convention 2021:

Composite to cover A-26 and A-32 - The BCGEU will amend Clause 10.20 of the BCGEU constitution, as follows: 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.

Key accomplishments and impact:

The committee updated the union's scholarship program to improve transparency and communication, and to bring the program more in line with the union's values of equity, inclusion and justice, namely through changes to the application and adjudication process. For example, in 2024, applicants can apply with an essay submission or with a media submission such as song, video or infographic; all submissions that meet the criteria and eligibility requirements qualify for a scholarship award; and scholarships are awarded by random draw. Additionally, in 2024, a portion of scholarship funds were awarded to Indigenous applicants following criteria set in consultation with the union's Indigenous advisory committee. Overall, between 2022 and 2024, the scholarship program awarded \$255,000 to members and their families to pursue post-secondary education.

Priorities going forward:

- › Equity - look for ways to make the union's scholarship program more accessible and equitable for members and their families.
- › Education opportunities - build upon existing cross-component committee educational opportunities.
- › Member engagement - use educational opportunities and scholarships to engage with members and grow relationships.

The committee will also continue to support the growth of the BCGEU Scholarship Endowment Fund, contributed to by bequeathments from the wills of members, staff and the public, through the Vancouver Foundation. The fund will begin distributing scholarships in 2024. Applicants must demonstrate a commitment to community service, leadership, volunteerism, social consciousness and compassion; and do not need to be BCGEU members or family.



Member educator review committee



Who we are:

Judy Phipps **EVP**, chair

Joanna Lord **C7 VP**

Kusam Doal **C5 VP**

Staff assigned: Ann Bradbury, secretary; Megan Scott, assistant secretary; Megan McKinney

What we do:

We review applications from the annual member educator expression of interest process and determine a shortlist of members to receive facilitation training. We also consult with relevant parties during the selection process and give input on the evaluation of member educators. Member educators facilitate courses in three key areas - learning and field services, occupational health and safety, and organizing - and play a vital role in facilitating meaningful learning experiences for our members.

Key resolution addressed from Convention 2021:

C-148 - The BCGEU will develop a policy for how it selects peer facilitators.

Key accomplishments and impact:

Policy F-07 for selecting member educators was incorporated in Nov. 2021, and a review committee was formed. Two expressions of interest (in 2022 and 2023) led to the recruitment of member educators in the three key areas:

- › Learning and field services: 203 expressions of interest were received; 61 members were shortlisted for STEP UP! and 50 members for Steward Fundamentals.
- › Organizing: 91 applications were received; 89 members were shortlisted.
- › OHS: 35 expressions of interest were received in 2022 from non-government sectors (components 3, 4, 7, 8, 10 and 17) and 88 expressions of interest were received in 2023 - 49 from non-government sectors (components 3, 4, 6, 7, 8, 10, 17 and 20), and 39 from the government sector (the BC Public Service and the Liquor Distribution Branch (LDB) - Components 1, 5, 6, 12 and 20).

Priorities going forward:

The committee will implement the workers of colour committee's 2023 recommendation to the provincial executive to run an expression of interest to recruit members who are Indigenous, Black and people of colour to support the Foundations for Building Solidarity and Racial Equity in our union course and other courses in our new solidarity course stream.

Grievance appeal committee

Who we are:

Kari Michaels **EVP**, co-chair

James Coccola **EVP**, co-chair

Judy Phipps **EVP**, co-chair

Doug Kinna **EVP**, co-chair

Dean Purdy **C1 VP**

Andrea Duncan **C3 VP**

Pamela Pye **C3 PE rep**

Mahen Ramdharry **C4 VP**

Suzanne Steffen **C4 PE rep**, partial term

Kusam Doal **C5 VP**

Judy Fox-McGuire **C6 VP**

Kayla Woodruff **C6 PE rep**, partial term

Mona Dykes **C6 PE rep**, partial term

Joanna Lord **Comp 7 VP**

Scott De Long **C8 VP**

MJ Colquhoun **C8 PE rep**

Rory Smith **C10 VP**

Maria Middlemiss **C12 VP**

DJ Pohl **C12 PE rep**

Dave MacDonald **C17 VP**

Rob Davis **C20 VP**

Staff assigned: Thom Yachnin, secretary (advocacy appeals); Doug Dykens, secretary (area office and classification appeals)

What we do:

We assess appeals from members who have had their first level of grievance appeal at the local level denied or held hearings at an initial stage for members appealing decisions related to their classification appeal or grievance in our advocacy department. This stage of the appeal process ensures the union has met its obligation under Section 12 of the Labour Relations Code.

Key accomplishments and impact:

Our union handles thousands of grievances each year. A total of 9,258 new grievances were filed during the period of Jan. 1, 2021, and Dec. 31, 2023.

The BCGEU constitution provides for two levels of appeal - an area grievance appeal committee and the provincial executive grievance appeal committee. During this period, the area grievance appeal committees heard a total of 89 appeals. The provincial executive committee received a total of 26 requests to have their area appeals reconsidered and 15 initial appeals related to grievances in our advocacy department.

Upon careful consideration, the appeals were handled in the following fashion:

- › Twenty-six appeals were dismissed prior to a hearing.
- › Twelve appeals were dismissed following a hearing.
- › Two appeals were referred back to our advocacy department.
- › One appeal was withdrawn.

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 Cocola **EVP**, chair

Lana Vincent **1003**

DJ Pohl **1204**

Chris Walker **2002**

Lara Stroud **512**, partial term

Laurie Proudfoot **809**, partial term

Darlene Gallant **801**

Edmund Quan **103**

John Manthorpe **301**

Eleine Gordon **408**, partial term

Mona Dykes **607**, partial term

Ellen Nicholson **512**, partial term

Tanya Boyd **710**, partial term

Jennifer Cliff-Marks **709**, partial term

Bill Brett **BCFMWU rep**

Staff assigned: Susan Howatt, secretary; Anne Fouron, assistant secretary; Lorinda Banks, environment officer

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.

Key resolution addressed from Convention 2021:

Emergency Resolution #3 - 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.

Key accomplishments and impact:

In 2021, the committee mapped out a plan to engage members' concerns about how climate change is affecting them in their workplaces and communities. This campaign included a poll of BCGEU members, building a labour climate network with other unions and a series of virtual roundtables with members in six regions across B.C.

Our engagement work demonstrated that concerns about climate change, and what it means for future generations, are widely and deeply felt - nearly unanimously - regardless of workplace. This has guided committee members as they brought forward strong resolutions on climate action to the BC Federation of Labour (BCFED), National Union of Public and General Employees (NUPGE), and Canadian Labour Congress (CLC) conventions and participated in regional labour councils, the BCFED climate, justice, and jobs committee, the NUPGE advisory committee on the environment, the B.C. government climate solutions council

and participate in the labour delegations to multiple United Nations (UN) climate conferences.

The committee actively works to engage others across our union in strategic collaborations including members of the Indigenous advisory committee, the political action committee and the OHS committee. During this term, the environment committee amended its terms of reference to include looking at environmental issues through the lens of Reconciliation.

Priorities going forward:

The committee has designed the next phase of our climate campaign in direct response to what was heard from the many passionate members that participated in the climate roundtables, namely how our union should be advancing action through its work with employers and governments, and as a key partner and voice within the wider labour movement. Our strategies will include: training to integrate climate solutions at the bargaining table; research and training in cutting edge OHS standards; and an action-oriented climate justice conference.



International solidarity committee

Who we are:

Kari Michaels **EVP**, co-chair

Andrea Duncan **C3 VP**, co-chair

Mehdi Salem **105**

Richard Ziemianski **401**

Thomas Mikalishen **505**

Desiree Cabecinha **601**

Coralie Gregoire **703**

Masoud Aminzavar **803**

Mark Taylor **1007**

Maria Middlemiss **C12 VP**

Stuart Abels **2012**

Kevin Lee **BCFMWU rep**

Howard Lin **CEU rep**

Carol Wood **UWU rep**

Staff assigned: Melissa Roth, secretary;
Melissa Gill, assistant secretary

Former committee members: Randy Sandberg (1008), Jackie Pierre (2003), Siri Tilling (308), Laarni de los Reyes (staff), Erik Hoibak (staff), Rene-John Nicolas (staff)

We dedicate this report to Randy Sandberg.



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 and make relevant resolutions to BCGEU, BCFED, NUPGE and CLC conventions. We also liaise across the union to promote our work and our partners' work, and we promote international solidarity amongst the labour movement and the community.

Key resolution addressed from Convention 2021:

Composite D-5 to cover D-297, D-298 and D-299 - 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.

Key accomplishments and impact:

The committee participated in the Labour Start International Solidarity conference, building broader movement connections and making new partnerships to support youth in Georgia and Palestinian workers in Israel.

In collaboration with the union's shareholder engagement officer, CoDev Canada and our CODEMUH partners in Honduras, we advocated for labour and human rights by developing shareholder resolutions with sweatshop workers to communicate their struggles to Gildan shareholders.

Our committee directly funded programs that build worker and community power all over the world. By supporting workers' struggles worldwide, and not allowing worker and human rights to be eroded due to lower standards elsewhere, we help secure a better future for not only ourselves, but for all.

Priorities going forward:

- › Building partnerships in regions we don't already have partners in.
- › Ensuring our partnerships are built on solidarity and mutual support.
- › Educating members about our international work and connecting our union to global struggles for peace and justice.



Resolutions committee

Who we are:

Doug Kinna **EVP**, chair

Ira Kibbe **104**

Sharon Hollingsworth **304**

Navdeep Mahanger **404**

Mark Guolo **504**

Judi Porter **601**

John Cantlon **1010**

Ryan Wiederick **2001**

Staff assigned: Doug Dykens, secretary; Shannon Murray, assistant 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 (BCFED), the National Union of Public and General Employees (NUPGE) or the Canadian Labour Congress (CLC) conventions.

Key resolution addressed from Convention 2021:

The resolutions committee was involved with too many resolutions to note as part of their mandate.

Key accomplishments and impact:

Our committee reviewed and prepared resolutions for the 2022 BCFED convention, the 2022 NUPGE convention and the 2023 CLC convention. Many of the resolutions that we submitted were to fulfill resolutions passed at the 2021 BCGEU convention that called on our union to lobby the Provincial and/or Federal governments. The committee's final piece of business is to review and refer the resolutions for the BCGEU 2024 constitutional convention.

Website redevelopment committee

Who we are:

Judy Phipps **EVP**, chair

Judy Fox-McGuire **C6 VP**

Seyoum Tekle **403**

Vanessa Batre **1003**, partial term

Kathleen Dow **1201**

Sarah Cheung **1203**, partial term

Staff assigned: Mike Pagana, secretary; Larisa Mills; Jocelyn Wagner; Stefan Avlijas, partial term

What we do:

We review the BCGEU website and elicit suggestions from members on how to improve and redevelop the BCGEU website with a view towards accessibility as well as make recommendations to the provincial executive.

Key resolution addressed from Convention 2021:

C-81 - 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 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.

Key accomplishments and impact:

The state of BCGEU's website has been an elephant in the room for quite some time. It has become an uphill battle for members, staff and affiliates to find what they are looking for. Renovating the union's website is a large undertaking, and thanks to responses to the committee's survey of members, staff and affiliates, the importance of this task has never been clearer.

With that in mind, the committee put forward 12 resolutions to the provincial executive to aid both the near-term and long-term situation, ranging from specific immediate adjustments to a third-party accessibility review and a complete audit and inventory of existing content to improve how information is organized on the website.

The accessibility aspect of the C-81 convention resolution prompted much research into the accessibility landscape and requirements. The committee believes that the union has strong potential be an accessibility advocate for members and has recommended that BCGEU begin to get more involved in accessibility. One main takeaway from our research is that while some portions of the BCGEU website are accessible now, future efforts need to be more intentional and aligned with accessibility standards and future regulations to offer equal website access to members.

Priorities going forward:

- › Submit PE recommendations to fix parts of the website immediately where possible so that members do not need to wait for improvements.
- › Quantify the BCGEU's actual web accessibility compliance with the help of a third-party audit.
- › Make PE recommendations that will directly inform future terms and projects and help rationalize the cost and resources required to rebuild the website.





Equity and human rights committee

Who we are:

Judy Phipps **EVP**, chair

Kari Michaels **EVP**, partial term

Kindie Wolfe **307**

Ryan Richard **401**

Luis Acosta **511**, partial term

Lilly Kho **601**

Celeste Dunstan **703**

Coralie Gregoire **703**

Jeremy Williams **803**, partial term

Claire Yick **2011**, partial term

Staff assigned: Ming Lin, secretary; Shannon Murray, assistant secretary; Jitesh Mistry, partial term

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 2SLGBTQIA+ workers.

Key resolution addressed from Convention 2021:

C-122 to cover C-123, C-124, C-125 and C-126 - 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 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.

Key accomplishments and impact:

Our equity and human rights conference in Nov. 2021, facilitated by former committee chair EVP Kari Michaels, was well attended and informative to all participants. It is at that conference where the representatives of this committee are elected by conference attendees and member of the equity caucus they are a member of.

The work of this committee is expansive. Representatives from our union's Indigenous and other equity committees together discuss diverse and complicated issues that arise for their communities and which affect many of our members. We then identify how we can make change to do better in these areas.

Our committee has discussed the trend for web accessibility standards in Ontario and identified that, to support and benefit our members, the BCGEU needs to be a leader in accessibility. We have time to succeed in this area.

We also reviewed the cultural calendar to ensure that events and holidays are honored and recognized, either by sharing information from other labour organizations or by creating our own.

Priorities going forward:

We plan to host an equity town hall; continue anti-racism efforts by expanding education about discrimination; and obtaining demographic data to understand our membership.

Indigenous advisory committee

Who we are:

Paul Finch **treasurer**, chair

Shannon Campbell **301**

Valerie Laronde **1201**, partial term

Raven Cameron **503**, partial term

Celeste Dunstan **703**

Steven Narcisse **1205**

Percy Crosby **2012**

Fran Auckland **703**, elder

Coralie Gregoire **703**

Shelley Gladstone **312**

Piroska Potornay **612**

Lisa Hedin **804**, young worker

Rene Paterson **304**

Tahnee Trusler **1205**

Nicole Gagnon **601**, partial term

Cathryn Paul **402**

Jewel Gillies **707**, partial term

Dolores Bazil **611**, partial term

Staff assigned: Anjeanette Dawson, secretary; Kim Shelley, assistant secretary; Susan Howatt, partial term; Danielle Marchand, partial term; Stefan Avlijas, partial term; Keith Cameron, partial term

What we do:

We advise and assist the provincial executive on working towards the full inclusion of Indigenous members in all activities of the union and provide an Indigenous lens to the work of the union in supporting Indigenous members. We advise the union on matters that relate to the rights of Indigenous peoples and assist the union in addressing the calls to action in the Truth and Reconciliation report and the calls for justice in the Missing and Murdered Indigenous Women and

Girls, Men, Children and Two-Spirited Peoples (MMIWG2S), the report by the Royal Commission on Aboriginal Peoples, and other reports relating to Indigenous peoples.

Key resolution addressed from Convention 2021:

C-118 - The BCGEU will strike a committee of Indigenous members to explore and make recommendations for alternative methods to select the equity and human rights committee Indigenous caucus representatives.

Key accomplishments and impact:

The committee brought awareness to many Indigenous issues, including hiring diversity for BCGEU staff, decolonizing collective agreements, unionizing Indigenous employers. We reviewed First Nations protocol, acknowledgement and terminology documents, and assisted with Indigenous scholarships and dedication/renaming of BCGEU meeting rooms. We increased awareness for Red Dress, Orange Shirt Day and MMIWG2S significance across area offices, providing culturally appropriate items and swag. We recommended and helped create the Indigenous sector council for BCGEU members who work for employers who primarily serve Indigenous people. We held two events: a memorial event in Kamloops in Sept. 2023 for all Indigenous BCGEU members; and a memorial fund conference in May 2024 for 40 Indigenous BCGEU members to learn and share about Indigenous issues, both past and present, including the Highway of Tears/MMIWG2S, unmarked graves and missing children, and other cultural sessions.

Priorities going forward:

We will continue to bring awareness and make recommendations to the provincial executive regarding Indigenous issues and rights; provide an Indigenous lens to support decolonizing the work of the union and organizing as workers; and continue to ensure that Indigenous BCGEU members have a voice and representation.





Workers of colour advisory committee

Who we are:

Judy Phipps **EVP**, chair

Jagroop Mavi **1003**

Jasmine Birk-Bhogal **1201**

Komal Mel **302**

Lilly Kho **601**

Luis Acosta **511**

Manpreet Kaur Dhaliwal **804**, partial term

Marcelle Allen **710**

Sana Afridi **403**

Uchechi Nwachukwu **1201**

Nora Corea **301**

Waheed Chaudry **1201**

Damien Bell **707**, partial term

Staff assigned: Hasan Alam, secretary; Harumi Suzuki, assistant secretary; Raj Shergill, partial term

What we do:

We advise the provincial executive on working to eliminate discrimination on the basis of ancestry, colour, race or place of origin in our union, our workplaces and society. We identify issues of relevance and importance to workers of colour and recommend to the provincial executive how to incorporate these issues into our union's policies, procedures and practices. We also identify and recommend changes to make our union an anti-racist, inclusive and barrier-free organization to the full range of our membership; and we develop and present policy proposals to the provincial executive that remove barriers to encourage and support racial diversity in leadership positions within our union.

Key accomplishments and impact:

The inception of this committee in 2022 marked a pivotal moment for our union. Comprised of individuals of diverse backgrounds, this committee initially encountered challenges in establishing a collective vision for the group's priorities given the diverse lived experiences of the members, each having faced various forms of discrimination and systemic racism. Through facilitated dialogues, engaging team activities, and a steadfast commitment to personal and collective growth, the committee embarked on a journey of transformation and successfully evolved into a cohesive unit, united by a shared goal: to foster a more equitable and inclusive environment within our union, and eliminating all forms of racism.

This committee has not only identified and brought forward critical issues pertaining to equity and racism requiring attention from the provincial executive but has proactively proposed recommendations on some ways to effectively address these challenges including: a recruitment drive to increase the number of IBPOC educators and facilitators; and adding information to the anti-racism module within the Enhanced Steward training program about the caste system and its effects on the South Asian community.

The formation of this committee has empowered Indigenous, Black, racialized and marginalized members of the BCGEU by providing them with a dedicated platform to advocate for and present recommendations directly to the provincial executive.

Priorities going forward:

- Continue to make recommendations to the provincial executive to address issues of equity and racism within the union.
- Create more initiatives to educate our membership around issues of systemic racism and inequality.
- Continue to build partnerships and coalitions with other stakeholders (e.g., Canadian Labour Congress, NUPGE) and organizations that have a shared goal of creating a more equitable and inclusive labour movement.

2SLGBTQI+ diversity and inclusion advisory committee

Who we are:

Kari Michaels **EVP**, chair

Laurel Nielsen **302**, partial term

Marlene Bince **303**

Kit Schmunk **304**

Ryan Richard **401**

Karen Leman **409**, partial term

Iffer Tossoff **502**

Desiree Cabecinha **601**

Carven Li **703**

Olivia Toews **803**

Elliot Hamilton-Boucher **1211**

Claire Yick **2001**, partial term

SJ Grant **1201**

Lyle Goldie **2010**

Staff assigned: Emma Pullman, secretary; Celia Shea, assistant secretary; Lisa Langevin, partial term; Earl Moloney, partial term

What we do:

We advise the provincial executive on work to eliminate discrimination on the basis of gender identity and expression and sexuality in our union, our workplaces and in society. We represent the interests of 2SLGBTQI+ members consistent with union policy and with an intersectional and decolonizing approach and identify issues of relevance and importance and recommend ways to incorporate these issues into our union's priorities.

Key resolution addressed from Convention 2021:

C-185 to cover C-186 - 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.

Key accomplishments and impact:

This committee was formed in 2022 and has been advising the provincial executive on increased training on trans rights for members and staff, improving collective agreement language, and our union's participation in pride events across B.C.

We are proud to have made recommendations to support 2SLGBTQI+ people in our union and communities including: producing and distributing pronoun pins and leaflets to area offices; building a member resource page on the BCGEU website to include resources on pronouns and pride events across B.C.; providing transgender member education; hosting a panel at the Moving Trans History Forward Conference; and making changes to pattern bargaining language and member data.

We have advanced our rights by updating pattern language and strengthened the labour movement's support for 2SLGBTQI+ people through BCGEU convention resolutions to expand employers' definition of family for workers, and to improve access to gender affirming care and housing for 2SLGBTQI+ youth.

Priorities going forward:

- › Increase resources and training for members and activists to advocate for 2SLGBTQI+ rights in the workplace.
- › Build networks for 2SLGBTQI+ members to connect with each other.
- › Advocate for better rights and protections for 2SLGBTQI+ workers provincially, nationally and internationally.



Workers with disabilities advisory committee

Who we are:

Doug Kinna **EVP**, chair
Kacey Gronnestad **1201**
Jennifer Tosoff **502**, partial term
Sarah Cheung **1203**, partial term
Shendi Robbins **804**
Shyla Bailey **807**
Nicole Pallone **808**, partial term
Luis Acosta **511**, partial term
Ryan White **1212**
Kathleen Dow **1201**, partial term
Staff assigned: David Herrera, secretary;
Erin Sikora, assistant secretary

What we do:

We advise and assist the provincial executive on working towards the full inclusion of workers with disabilities in all activities of the union and provide this lens to the work of the union in supporting workers with disabilities. We advise on matters that relate to the rights of workers with disabilities.

Key resolution addressed from Convention 2021:

C-127 - 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.

Key accomplishments and impact:

We committed to passing resolutions for the provincial executive to resource the union better in supporting workers with disabilities in tangible ways including creating roles that will support members with disabilities. More work needs to be done but, by advocating for change, we are creating opportunities for members with disabilities to share their experiences and teach us how they want things to change in their workplaces and within the union.

Priorities going forward:

We will help the union provide staff with proper tools to help members with disabilities; advocate on a large, more obvious scale for people with disabilities; and advocate for dedicated roles within the union that can support members with disabilities.

We encourage any member with a disability to submit an expression of interest in being on the committee.

Women and gender rights committee

Who we are:

Stephanie Smith **president**, chair
Kari Michaels **EVP**, co-chair
Judy Phipps **EVP**, co-chair
Teresa Shaley **104**
Andrea Duncan **C3 VP**
Pamela Pye **C3 PE rep**
Amanda Greenlay **303**, partial term
Linda Rowley **306**, partial term
Wynn Hartfelder **307**
Laurel Nielsen **312**, partial term
Cina Opel **402**, partial term
Suzanne Steffen **404**
Marilyn McLean **404**, partial term
Eleine Gordon **408**
Kusam Doal **C5 VP**
Shannon Dudley **501**
Judy Fox-McGuire **C6 VP**
Mona Dykes **C6 PE rep**
Shirley Kay **601**, partial term
Cynthia Egli **602**, partial term
Kayla Woodruff **603**, partial term
Joanna Lord **C7 VP**
Monica Wyllie **704**, partial term
Cindy Battersby **707**, partial term
Jessica Scafe **712**
MJ Colquhoun **C8 PE rep**
Karen Reeves **804**, partial term
Carrie Lessing **810**
Lana Vincent **1003**
Maria Middlemiss **C2 VP**
DJ Pohl **C12 PE rep**
Tahnee Trusler **1205**
Dawn Dreher **1211**, partial term
Jennifer Keenan **1702**, partial term
Megan Washington **1703**
Gayle Furgala **1707**
Jackie Pierre **2003**, partial term
Janet Fowlie **2009**
Staff assigned: Ann Bradbury, secretary; Shamayne Zindoga, assistant secretary; Megan McKinney, partial term

What we do:

We promote the awareness of women and two-spirited, non-binary and gender diverse people's issues within the union, workplace and society. We encourage the participation of these people at all levels of union activities and recommend to the provincial executive the elimination of specifically identified systemic barriers to their full participation. Through the education and scholarship committee and other provincial executive committees, we promote the continuing education of our members on areas of gender equity and rights within the union.

Key resolution addressed from Convention 2021:

D-289 - 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 a component of all basic stewards and leadership training.

Key accomplishments and impact:

We successfully transitioned the union's former women's committee to the current women and gender rights committee and worked with artist Favianna Rodriguez to design a new committee poster and logo.

In Oct. 2023 we held the union's first women and gender rights conference in Fort St. John called Intersectionality - What does it mean? Approximately 100 members and activists attended the conference including several new trans and gender diverse members. The committee continues to bring an intersectional lens to our feminist advocacy and organizing.

Our co-chair, executive vice-president Judy Phipps, attended the UN Conference on the Status of Women in March 2023.

The committee participated in education to better understand the extreme stigma and challenges facing sex workers and committed to support the federal and provincial changes necessary to fully decriminalize sex work to make sex work safer.

We participated in creating safer trans inclusive and gender diverse events for our members and activists.

Committee members stood proudly in solidarity with local 2SLGBTQIA+ union and community groups at counter rallies to confront anti-trans hate events that occurred in various locations across the province, particularly in the Fraser Valley, on Vancouver Island and in northern B.C.

The committee also passed recommendations to the provincial executive to deliver domestic violence at work workshops to members, component executives and cross-component committees and recommended that all components designate men-identified members to receive Be More Than a Bystander training.

Priorities going forward:

- › Lobby for federal and provincial legislative and policy changes required to fully decriminalize sex work, allowing sex workers to access full rights and protections as workers to improve their working conditions and make sex work safer.
- › Prioritize our solidarity and support for actions and events that are inclusive of and uplift Indigenous, two-spirit, women and girls, and women and gender diverse members who identify as Indigenous, Black, and people of colour.
- › Support the union's activism on affordable housing initiatives for trans and gender diverse members.

Young workers' committee

Who we are:

Kari Michaels **EVP**, chair

Christina Ginn **302**, partial term

Tabitha Fournier **306**

Jenny Palmgren **806**

Edward Brittain **1002**

Alec Patterson **2002**

Noah Dettling **503**

Hayley Wright **1201**

Thomas Christen **406**

Jessie Peden **612**

Prabhdeep Chahal **704**

Staff assigned: Romeena Sidhu, secretary; Ming Lin, assistant secretary; Brittney Janecki, partial term; Hilary Andow, partial term

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 activist of the BCGEU, and we encourage the union to support young workers in becoming and remaining active.

Key resolution address from Convention 2021:

Composite C-1 to cover C-109, C-110, C-111, and C-112 - 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.

Key accomplishments and impact:

We planned another successful conference for young workers elected to local executives across B.C. The conference included workshops on psychological health and safety, human rights and the life of a grievance. Attending members also learned about Indigenous leadership, youth in the environmental movement, tenant organizing and successful workplace organizing led by young workers.

We have also represented our union at the provincial and national level of the labour movement and worked with both the BC Civil Liberties Association and the BC Federation of Labour to deliver various workshops on workplace rights catered specifically to local youth.

Priorities going forward:

We will continue to focus our work on improving access to the union for young workers across the province. We will work on ensuring young workers have access to union training, including various workshops put on by the union, specifically the future of pensions.

Political action committee

Who we are:

James Cocola **EVP**, chair

April Duffield **303**

Erica Cardarelli **503**

Matt Damario **1203**, partial term

Florentina Kelly **803**

Deb Burns **611**, partial term

Isaac Gilbert **2007**, partial term

Joanna Lord **702**

Joel Blanco **401**

Raff Rodrigues **BCFMWU rep**

Staff assigned: Nadja Komnenic, secretary; Jolan Bailey, assistant secretary; Jasleen Arora, partial term; Holly Reid, partial term

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.

Key resolution addressed from Convention 2021:

C-174 - The BCGEU will provide ongoing political action training and education to interested members every year.

Key accomplishments and impact:

We developed an effective model for training and engaging members in elections; trained 100+ members and sent 35,000+ calls and texts to members in key races. Political action trainings and get-out-the-vote (GOTV) events helped deepen BCGEU members' political engagement and served as a springboard to launch dozens of members into additional political engagement outside the union, e.g., volunteering for progressive political parties and running for election.

We also launched a campaign to elect worker-friendly candidates to the board of Vancity, an employer of BCGEU members, and identified and mobilized 12,000+ Vancity members. By building a large list of Vancity members and proving our ability to impact board elections, our campaign helped build power and leverage to influence this employer to consider workers' issues. The lists and expertise built through this campaign could be an asset to support bargaining with Vancity and increasing impact in future Vancity board elections.

Priorities going forward:

We will continue hosting training and events to deepen BCGEU members' political engagement - including the proven GOTV model - and exploring event opportunities geared towards deeper levels of political engagement (i.e., how to run for office, and how to lobby your MLA). We will also develop strategies to support equity-seeking members to engage in political action and to reduce barriers to participation. Finally, we will leverage democratic processes in non-profits, co-operatives and credit unions to ensure boards reflect worker-friendly values.

Occupational health and safety committee

Who we are:

Doug Kinna **EVP**, chair

Shane Rush **102**, partial term

Ira Kibbe **103**, partial term

Pamela Pye **303**

Cina Opel **402**, partial term

Suzanne Steffen **404**

Kelly Smith **503**

Cynthia Mepham-Egli **605**, partial term

Kevin Ball **603**, partial term

Marcel Beerkens **707**

David Fox **801**

Rory Smith **C10 VP**, partial term

Michelle McKenna **1005**, partial term

Liam Smith **1201**

Gurmeet Singh **1704**, partial term

Rick Raymond **1703**, partial term

Gary Casperson **2008**

Toni Murray **CEU rep**, partial term

Erin Guy **CEU rep**, partial term

Staff assigned: Megan Scott, secretary; Reagan Belan, assistant secretary

What we do:

We review, develop and recommend occupational health and safety (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 our OHS department and component OHS committees.

Key resolution addressed from Convention 2021:

C-204 - 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.

Key accomplishments and impact:

Overall, we ensured that health and safety remains a top priority for the union. We launched a significant research project on workplace violence, including a union-wide survey and focus groups; established a program for members to borrow radon detectors and raised the profile of radon as a workplace hazard; actively participated in public consultations on changes to OHS laws; hosted three successful annual OHS conferences with the Compensation Employees' Union; established a new OHS database to better track joint OHS committees and worker health and safety reps; and supported training in mental health first aid for BCGEU members.

Priorities going forward:

- › Address workplace violence.
- › Inform BCGEU members about radon.
- › Build capacity to provide support to BCGEU members on OHS issues.

Protection and repatriation of public sector services committee

Who we are:

Doug Kinna **EVP**, chair

Andrea Duncan **C3 VP**

Judy Fox-McGuire **C6 VP**

Rory Smith **C10 VP**

Kusam Doal **C5 VP**

Rob Davis **C20 VP**

Staff assigned: Shannon Murray, secretary

What we do:

We assess the risk of services being privatized and returning of services to the public service that should not be for-profit.

Key resolution addressed from Convention 2021:

C-95 - 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.

Key accomplishments and impact:

The committee was created out of a 2021 convention resolution, C-95, and then renamed the protection and repatriation of public services committee. We identified several certifications (employers/worksites where members work) in the following three key categories:

- › Those that need to be protected from being contracted out from government;
- › Those that are private companies where becoming a crown corporation is a better approach; and
- › Those that are crown agencies or private entities where repatriation (return to direct government) is the best approach.

Priorities going forward:

The committee will ensure the completion of relevant research and analysis needed to create proposals to lobby the provincial government on which services should be repatriated. We will also continue to identify services that are at risk and that need to be protected.



Finance committee

Who we are:

Paul Finch **Treasurer**, chair

Marie Middlemiss **C12 VP**, vice-chair

Jame Coccia **EVP**

Andrea Duncan **C3 VP**

Mahen Ramdharry **C4 VP**

Kusam Doal **C5 VP**

Judy Fox-McGuire **C6 VP**

Cindy Battersby **former C7 VP**, partial term

Scott De Long **C8 VP**

Rory Smith **C10 VP**

Dave MacDonald **C17 VP**

Tina-Marie Bradford **BCUWU rep**

Frank Anderson **former BCUWU rep**, partial term

Staff assigned: Peter Mehling, secretary; Christopher Chiu, assistant secretary; Darren Sin, internal auditor; Alex Chang, resource person; Sheila Puga, partial term; Siân Raphael, partial term

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 18 times from February 2021 to December 2023. 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 2021 constitutional convention decisions

Resolution B-48 amended, referred by convention to the provincial executive, requested that the union 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. The provincial executive adopted the recommendation and referred the issue to the committee. At the committee's recommendation, PE Policy G-5 "Wage Replacement for Members on Casual, on-Call, and Auxiliary Status at BCGEU Certifications" was created so that members of Components 3, 4, 8 and 20 may, on application, be paid directly by the union to perform union business when they are not scheduled to work for their employer as a result of being on casual, on-call or auxiliary status.

Resolution B-61, referred by convention to the provincial executive, requested that the union increase the cross-component committee (CCC) per capita amount by up to 20 per cent. The provincial executive adopted the recommendation and referred the issue to the committee. At the committee's recommendation, the provincial executive approved that the annual funding formula for CCCs be revised effective January 1, 2022, with the base funding portion left unchanged at \$8,000 per area and the per capita portion increased by 10%, from \$0.65 per member to \$0.715 per member. The committee considered the need for a further increase at its January 2024 meeting.

Resolution C-71 amended, referred by convention to the provincial executive, requested that, where technology exists, the union offer the option of direct deposit to all activists working on union business including local and component expenses. The provincial executive adopted the recommendation and referred the issue to the committee. The committee, noting that members already had the direct deposit option for headquarters paid expenses, developed a process for members to receive direct deposits for local and component expenses. This process has been implemented with 10 of the union's components, utilizing the direct deposit option on a regular basis, and the 11th component started to use the option in January 2024.

The committee ensured that the union's operating budgets reflect the following resolutions passed at convention or by the provincial executive subsequently:

- › Composite resolution to cover A-26 & A-32 - Increase annual scholarship funding from \$60,000 to \$75,000.
- › Resolution B-60 - increase the CCC young worker budgets to fifteen hundred dollars (\$1,500).
- › Resolution B-62 - an annual strategic planning day for CCCs, with headquarters covering member expenses (leaves of absence and travel) as required.
- › Resolution from the floor - increase provincial executive honorariums from \$3,700 per year to \$3,900 per year.

The committee ensured that the union's financial manual (FM) was amended to reflect the provincial executive's approval of composite finance resolution 1 (covering resolutions B-37 and B-38) to increase the incidental rates from \$15 per day to \$20 per day, effective July 1, 2021.

Monitoring the financial position of the union

Monthly financial statements of the union and associated budget versus actual variance reports 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, general fund, and, starting in 2021, component fund investment portfolio market values and semi-annual performance reviews and investment manager evaluations.

The union's annual audited consolidated financial statements are reviewed prior to presentation for adoption by the provincial executive. Starting with the 2022 statements, the committee meets with the auditors prior to the statements being presented to the provincial executive.

The committee monitors the receipt of financial statements, supporting financial records and annual donation reports from components, locals and CCCs 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 CCCs.

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 recommendation of adoption by the provincial executive and are monitored on an ongoing basis.

Starting with the 2024 budget, the committee recommends to the provincial executive the approval of the draft budgets.

The committee ensures that annual component budgets are prepared in order to provide for an allocation of funds among components.

Monitoring the union's internal audit function

The union's internal auditor, a new position in April 2021, is a non-voting member of the committee. They provide quarterly reports to the committee which include updates to the union's internal audit plan, details on the work performed, findings and recommendations.

The committee provides direction on internal audit priorities and determines whether recommendations require policies to be developed or procedures to be updated.

Monitoring the union's procurement function

The union hired its first procurement officer in the fall of 2020. The procurement officer provides quarterly reports to the committee highlighting the work of their office including savings to the union, work being done to reduce costs by putting jobs out to tender, establishing a fair and transparent process, creating a clear audit trail, establishing contract templates and insurance policy purchases.

The committee provides direction on the development of procurement policies.

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.

The committee 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, private dwelling or recreational vehicle accommodation, gratuity compensation while on leave of absence, annual recognition of service (honoraria) for component executive members and emergency financial assistance.
- › Added FM Article 1.4 "Appeal Process" which members can follow when they believe that the union's financial policies have not been applied correctly.
- › Amended FM Article 2.2 "Remittances to Components" to require components to submit annual budgets to the union's treasurer by Jan. 15th each year instead of March 31st as was previously required, effective for the 2024 budget year.
- › Amended FM Article 2.6 "Disbursement of Funds" to clearly outline the union's expectations that cheque signers review supporting documentation prior to signing union cheques to ensure the payments are appropriate and legitimate and to clarify that pre-signing blank cheques is not permitted.
- › Added FM Article 2.6(d) "Cash Honoraria for non-Members" to set out prior approvals and procedures required for the payment of cash honoraria to non-members.
- › Amended FM Article 8.5 "Emergency Financial Assistance" (EFA):
 - to clarify that assistance may be provided in the event of a death of a BCGEU's member's spouse/partner or common-law partner, as defined by Canada Revenue Agency; and
 - to expand EFA to situations where there is a loss of a member's home for 15 days or more due to the member adhering to a formal evacuation order arising from fire, flood or other natural disaster (limit of one payment per calendar year).

- › Added FM Article 8.9 "Promotional Items/Swag" to clarify the process the union uses to order these items.
- › Amended FM Article 9.4 "Accommodation" to remove entitlement to claim recreational vehicle "hook-up charges" when they exceed the maximum private dwelling accommodation amount. This was done at the same time that the maximum increased substantially.
- › Amended FM Article 9.6 "Incidental Expenses";
 - to state that a receipted hotel bill must only be submitted with a claim for the incidental allowance in situations where accommodation has not been booked through the union's in-house headquarters travel clerks; and
 - to remove the requirement that a satisfactory explanation be provided when claiming incidental expenses.
- › Amended FM Article 9.7 "Travel Expenses";
 - to clarify that on a scheduled regular workday, a member on union leave of absence can only claim private vehicle mileage that is beyond what they would have driven going to and from their regular work location; and
 - to allow members to be reimbursed for receipted costs incurred using Evo car share service for union business if they were otherwise authorized to use a taxi or their private vehicle.
- › Amended PE Policy E-9 "Foregoing Union Dues" to more clearly outline when the union may forego the collection of union dues.
- › Amended PE Policy G-2 "Component Visits" to allow component vice-presidents and additional PE representatives to assign the fifteen (15) days of headquarters paid worksite visit time to component table officers.
- › Amended PE Policy G-11 "Union Financial Statements" to clarify that the union's annual audited financial statements will be posted to the BCGEU public-facing website by June 1st of the following year, in addition to being published annually in *The Provincial*.
- › Amended PE Policy G-16 "Donations" and FM Article 2.11 by inserting a paragraph to state that donations shall only be made in the name of the union and shall not be made in the name of a member or other individual.
- › Amended PE Policy G-18 "Gratuity Compensation While on Leave of Absence" to increase the amount of the compensation and to clarify which members are covered under the different categories (casino workers and hospitality workers) and what supporting documents may be required.
- › Amended PE Policy G-20 "Responsibility for Expenses" to document that;
 - joint union management committee training is headquarters paid;
 - local elections using electronic voting is a headquarters expense as are paper ballots with the approval of the president; and
 - headquarters will pay for three days of training for new component treasurers.
- › Amended PE Policy G-25 "Special Group Meals";
 - to increase the maximum meal cost per person for catered meals at BCGEU offices from \$15 to \$25 higher than the standard meal allowance rates; and
 - to authorize provincial executive committees and CCCs to have special group meals once a year.
- › Added PE Policy G-37 "Settlement of Claims Against the Union" to set approval requirements for claims against the union by union staff, union members or third parties.
- › Added PE Policy G-40 "Component Savings Account/Excess Cash" to help components safeguard excess cash from misappropriation by holding those funds in trust in general fund credit union sub-accounts. Components set their first target maximum cash balance for their chequing accounts as of January 15, 2024.
- › Added PE Policy K-11 "Strike Line Donations" to set policies requiring components to track the receipt and expenditure of strike line donations.

Other policy recommendations to the provincial executive

- › Two resolutions to amend the union's constitution at the 2024 convention.
- › That the human resources and governance committee;
 - develop an elected officer orientation package for members of the provincial executive; and
 - hold governance and fiduciary training within six months of election and yearly thereafter; and
 - have provincial executive members acknowledge in writing that they received this training, understand the policies and constitution, and will abide by them.
- › That the union consolidate its credit cards programs.
- › That everyone be reminded that the union is strictly sticking to the budgets set by the provincial executive.
- › That documents related to Royal Oak Affordable Housing Corp. be approved.
- › That certain CCC imprest accounts be frozen due to being in violation of financial policies which required the submission of financial statements within three months of the end of the calendar year.
- › That component financial transactions shift to the electronic funds transfer (EFT) system by end of calendar year 2022.

- › That components be required to use QuickBooks Online (QBO) as their accounting software with cost of the software to be paid by headquarters with the option of having such accounts administered either by the component or centrally by headquarters.
- › That all component and local executive be required to provide banking information to headquarters to facilitate EFTs for expense reimbursement.
- › That component vice-presidents consult with component executives on expense coverage of ride-hailing and then present their feedback to provincial executive meeting.
- › That the union obtain an external investigation report of the Component 3 financial fraud which occurred prior to June 2022, and that the union advise the RCMP of the fraud.

Other policy decisions

- › The committee adopted revised procedures for the submission of monthly component financial records.
- › The committee approved lending union computer tablets with keyboards to members involved in virtual bargaining.
- › The committee confirmed that all BCGEU committees run on Roberts' Rules of Order and therefore quorum is automatically set at 50 per cent of voting members of the committee. For a CCC with 12 locals represented, a quorum would be six representatives.
- › The committee agreed to allow alternates to attend the annual CCC chairpersons' and CCC treasurers' workshop when those alternates are members of the CCCs and when they are elected at a duly called CCC meeting.
- › The committee authorized the Area 03 CCC to carry forward into 2024 its budget for the 2023 activist appreciation given that, as the result of scheduling issues, the Area 03 activist appreciation event originally scheduled for 2023 was not held and that Area 03 will instead have two activist appreciation events in 2024.
- › The committee acknowledges that component executives have the authority to decide whether component executive members should receive component executive honoraria and monthly communication reimbursement when they are employed as temporary staff representatives. The committee agreed that such decisions should be documented in the component's executive meeting minutes.
- › The committee decided that there is no need to develop a system to track employer-paid local chair days (35 hours per year) negotiated into the 13th main public service agreement since this tracking is already being done by at least two public service components.
- › The committee recommended to the executive committee that the cost of component conferences be shared, with headquarters covering 60 per cent of the costs and the sponsoring component(s) picking up the remaining 40 per cent.

Interpreting financial policies and procedures

Since the 2017 convention, the committee has provided significant interpretations of financial policies and procedures as listed below, arising from component, member or staff inquiries. A number of these interpretations were made by the union's treasurer and then confirmed by the committee at the subsequent meeting.

- › The committee authorized providing good and welfare for a person who had signed a membership card but did not have a certification yet and was, as a result, not yet a member of the union.
- › The committee authorized strike pay for two members when they registered for picket duties but were not able to fulfill their picket duties as a result of pickets coming down.
- › The committee rejected a member's request that they be provided a three-day weekend after having worked 12 days straight (combination of union business and regular work). The committee noted that PE Policy G-3 "Union Leave of Absence" is designed to ensure that members get a day of rest prior to returning to work after an extended period. In the case above, the member had that break and was therefore not entitled to a G-3 day of rest to extend that break.
- › With regards to airfare equivalency for members who normally require two airplane seats when travelling on union business, the committee decided that the "cost available to the union" for such a member's travel should for a single seat rather than for two seats.
- › The committee considered certain applications for emergency financial assistance (EFA) to determine if the requirements of the EFA policy were met.
 - The committee stated that, while EFA is not an "entitlement," the union (members and staff) should take reasonable steps to ensure that EFA is provided in cases covered by the policy.
 - The committee agrees that, when there are extenuating circumstances, the union should be flexible and provide EFA even when the required application form is not submitted within the required three months of the event.
 - The committee agreed that, in relationship to the 2021 Lytton fire, if a member planned to live in a seasonal residence (not their primary residence), the member was entitled to emergency financial assistance if that residence burned down.
 - The committee agreed that EFA is provided to a household and that it would be inappropriate for two members living together to be provided assistance as if they had two households.
- › The committee confirmed that the union will, for group meals, reimburse for the cost of food delivery services, such as Uber Eats, provided that total charges for the group meal, including charges for food delivery and gratuities, do not exceed maximum meal allowance rates.

- › The committee agreed that union funds shall not be used to purchase gifts or good and welfare for staff.
 - › The committee decided that when members submit reimbursement requests for ride-hailing services such as Uber, they are reimbursed subject to the member being advised, in writing;
 - of the union's policy on the issue; and
 - that further similar reimbursement requests will be denied.
 - › The committee decided that the definition of "accommodation" under FM Articles 8.8 and 9.4 does not include "Airbnb accommodation." In other words, the union's in-house travel clerks will not book Airbnb accommodation for union travel and members/representatives are not entitled to Airbnb accommodation while on union business.
- The committee states that the definition of "private dwelling accommodation" under FM Article 9.4(d) may include "Airbnb accommodation".
- › The committee decided that provincial executive members are entitled, under FM Article 9.9(b), to claim reimbursement for monthly received internet expenses going back a maximum of 24 months from the date the member submits their expense claim and that the entitlement to the reimbursement of such expenses beyond 24 months would require approval of the finance committee.
 - › The committee agrees that CCCs are not required to provide a group meal at regular CCC meetings but, if they do provide a group meal, they are required to provide such a meal to not only voting members of the CCC but also to attendees with voice but no vote.
- The committee confirms that if CCCs do not provide a group meal, a local appointee to the CCC may claim a meal under FM Article 9.5(b) charged to the component as noted in PE Policy G-20 "Responsibility for Expenses" and PE Policy J-9 "Cross Component Committees" paragraph 14.
- › The committee decided that CCCs, following the end of the COVID-19 pandemic, should return to holding in-person events rather than arranging projects which involve delivering gifts to individual children.
 - › The committee decided that a CCC could not use its annual CCC imprest account funding to sponsor a sporting team in the amount of \$2,500 based on the particular circumstances.
 - › The committee confirmed that headquarters pays for dependent/family care expenses related to members attending activist appreciation events.
 - › The committee considered requests from CCCs asking for additional funding of their activist appreciation events;
 - For Area 03, the committee approved an additional \$5,000 of funding required for a larger venue due to health orders that required a larger space than normal in order to ensure social distancing for attendees.
 - For Area 01, the committee approved headquarters paying additional meal costs and \$4,425 plus taxes for space rental

- charges. This brought the total headquarters cost per person from the standard \$72 per person to \$126 per person.
- › For Area 02, the committee approved in principle additional headquarters costs related to using the Nanaimo convention centre, subject to final approval based on a full budget and plan.
 - › The committee approved revisions to FA-825 "List of Allowable and non-Allowable Expenses for Cross-Component Committees (CCCs)" as follows;
 - CCCs can directly sponsor an "anonymous" family using raised funds or good.
 - Increased the amount which a CCC can spend on door prizes at activist appreciation events/banquet to a "maximum of \$500 or \$5 per attendee, whichever is greater, in addition to donated items."
 - Clarified that retirement gifts are not allowed for both staff and members.
 - CCCs can spend a maximum of \$500 per year per CCC to cover the costs of books for a labour book club.
 - Clarified that headquarters pays for CCC advertising costs of \$4,000 per year.
 - CCCs can have special group meals at twice the standard meal allowance rate once a year at a CCC meeting without spouses/partners.
 - › The committee agreed that headquarters would pay for standard travel costs of retirees who missed attending an "in-person" activist appreciation event due to the pandemic.
 - › While the committee agrees that components should shift to electronic funds transfer (ETF) rather than cheques to reimburse members for component paid expenses, it acknowledged that some members may not have bank accounts while others may insist on being paid by cheque.
- The committee agreed to allow components the autonomy to decide under what circumstances, if any, it continues to make sense to issue cheques to disburse component funds.
- › The committee considered the case of a member replacing one of their vehicle's tires after it was damaged while they were performing union business travelling to four worksites to ratify their collective agreement.
- The committee denied the request for reimbursement for extraordinary expense under FM Article 1.3 since the per kilometre reimbursement available to members using their personal vehicles covers all costs of running the vehicle including repairs and maintenance and any insurance deductibles.
- The committee denied a request that the component be authorized to reimburse the member because the union's financial policies are universal and apply equally throughout the union.
- › The committee agreed that in order for a component executive member to be reimbursed for internet costs, which form part of their monthly rent, the member must provide;

- a signed and dated one-time letter from their landlord stating that the member pays a certain fixed amount for internet as part of their rent; and
 - copies of detailed monthly receipts from the internet provider in the landlords' name.
- › The committee decided that components are entitled to reimburse members for receipted monthly communication expenses which include the embedded cost of a device.
 - › The committee decided that there was no need to implement procedures related to good and welfare gift cards given that components appear to be dealing with the expenditures in a prudent manner.
 - › The committee decided that the union would not reimburse a member who was a victim of an email phishing scam. The local executive member spent \$2,000 of their own money to purchase gift cards for who they thought was the local chair.
 - › The committee decided that components may discontinue sending headquarters paper copies of online component paid expenses since headquarters can view them online.

Current studies, reviews and projects

- › The committee is monitoring the union's progress towards creating a fraud response policy, a fraud toolkit and a method for staff to anonymously reports suspected incidents of fraud.
- › The committee has subcommittee's working on the following issues:
 - Member accommodation: General overview of policies including the development of clearer policies for when hotel accommodation is authorized for members living and attending union business in the Lower Mainland.
 - Dependent/family care expenses: General overview of policies related to this topic.
 - Recognition mementoes: Consider what constitutes a suitable memento to recognize component service.
- › The committee is tracking when monthly variance reports are produced with the goal of having reports available to union leadership by the 15th day of the following month.
- › The committee is tracking the union's work to more formally document, evaluate and manage the union's risks.
- › The committee is tracking the union's response to annual increases to B.C.'s legislated minimum hourly wage. This includes ensuring that eligible members are placed on dues holiday status and determining the amount of union dues foregone as a result.
- › The committee is tracking our finance department's implementation of headquarters-paid component honoraria.
- › The committee is tracking the union's response to UFCW 1518's request that the union reconsider its policy to not reimburse members for Uber services given that UFCW Canada has entered into an agreement with Uber Canada, providing drivers and delivery persons access to UFCW representation.

Stewardship and regulatory matters

Shortly after each convention, the committee reviews campaign expenditure statements for each candidate for president, treasurer and executive vice-president.

The committee oversaw the request for proposal (RFP) process for audit services (2021, 2022 and 2023 financial statements) and reviewed the proposals. The RFP was sent on September 21, 2021, to Smythe (current auditors at the time), Deloitte (prior auditors), BDO Canada and KPMG.

As a result of the RFP, the committee recommended to the provincial executive that Smythe LLP Chartered Professional Accountants, Vancouver, B.C., be reappointed as external auditors for the year 2021 with the expectation that the same auditors would also be appointed for the years 2022 and 2023.

The committee reviewed component audit fees and agreed on the split of the fees between headquarters and components.

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, calculation of the BC Employers Health Tax, 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 is updated on an annual basis on the union's contingent liabilities for such things as human rights complaints filed jointly against the union and employers.

The committee receives reports from the component allocation committee on annual component dues allocations agreed to at meetings of component provincial executive representatives and approved by the provincial executive.

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 "extra day of rest" leaves of absence.

The committee monitors CCC 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 FA-825 "Listing of Allowable and non-Allowable Expenses for CCCs."

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 developed agendas and attended annual component treasurers' workshops held on October 4 and 5, 2021, December 1 and 2, 2022 and September 19 and 20, 2023. After each workshop, the committee reviewed feedback from attendees.

The committee holds regular in camera sessions in the following order with;

- › the executive director on the committee, director of finance, the financial controller and the internal auditor;
- › the internal auditor; and
- › committee members on their own.

Reports received by the committee

The committee was advised of three members grieving the provincial government's decision to not pay a pandemic pay premium to members booked off on union business with the union reaching a settlement to have the government provide additional pay to the three members with the union reimbursing the government.

The committee was advised of a proposed settlement agreement related to a grievance between BCGEU and BC PSA regarding the Fraser Regional Correctional Centre (FRCC). The employer, while at first reluctant, eventually agreed to pay grievance settlements directly to members and not to the union.

The committee received a legal opinion on whether the honorarium for provincial executive component representatives could be increased by a motion of the executive or if this matter needed to be approved by delegates at convention pursuant to the union's constitution.

The committee received updates related to the Component 4 fraud which occurred between 2014 and 2018.

The committee received updates related to the Component 3 fraud which occurred between November 2021 and June 2022, reviewed the terms of reference for the external investigation and received reports in January 2024.

The committee received information related to NUPGE's convention held in St. John's, Newfoundland, June 17 to 19, 2022, where several members were required to self-isolate for seven days in St. John's as a result of testing positive for COVID-19 before they were to fly home. The union was able to find accommodation for all these members and to rebook their flights for the end of their isolation periods with all unplanned costs covered by the union.

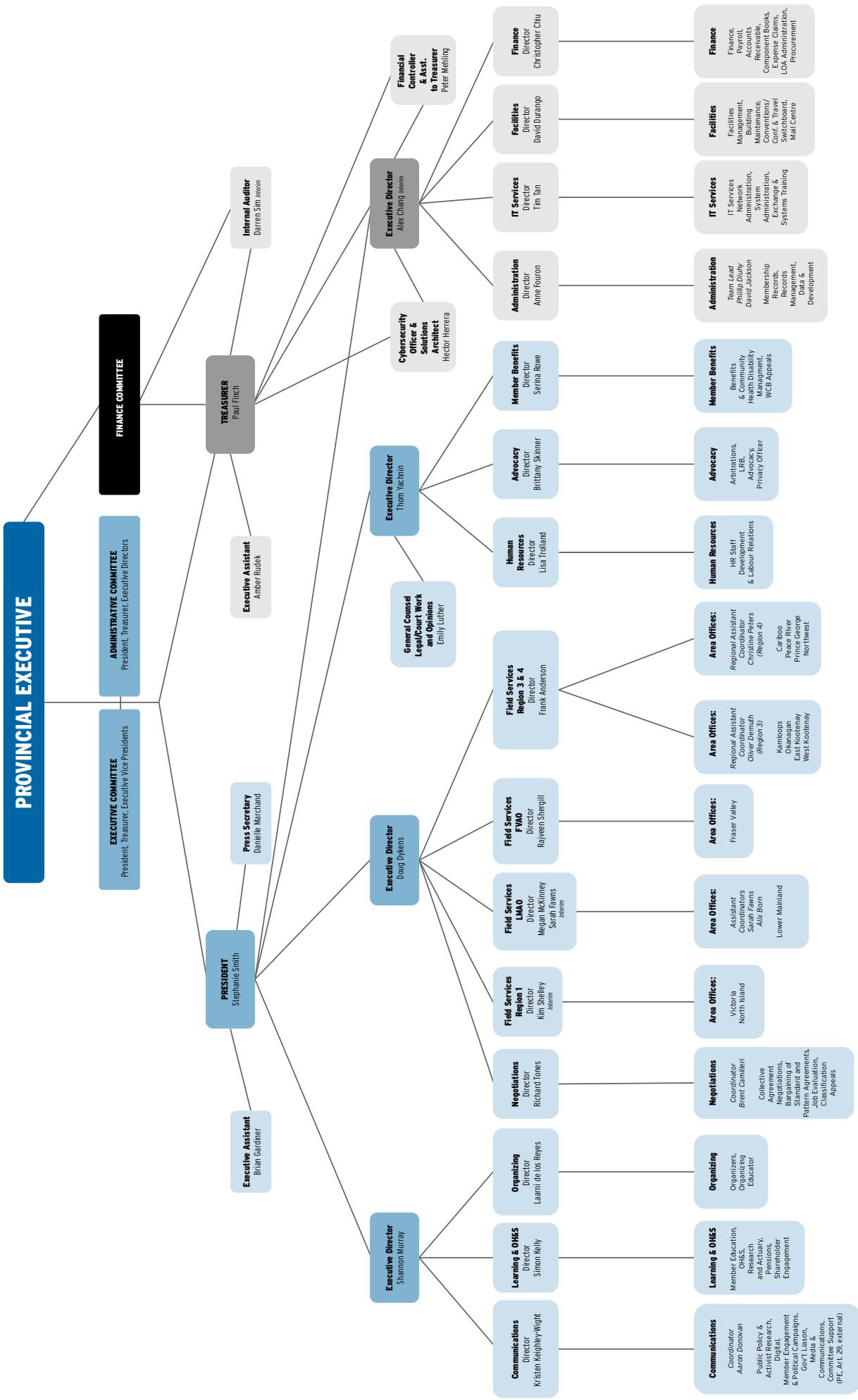
As is required in PE Policy G-13 "Bargaining Committee Size and Funding," the committee is advised of reasonable variations to bargaining committee sizes outside the guidelines of the policy.

The committee was advised of a member's request for detailed financial information and reviewed a legal opinion that they are not entitled to that sort of information.

Other reports:

- › The processing of the public service strike pay for the period of August 15-30, 2022. Week 2 strike pay cheques were not delivered to members as soon as they were ready.
- › Late payment of BC Federation of Labour affiliation fees. May and June 2022 affiliation fees, which should have been paid in mid-July, were not processed until September 9, 2022.
- › The suspension of American Express/Amex corporate accounts between Thursday, August 31, 2022, and Wednesday, September 7, 2022. For the second time in less than eight months, the union's accounts were suspended as the result of payment cheques not being correctly posted by American Express.
- › Details of the theft of CCC cheques from a vehicle parked at the Hilton Metrotown hotel, and the steps taken by finance at the direction of the union's treasurer and in consultation with the CCC and the credit union, to secure the funds in the CCC account.
- › A summary of Sun Life Financials' 2022 staff health and welfare accounts, which documented a closing unfunded balance of around \$1.2 million as of December 31, 2022, including interest charges of around \$40,000.
- › A short-term overdraft situation on the union's credit union account and updated cash flow management procedures for our finance department.
- › Article 7 hearings which have been taking longer than has been normal in the past.
- › Delayed component electronic funds transfers to members arising from finance department processing.
- › Parking issues at the Lower Mainland area office.
- › Overpayment of dues. Members at a few certifications have mistakenly been paying union dues at 2 per cent of gross pay instead of the rate of 1.85 per cent set in 2005. The committee was advised of the process undertaken to refund the members for overpaid dues.
- › \$86,000 cancellation fee paid to hotel for December 2021 staff meeting/party.
- › \$45,000 in lost rent at the union's Palm Avenue properties.
- › A situation where members are asking employers to adjust their work schedules so that union business occurs on scheduled workdays rather than on scheduled days of rest.
- › Eligible wage loss replacement for wildfire fighting members related to standby earnings while on leaves of absence (LOAs). It was determined that this issue was best referred to bargaining.

Organizational chart



Department Reports

Administration

Divisions:

Data & Development; Membership Records; Records Management

Who we are:

The Administration department provides and manages data and technology solutions to deliver member services and to support the work of departments that deliver services to members. We provide tools to better leverage worker power for improved working conditions.

Key resolution addressed from Convention 2021:

C-116 - The BCGEU will amend the word in all its documentation throughout all departments and components from "Aboriginal" to "Indigenous."

Key accomplishments:

The Administration department supported the 2022 public sector bargaining and strike vote by building functionality that enabled the automatic collection and processing of significant quantities of data updates, and processed an unprecedented quantity of membership application cards. We also designed and built picket line check-in software and modernized strike pay workflow to offer members the choice of direct deposit or cheque.

The department also supported the triennial OHS appointment process by delivering a customized application to manage over 2,300 committees; Records Management began implementing RecordsHUB, an electronic records management system, which consolidates and migrates away from legacy end-of-life systems; and Membership Records helped enforce collective agreements by performing a large-scale review of dues reports to identify out-of-compliance employers. Each division uses metrics relevant to its work: Records Management tracks record locating requests (received and processed) by type; Membership Records tracks membership application cards, dues batches and data requests (received and processed); and Data & Development tracks software releases per application and keeps detailed logs of release activity.

Looking forward:

We will modernize processes within Administration divisions; implement automated solutions where possible to better serve members and departments that directly serve members.; and implement and manage digital records for the first time in the new RecordsHUB system.

Advocacy

Divisions:

Advocacy; Labour Relations Board; Exclusions; Privacy; Library; Legal & General Counsel

Who we are:

The Advocacy department is a group of diverse and highly skilled individuals who steadfastly work to ensure the preservation of hard-fought rights enshrined in collective agreements and to safeguard fundamental human rights.

Key resolution addressed from Convention 2021:

B-68 - The BCGEU will allocate more money towards arbitrations.

Key accomplishments:

We are proud of the block booking language we helped the committee bargain into the main public service agreement (Article 9.2) as well as the block booking registrar we established and successfully utilized to resolve members' critical matters, such as loss of income and policy grievances. By scheduling sets of hearing dates throughout the year, and scheduling multiple matters per date, this innovative approach has surpassed the pace of the traditional arbitration hearing process, efficiently delivering timely resolutions and yielding substantial cost savings to the union. For example, in the event that a matter is settled shortly before a scheduled hearing, additional files are already organized to seamlessly fill the time slot, maximizing the use of arbitrator time and mitigating cancellation fees. In 2023, we orchestrated 40 grievances across a set of 14 days, with all cases either arbitrated or settled prior to hearing.

We were also excited to contribute as an intervenor at the Supreme Court of Canada in the historic case, *Hansman v Neufeld*, in which the court issued its first ruling acknowledging the discrimination endured by transgender individuals in Canada. The court's landmark decision underscores the significance of counter-speech in our society, affirming its vital role in fostering tolerance and respect for marginalized groups.

To monitor process and allow for strategic flexibility on a case-by-case basis, our director tracks all files received and concluded, including those that have been in the department for 12 and 18 or more months as well as any matters that have been in the department longer than three months without a hearing date being set. Our director also reviews individual caseloads quarterly to ensure that matters are resolved and workloads are manageable. We also track how and when files are resolved during the grievance process.

Looking forward:

We have been tasked with the public service essential service project, a multi-phase project to determine essential service levels for the public service.

Communications

Who we are:

From email bulletins and media interviews to developing large campaigns and highlighting workers making a difference, everything the Communications department does is touched by the stories, needs and concerns of BCGEU members. We work hard to connect members to information in ways that resonate, and are deeply committed to supporting bargaining efforts, developing advocacy campaigns and celebrating the work of members and the union.

Key resolution addressed from Convention 2021:

Composite D-3 - The BCGEU will continue to lobby the federal government through NUPGE and the CLC 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.

Key accomplishments:

We're proud of our work to support and drive public service bargaining: framing important key messages in our external communications while ensuring members received accurate and timely information about what was happening across a wide range of sectors and roles.

We also did a significant amount of work over the last three years to implement the union's updated name and subsequent branding; this includes but is not limited to logo and brand guide development, new signage, stationary packages and updating all union swag.

One of the fun things about our work is that no two projects are alike, with success often assessed more in the impact of a campaign's efforts than by a numerical measure. We aspire to learn from the experiences and outcomes of each campaign and apply those lessons forward. A few examples:

- Our administrative staff send all grouped member emails - for every local, department and area office in the union. We sent about 3,000 separate emails in 2021, close to 4,000 in 2022, and over 4,000 in 2023!
- To supporting advocacy efforts, we work with members, elected leadership, and local and component leads to build tools and strategies to connect with members and gather support from allies - including over 8,700 signatures on an open letter that called on government to make vital investments to address the recruitment and retention issues facing B.C.'s wildfire fighters.



- While we know social media engagement needs to be qualified in many ways, our most "popular" posts over the last three years included a video on Twitter/X in May 2023 about why Atira workers want to unionize (paid; 610,000 views; 5,413 engagements); a photo gallery on Facebook in August 2022 about the public service strike kick-off (15,221 views; 4,034 engagements); an announcement on Facebook in November 2021 about LifeLabs members' contract and avoided strike (21,522 views, 1,749 engagements including 100 shares); and an explainer video on Facebook in August 2023 about wildfire members' issues and an ask to sign an open letter (18,000 views; 1,200 engagements).

Looking forward:

While we support a wide range of issues, components, committees and more, some of the significant projects we'll continue include the Affordable BC campaign (affordable housing policy research, development and advocacy), supporting Atira Women's Resource Society workers, and advocating for improvements to the BC Wildfire Service.

Facilities

Divisions:

Facilities; Conventions, Conference & Travel; Mail Centre

Who we are:

The Facilities department is responsible for the efficient and effective delivery of logistics and other support services related to the union's property and buildings across the province. This includes ongoing and preventative maintenance, the union's switchboard, mail centre and RV, travel needs of members and staff, and training in the safe use of fire extinguishers and all products and supplies used in BCGEU facilities. Our department is also a main point of contact during building emergencies.

Key resolution addressed from Convention 2021:

D-243 - 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.

Department key accomplishments:

We implemented a Jira service desk ticketing system to organize requests and projects more effectively. This new system provides us with insights and data about our activities and integrates many previously separated functions and processes.

We began several green initiatives that benefit BCGEU members and staff including the installation of electric vehicle (EV) chargers in Victoria and Kelowna and at headquarters in Burnaby. This initiative enables the union to meet evolving technological transportation needs and to become a greener organization. Additional EV charger sites are planned for 2024.

We successfully replaced or upgraded many major components of BCGEU buildings across the province, including the cooling tower at the Norland Avenue building, a rooftop unit at headquarters, and energy-saving interior lighting at the Victoria area office and at headquarters.

Overall, we track the number of work orders and capital projects completed.

Division accomplishments:

Conventions, Conference & Travel: During the COVID-19 pandemic, we saw significant slowdown in travel activities. However, as the pandemic ended, travel and hotel bookings began to pick up again - we booked just over 2,600 flights between 2021 and 2023. With a return to in-person meetings, the union's 52nd constitutional convention will be in-person again and we expect to be very busy supporting approximately 800-900 attendees, one of the largest BCGEU convention delegations ever. In preparation for this event and many more, we have standardized and templated many documents and communication emails to simplify tasks and remove unnecessary work, while creating a new level of consistency for the department.

Mail Centre:

Since the previous convention, we have processed approximately 869 work orders, including 3.3 million copies of various document types. In 2022, we prepared the mailout for the public service strike vote and ordered strike stationary supplies, placards, umbrellas and ponchos. In 2023, we mailed public sector agreements and ordered and shipped swag clothing to eligible stewards.

Looking forward:

We have several initiatives to further streamline and automate (where applicable) internal business processes and improve management of work within our department and divisions. For example, we are considering implementing new ticketing systems in the Conventions, Conference & Travel division, and Procurement is in the process of standardizing the use of general service agreements. As the union's buildings age, we will be implementing a more proactive approach to maintenance to prevent major component/equipment failures.

Field Services

Who we are:

The Field Services department is an extensive team of dedicated staff with a diversity of experience, located across the union's 12 area offices. We support the direct needs of BCGEU members, provide administrative support to locals, handle grievances and lead independent bargaining while simultaneously assisting with activities integral to the union's larger vision.

Key resolution addressed from Convention 2021:

C-78 to cover C-79 - 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.

Key accomplishments by region:

Region 1 - Area 01 (Victoria), Area 02 (Nanaimo)

Key accomplishment: Since the previous convention, our primary focus has been recruiting, retaining and training stewards and local activists to assist with servicing the thousands of members in Region 1. In this challenging period, we have maintained a core group of about 400 stewards. We also led public service negotiations which formed the basis for the pattern in public sector negotiations, and provided support to Components 3 and 6.

Region 2 - Area 03 (Lower Mainland) and Area 04 (Fraser Valley)

Key accomplishments: The Lower Mainland Area Office (LMAO) concluded 1,399 grievances, achieved over \$1.3 million in settlements, held 467 labour management meetings, and negotiated 37 collective agreements. The Fraser Valley Area Office (FVAO) conducted essential service bargaining while maintaining full caseloads; supported the Get out the vote (GOTV) and essential pay campaigns during public service bargaining; concluded more than 1,650 grievances; won roughly \$615,000 in settlements; and, through comradery and knowledge sharing, fostered a supportive culture for staff and members.

Region 3 - Area 05 (Kamloops), Area 07 (Kelowna), Area 08

(Cranbrook), Area 09 (Castlegar)

We built capacity collaboratively with local executives and other activists after the COVID-19 pandemic and ensured delivery of training courses for activists, stewards, and local officers, including 13 sessions of Steward Fundamentals. We also built diversity within our team and created welcoming spaces for a diversity of members to get involved in the union. We will work with locals and components to continue building steward capacity.

Region 4 - Area 06 (Cariboo), Area 10 (Fort St. John), Area 11 (Prince George), Area 12 (Terrace)

Throughout and after the pandemic, we helped build capacity in partnership with local executives and other elected/appointed activists through and after the pandemic. This capacity led to the recruitment of new local executive members, stewards and OHS reps as well as successful internal organizing campaigns at worksites which helped resolve issues at the ground level. We also placed a large emphasis on increasing diversity amongst staff in the region and creating a welcoming space for members of diverse backgrounds to become involved. We measure our success by staff and member satisfaction, collaborative relationships and the recruitment of new activists.



IT Services

Divisions:

IT Support; Applications Support; Technical Services

Who we are:

The IT Services department is responsible for establishing, securing, monitoring and maintaining information technology systems and services for the union. This includes all software, hardware, intranet and internet used by staff and senior leadership. We aim to support the communication, inventory, data, member relation and decision-making needs of the union.

Key resolution addressed from Convention 2021:

C-72 - 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.

Key accomplishments:

In 2022, IT Services became a stand-alone department (formerly part of the Administration department) and hired a new director. The team also expanded with several key new hires, resulting in the ability to provide better and timelier support for the union's IT applications, equipment and infrastructure.

Several new applications and system upgrades were put in place, including migration to Office 365 for email messaging; intranet, phone systems and audio video systems for hybrid meetings; and a desk support ticketing system which helps us track and manage IT issues and requests. On average, the department handles and resolves about 5,000 tickets yearly.

We further enhanced the union's IT security posture and capabilities with the hiring of a new cybersecurity officer, the implementation of several IT security policies and procedures, and new security systems and applications.

Looking forward:

We will continue modernizing internal workflows to better support the union's departments, and to reduce the time and cost required for implementation of new systems and applications. We will also modernize the headquarters data centre to allow for newer, state-of-the-art IT equipment to be installed and better space utilization and ventilation for future expansion. Cybersecurity will be a key focus, with planned initiatives to further enhance and protect the union's IT infrastructure, potentially including implementation of new security solutions and tools, and the use of AI (artificial intelligence) technologies where applicable.



Learning & Occupational Health and Safety

Divisions:

Learning, OHS, Research, Pensions, Shareholder Engagement

Who we are:

The Learning & Occupational Health and Safety department is a multi-disciplinary team responsible for member education design and delivery, research and policy analysis, shareholder engagement work, and advocacy of members' essential health and safety, pension and retirement needs. We collaborate with senior leadership, committee members and other BCGEU departments to empower members with information and provide effective channels for change.

Key resolution addressed from Convention 2021:

C-148 - The BCGEU will develop a policy for how it selects peer facilitators.

Key department accomplishments:

In collaboration with the member educator review committee, we adopted a new, fully integrated policy (F-07) and process for recruiting, selecting and training members educators (member facilitators) across the union's three key training areas: Learning, OHS and Organizing. The department has successfully completed three full cycles of this new annual process.

In addition, our Research and OHS teams initiated a comprehensive, multi-year workplace violence and harassment study for BCGEU members, in partnership with academic researchers at Western University.

Overall, course enrolment has dramatically increased since the early part of the COVID-19 pandemic. In 2023 alone, the number of members who received training in one of the union's core education programs increased 250 to 500 per cent above 2022 numbers, depending on the course or workshop.

Division accomplishments:

Learning: We fully redesigned STEP UP!, the union's flagship introductory course for activists, and launched new versions of the in-person and online formats. We launched Path to Reconciliation: Past, Present and Future Through an Indigenous Lens - a custom curriculum about what Indigenous culture, history and Reconciliation mean for the labour movement, developed by the union's Indigenous educator, a unique staff position created and filled during the last convention cycle. We also developed a new set of training workshops for members serving on joint labour management or Article 29 committees, and an introductory course in anti-racism for all BCGEU members.

OHS: In collaboration with the union's Data & Development team, we implemented a new proprietary database to track joint OHS committees and appointments, and successfully introduced the database during our 2023 and 2024 major triennial reviews. We also drafted new courses in domestic violence at work and workplace psychological health and safety, and hosted annual OHS conferences for members and affiliates, labour code facilitators, and union activists working in health services.

Research: We helped design and conduct a series of climate engagement dialogues with members, studying the experience of climate change and work as well as the meaning and relevance of principles of just transition.

Shareholder Engagement: We executed numerous impactful, high-visibility campaigns in support of successful shareholder resolutions covering fair labour practices, human rights, climate action, racial and gender equity, and corporate tax disclosure. Key targets included Loblaw, Dollarama, RBC, TD, BMO, Thompson Reuters, Metro Inc., and Brookfield Corp.

Looking forward:

We are a newly formed department (Aug. 2023) and are still actively working on integrating our numerous teams, professional functions and operational responsibilities. A chief objective for 2024 is the development of a departmental strategic plan featuring a well-articulated vision, clear goals and deliverables, special projects, desired outcomes and selected performance measures.

Member Benefits

Divisions:

Workers' Compensation Appeals (WCB Appeals), Long-Term Disability & Rehab Appeals (LTD & Rehab), Community Health Enhanced Disability Management (EDMP)

Who we are:

The Member Benefits department is responsible for assisting members with long-term disability (LTD) appeals, return-to-work planning, and participating in the Joint Rehabilitation Committee processes. Our WBC Appeals team assists and represents members at both appeal levels in the Workers' Compensation system.

Division accomplishments:

WCB Appeals developed an online information portal for members which allowed administrative staff to continue collecting appeals and opening files in a timely manner during the COVID-19 pandemic lockdown. We worked at a consistently high level of service for members while dealing with competing priorities.

LTD & Rehab also implemented a new case management system which became fully active in 2022, allowing for the streamlining of member appeal files, data storage and tracking.

EDMP has continued to provide exceptional services to members and delivered ongoing valuable education.

Overall, we track the number of member appeals received for WCB and LTD & Rehab per quarter and note the outcome at the time of concluding the file in order to track the percentages of win, loss, withdrawal or reinstatement of benefits (in the case of LTD). Some files are "referred back to the board" but we conclude them in our system because there is nothing further to be done for the union at that point. Should a decision eventually be issued on that claim appeal that the member disagrees with, they are able to then appeal that with WCB Appeals division, and the timeline on that claim appeal begins anew, with the support of their staff rep at headquarters.

Looking forward:

Our WCB Appeals division is working towards migrating all files and case management into Ark Case, which LTD & Rehab completed for their own files in 2022 and 2023. Using Ark Case enables streamlined storage of member appeal files and correspondence as well as status and metric tracking for continual improvement of internal policies, procedures and timelines with a view to enhancing member services and support at every opportunity.

Negotiations

Divisions:

Collective Bargaining, Classifications

Who we are:

The Negotiations department is responsible for the creation, renewal and monitoring of all sectoral and common agreements as well as agreements that span more than one BCGEU area. We also develop and administer classification plans and manage classification-related appeals and grievances. In negotiating with the relevant employers or their associations, we aim to implement the union's larger vision and achieve collective agreement language that protects and advances members' rights as workers and humans.

Key resolution addressed from Convention 2021:

C-175 - 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.

Key department accomplishments:

We led the union's efforts in the renewal of all sectoral agreements outside of the public service during the last bargaining cycle. This included CSSBA, CBA, HSPBA, FBA and post-secondary. All these agreements included significant total compensation increases and long-standing, non-monetary changes. We also had success working with other BCGEU departments to negotiate, or compel through the Labour Relations Board, common employer agreements, collapsing numerous agreements into employer-wide agreements.

When bargaining agreement, we aim for three things: secure pattern language; meet or exceed sectoral compensation standards; and negotiate or compel common agreements. In the last three years, we have been able to combine 19 collective agreements into five agreements.

Looking ahead:

We are beginning to prepare for the next round of sectoral agreements and continuing to seek out common employer declarations/agreements. Our classifications team is currently involved in implementing a new classifications system for the Health Science Professionals Bargaining Association (HSPBA) plan as well as other smaller classification plans.

Organizing

Divisions:

Organizing, Organizing Education

Who we are:

Organizing never stops—when members do not feel connected to their union, they are at risk of being raided by another union, decertifying, or divided by the boss. If we want to build power, we need to organize. If we want to organize, we need to talk to people who aren't already engaged. To make meaningful change, we need to build our base. The Organizing department helps members build relationships with co-workers based on our shared interests – the starting point of solidarity. To join the BCGEU, any worker can call confidentially at 604-291-9611 or email organizing@bcgeu.ca.

Key resolution addressed from Convention 2021:

C-121 - The BCGEU will prioritize organizing the Indigenous workers, workplaces and organizations in B.C.

Key department accomplishments:

Overall, we organized 3,143 workers – growing the union's leverage in sectors such as education, community social services, Indigenous organizations, supportive housing, child care, health, casinos and credit unions. However, the hard work doesn't stop after certification. We measure our success by a worksite's organizing committee ability to continue during contract negotiations and by the number of workers who step up to be activists.

We taught members how to use CallHub and Hustle to support fellow members at worksites during COVID-19 outbreaks, trained sectoral bargaining committees to engage members, delivered 18 sessions of a pilot training course, Organizing Fundamentals, and trained 20 member facilitators for the future. We also trained activists to canvass outside Vancity branches, pressuring

the employer to treat its workers with respect and successfully encouraged the credit union's members to elect two labour-friendly candidates to its board.

We also collaborated with other departments and senior leadership on several efforts: guided the LifeLabs bargaining committee to organize members during job action and leverage the union's shareholder status with the publicly-traded employer to apply pressure during bargaining; re-engaged C5 members after their Essential Pay campaign to recruit activists to fill balloting, worksite contact and picket captain roles during the public service strike vote and strike prep; and assembled a Tiger Team to re-engage members and recruit and train activists employed by Atira Property Management Inc. (APMI) to organize collective action – which ultimately won members a \$50,000 settlement for unpaid shift differentials.

Looking forward:

Our big-picture goal is to build power. We do this by centering workers – organizing more workers into the union in key sectors and by supporting members to strengthen solidarity in their workplaces around common issues or in bargaining. We will continue to: educate members to organize their non-union co-workers employed by the same employer (i.e., Vancity, LifeLabs); strengthen organizing committees to continue engagement efforts throughout negotiations or while waiting for a sectoral agreement to take effect; facilitate smooth transitions from Organizing to Field Service staff support for bargaining units after certification; establish a working group to develop a decolonized Indigenous organizing fundamentals course; and pilot an advanced organizing course that includes build power in bargaining.



Human Resources

Who we are:

The Human Resources department works in consultation with the senior leadership of the BCGEU to ensure that we recruit, train and develop staff to ensure they have the skill set to contribute to the overall objectives of the union. We are responsible for the administration of all matters related to collective agreement interpretation for the employment agreements. We deal with matters related to labour relations and health and welfare benefits; and oversee first aid, health and safety, negotiations of collective agreements and the development of human resource policies. We provide a broad range of services for current employees and potential candidates through job postings, applicant screening, sourcing, testing, reference checking, and vacancy reporting and forecasting. We are committed to search and recruit new staff that reflect our values of justice, fairness and equity.

Key resolution addressed from Convention 2021:

C-210 – The BCGEU will 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.

Key department accomplishments:

The nine staff on our team administer staff agreements for 198 regular full-time servicing positions and 131 regular full-time administrative support positions. These numbers include full-time officers, excluded staff and bargaining unit staff.

We have worked with one of our staff unions, the BC Union Workers Union (BCUWU), to continue increasing the diversity of staff employed by the BCGEU. By mutual agreement, we are guided by a memorandum regarding an equity appointment process.

The work experience program in Field Services has continued to prove to be a valuable part of our recruitment plan. The temporary staff representative training program assists potential new staff in their skill development, to prepare them to join our servicing staff compliment.



BCGEU ORGANIZATIONAL STRUCTURE

PRESIDENT'S OFFICE

President	Stephanie Smith	
Executive Assistant to the President	Brian Gardiner	Debbie Campbell
Press Secretary	Danielle Marchand	
ADVOCACY, MEMBER BENEFITS AND HUMAN RESOURCES		
Executive Director	Thom Yachnin	Sharlet Noronha
General Counsel	Emily Luther	
Director of Advocacy	Brittany Skinner	
Advocacy	Hasan Alam, Tina-Marie Bradford, Karen De Francesco (Sarah Georgetti), Erik Hoibak, Gall Levit, Ming Lin, Emily Luther (Ben Krymalowski), Cindy McDonnell, Ken Mooney, Nicole O'Young, Reena Parmar, Stefanie Ratjen, Sonya Sabet-Rasekh, Satkaran Sandhu, Roxanne Sproule	Karla Hayes (Senior Department Clerk), Anna DeAngelis, Kelly Jelic, Anastasia Kholiavko, Laura MacLean, Athina Leung, Marcel Perro, Raylene Smale, Trina Tam, Jenna Wildeman, Shea Wind
A/Privacy Officer	Stefanie Ratjen	
Articling Student	Caleb Groot	
Coop Student	Gurleen Grewal	
Director of Member Benefits	Serina Rowe	Brandy Sakawsky (Senior Department Clerk)
WCB Appeals Officer	Ron Anganu, Jen Brown, Jason Swetlikoff	Carina Ng (Andrii Kholiavko), Trina Patchett
Benefits	Shinder Aujla, Carrie Camele, Marceline Lamarche, Margo Major (Teri Taman)	Danette Orologio, Tanpreet Thandi
Community Health and Disability Management	Shelly Appleton	Mary Lee Hanlon
Director of Human Resources	Lisa Tolland	
HR Officer	Joyce Ng	Brittany Dick
HR Administrator/Servicing	Bertha Bell	Melissa Gill
HR Administrator/Support	Jenn Ferguson	Helina Sangera, Laura Sunnus HQ Float Pool (Jessica Michell)
COMMUNICATIONS, LEARNING & OH&S AND ORGANIZING		
Executive Director	Shannon Murray	
Director of Learning & OHS	Simon Kelly	Stacey Graham (Senior Department Clerk)
Researchers	Robert Duffy, Liam McClure	Hope Aurum, Laura Gibbons
Shareholder Engagement Officer	Emma Pullman	Frances Quesada
Member Education	Ann Bradbury, Colleen Nelson, Danica Sladen	
Indigenous Educator	Anjeanette Dawson	
Pensions	Manya Sharma	
Actuary/Researcher	Beverly Zheng	
OHS Reps	Reagan Belan, Brian Campbell, Megan Scott, Wendy Mah, Brandon Thistle	Beth Baker, Robelyn Martin
Director of Communications	Kristen Keighley-Wight	
Coordinator of Communications	Aaron Donovan	Anne-Marie Soro (Senior Department Clerk)
Communications	Jolan Bailey, Bronwen Barnett, Keith Cameron, David Herrera, Susan Howatt, Holly Reid, Celia Shea, Karen Tankard (Gurjeevan Sidhu), Jocelyn Wagner, Erin Sikora	Patti Conti, Cristie Estatopoulos, Meaghan Morrice, Penina Tran
Data Analyst	Jacob Hunter	
Graphic Design	Stijn Daenens	
Political Campaign Specialist	Jasleen Arora (Nadja Komnenic)	
Videoographer	Neil Vokey	
Director of Organizing	Laarni de los Reyes	Patrick Coghlan (Senior Department Clerk)
Organizers	Junie Chong (Kadidja Youssouf), Orson Choy, Ursula Clark, Marisa Lavoie, Kevin Malone, Melissa Roth, Stephanie Ryan, Sarah St. John, Erin Stalnaker, Deki Tsering, Carol Wood	Eddie Mishra, Gilbert Taliman
Organizing Educator	Sylvia Marques	
FIELD SERVICES AND NEGOTIATIONS		
Executive Director	Doug Dykens	
Director of Region 1	Kim Shelley	Lisa Lane (Senior Department Clerk)
Victoria AO	Sean Antrim, Amena Cleveland, Shirley Kay, Sheila Knight, Kathleen Mann, Chad McQuarrie, Andrea Mears, Kim Shelley (Michelle Webster), Lori Strom (Stacey Campbell)	Janet Clark, Denise Howlett, Tricia Tringham, Kathryn Vey, Sandi Walmsley
North Island AO	Hilary Andow, Shane Rush, Doreen Smith	Elena Renderos, Doris Stowe
Director of Region 2 (Lower Mainland)	Megan McKinney (Sarah Fawns)	Sumiko Marshall (Senior Department Clerk)
Assistant Coordinator	Alix Born	Ann-May Cheuk
Assistant Coordinator	Sarah Fawns	Danijela Eres
Assistant Coordinator	Jen Arnold, Kike Ayantayo, Megan Cawood, Paula Dribnenki, (Kaja Ryzner), Katie Marvin, Jacqueline McGuire, Larisa Mills, Oliver Rohlfs, Shirley Shiagetz, Romeena Sidhu, Kay Sinclair, Katie Smith, Andii Stephens, Waheed Taiwo	Ann-May Cheuk, Danijela Eres, Maureen Guenette, Melissa Kiendl, Dayna Kim, Lin-Chuan (Sabrina) Chang, Lisa Luthje, Katie Marvin (Felix Orden de la Ruiz), Jenny Simoes, Karen Wong, Jessica WR Lee

Director of Region 2 (Fraser Valley)	Rajveen Shergill	Lisa Toby (Senior Department Clerk)
Fraser Valley AO	Chad Blackey, Anthony Davies, Sarah Georgetti (Teresa Shaley), Kevin Hagglund, Brittney Janecki, Rhonda Karaboitis, Nicki Pearson, Cheryl Prowse, Charmaine Roesler, Heather Turner	Korleen Carreras, Andrea Cottingham, Delaney Harrison (Lily Lavigne), Lynette Patton, Natasha Mann, Lashondra Martin, Julia Valach
Director of Regions 3 & 4	Frank Anderson	
Assistant Regional Coordinator of Region 3	Oliver Demuth	Deena Coles (Regional Secretary)
Okanagan AO	Kelly Hutchinson, Nathan Sharp, Ronda Vilene	Caitlin Pells, Taylor Rice
Kamloops AO	Christine Fuller, JoAnne Leclerc, Shane Stoddart	Tara Copeland, Amy Peterson (Cheryl Ketsa)
East Kootenay AO	Sarah Maglio	Vanessa Snowden (Fran Burgon)
West Kootenay AO	Mike Fenton	Donna Ratcliffe
Assistant Regional Coordinator of Region 4	Christine Peters	Penny Der (Regional Secretary)
Prince George AO	Lindsay Decraene, Celina Taylor	Lanna Mindel
Cariboo AO	Allison Sorokowski	Stacey Ford
Peace River AO	Angie Panoulias, Tennille Penner	Elissa Spidel
Northwest AO	Christina Holmes, Jeff Morgan	Carmen McChesney
Director of Negotiations	Richard Tones	Cindy Paiva (Senior Department Clerk)
Coordinator of Negotiations	Brent Camilleri	Rozalyn Hardy
Negotiations	Gary Bennett, Lindsay Buss, Victor Choy, Jennifer Jordan, Selena Kongpreecha, Angela Mahlmann, Michelle McAuley, Amrita Sanford, Ryan Stewart, Zoe Towle, Monique Wemhof	Caroline Haslam, Brenda McQuay, Patty Pecchia, Jo Thorpe, Laurel Yahemech

TREASURER'S OFFICE

Treasurer	Paul Finch	Jean Stephens
Senior Internal Auditor	Darren Sin	
Executive Assistant to the Treasurer	Amber Rudek	

ADMINISTRATION, IT SERVICES, FACILITIES AND FINANCE

Interim Executive Director	Alex Chang	(Vacant)
Cybersecurity Officer & Solutions Architect	Hector Herrera	
Director of Administration	Anne Fouron	
Records Management Team Lead	Phillip Dluhy	
Digital Archivist	Sophie Roberge	Busola Akinwekomi, Dorothy Chan (Matthew Harris)
Senior Records Analyst	Callen Clarke	Seamus Grayer, Kristina Kavanagh, Jaewon Kim, Jessica Lee, Corinna Pasutto, Claire Preston (Guneet Anand), Paige Tesluck
Software Developers	Robert Chilvers, Andrew Fritz	
Technical Team Lead	David Jackson	
Graphic Designer/Front End Coding	Catherine Wong	
Quality Assurance Tester	Julia Chkhartishvili	
Business Analysts	Mike Pagana	
Project Manager	Sue Jiang	
Front End Developer (Temp)	Kyrylo Alieksieiev	
Full Stack Developer (Temp)	Lucas Lima	
Business Analyst (Temp)	Joseph Gichanga	
Director of IT Services	Tim Tan	Eva Chow
Systems Administrator	Amir Nazary, Zubin Parihar	Ray Liu
SA MDM & Security Compliance	Isaac Chavez	Jenson Luk
Networking & System Security	Mark Wengranowski, Sean Yang	Tony Morabito, Christopher Torok
DB Administrator / Application Support	David Kartik	
Application Support Analyst	Gian Carlo Pantua	Shelagh White
Exchange/Training	Colin Loewenthal	Erica Young

ADMINISTRATION, IT SERVICES, FACILITIES AND FINANCE (CONT.)

Director of Facilities	David Durango	Helen Cameron
Building Operators	Kevin Chan, Calvin Kamensek	
Mail Centre	Lorinda Banks	Randy Cheung, Ella Chimarios, Kim Ngo, Michelle Turton, Emma Wilkinson
Conventions, Conferences & Travel	Harumi Suzuki, Shamayne Zindoga	Navpreet Kaur, Gwen Acuna, Katya Charbonneau
Financial Controller	Peter Mehling	
Director of Finance	Chris Chiu	
Assistant Controller:	Carole Chan	Kelly Arnold
Senior Accountant:	Sian Raphael	Karren Britten
Junior Accountant:	Cherie Mason, Jennie Yan	Carmen Cheung, Monica Jenssen
Financial Systems Analyst:	John Huang	Ana Guevara-Arita (Vacant)
Financial Analyst	Christina Chen	Eric Aujla, Sandy Kwan, Melisa Lieu, Shaheen Manji, Perry Tam, Adeem Ramji, Harinder Kaur, Jessica Liu
Procurement Officer	Wendy Smith	
Procurement Buyer	Isadora Laplante	

RETIREES MAY 2021 - FEB 2024

Ann Clegg, Alison Jay, Ann Forrest, Ann Soucie, Anna Johnson, Barbara Kearney-Copan, Brenda Beckmann, Christine Libera, Cathy Seagris, Deenie Ickringill, Colleen Forshaw, Donna Eldred, Ernie Gorrie, Donna Weiss, Iain Macdonald, Fay Sullivan, Jacqueline Corno, Gina Agostinelli, Kathy Weaver, Karen McLean, Laura O'Neil, Mary Zorge, Lynda Willson, Sandy Lyons, Mike Eso, Sheri Cosco, Rob Wotherspoon, Susan Thomas, Sheila Puga, Teerena Perfitt, Yvonne Ritchie

BCGEU SUPPORT STAFF HIRED INTO REGULAR POSITIONS MAY 1, 2021 - FEB 29, 2024

Julia Valach, Danette Orologio, Anna Deangelis, Shaheen Manji, Robelyn Martin, Sandi Walmsley, Erica Young, Charmine Newton, Helina Sangera, Krystal McLean, Hope Aurum, Kathryn Vey, Amanda Coccimiglio, Andrea Cottingham, Rozalyn Hardy, Tennille Penner, Trina Tam, Sabrina Chang, Jaewon Kim, Karen Wong, Tuesday Musterer, Natasha Mann, Shelagh White, Trina Patchett, Delaney Harrison, Laura Sunnus, Adeem Ramji, Emma Wilkinson, Jessica Liu, Harinder Kaur, Michelle Klassen, Emma McNamar, Nashifa Rashid, Elena Renderos, Busola Akinwekomi, Laurel Yahemech, Tanpreet Thandi, Athina Leung, Monica Janssen, Eric Auja

TEMPORARY STAFF MAY 1, 2021 - FEBRUARY 29, 2024

Aiden Feizi, Isaac Chavez, Megan Cawood, Allison Sorokowski, Jacqueline White, Mehmet Tokkal, Ankit Agarwal, Jadine Lannon, Melissa Crawford, Anne-Marie Soroke, Jaela Villegas, Michael Nti, Anzal Kamran, Jamie Vienneau, Michael Toal, Ashley Shapiro, Jendon Cumigad, Michelle Webster, Balraj Singh, Jennie Yan, Mikayla Mah, Benjamin Krymalowski, Jennifer Elkabbany, Nadja Komnenic, Brandon-Lee Mackinnon, Jennifer King, Nigel Keenan, Brent Amano, Jennifer Marquez, Orson Choy, Brian Calderwood, Jennifer Waldern, Paula Crotty, Bukola Adedipe, Jenny Ewing, Paz Mazaredo, Busola Akinwekomi, Jessica Hogg, Peter Janz, Caitlin Pells, Jessica Lapensee, Prabhjot Hundal, Caleb Groot, Jibin Boban, Raashi Ahluwalia, Caroline Kent, Jocelyn Vandenheuvel, Ray Liu, Celia Shea, Jocelynn Aster, Regina Hipolito, Charmaine Roesler, Joseph Gichanga, Rene Francis, Cherie Mason, Kadidja Youssouf, Reshma Chandra, Chyme MacGregor, Kaja Ryzner, Rey Vaz, Claire McGauley, Katie Ewasew, Rishab Rajdev, Courtenay Kheirkhah, Katie Gravestock, Rochelle Drager, Courtney McKone, Katie Marvin, Sabrina Chang, Danette Orologio, Kelly Hadden, Samantha Chenatte, Daniela Aiello, Kevin Malone, Samantha Moskie, Danni Vander Voort, Kike Ayantayo, Samuel Antoine, Danny Munro, Kindie Wolfe, Sana Fatima, Darla Holmwood, Kristan Iorio, Sara Graham, Darryl Wong, Krysyna Engler, Scott Nunn, David Herrera, Kwiiahwas Drager, Sean Rutsatz, David Santos, Kyle Kattler, Shameer Shamji, Deanna Gooden, Kyle McVicar, Shanna Mikkelsen, Deb Wilson, Kyrylo Alieksieiev, Shea Wind, Debbie Campbell, Laura MacLean, Stacey Campbell, Dureeka Miller, Laura Sunnus, Stacey Szepat-Piques, Eden Katz, Lenore Baker, Suzanne Steffen, Edmund Quan, Linda Epp, Tanya Boyd, Emily White, Lindsay Buss, Tapharey Forsythe, Emma McNamar, Lisa Langevin, Teresa Shaley, Erica Cardarelli, Lucas Lima, Teri Taman, Francesca Burgon, Luis Acosta, Terri-Lyn Kibbe, Grace Molnar, Luis Diaz, Tina Mairs, Guneet Anand, Lynette Slater, Vyas Saran, Gurjevan Sidhu, Mandy DeFields, Harpinder Dhaliwal, Mark Taylor, Harpreet Randhawa, Marlene Barker, Hayley Wright, Matthew Landry,



Officers Benefits committee report

TERMS AND CONDITIONS OF EMPLOYMENT

between the

B.C. GENERAL EMPLOYEES' UNION

BCGEU

and the

PRESIDENT and TREASURER
(hereinafter referred to as full-time officers)

Effective: February 27, 2024

March 17, 2021

1. Dues and Assessments

The BCGEU shall deduct from the salary of full-time officers the amount of regular dues payable to the union by a member of the union.

2. Hours of Work

In recognition that full-time officers are, from time to time, required to work extraordinary hours and that extraordinary effort must in some way be offset by release time in quieter periods, there shall be a system of lieu days.

In consideration of the absence of overtime benefits for full-time officers, they shall receive 17 lieu days of paid time off each calendar year. Every effort shall be made to schedule lieu days as time off. If paid time off cannot be taken in the calendar year in which it is accrued, it shall be paid out at equivalent straight time rates. Such payout may be in cash which may be added to salary in the same manner as vacation allowance outlined in Clause 4(d) below or may be transferred into an RRSP or may be archived and scheduled in conjunction with supplemental leave.

Effective January 1, 2021, full-time officers will exercise the option to make a permanent, one-time selection to forego five lieu days in 2021 and each subsequent calendar year and increase their salary by 2%. Newly elected full-time officers will forego five lieu days and increase their salary by 2%.

3. Paid Holidays

(a) The BCGEU shall provide the following holidays with pay:

- | | |
|---------------------|---|
| 1. New Year's Day | 8. British Columbia Day |
| 2. Family Day | 9. Labour Day |
| 3. Good Friday | 10. Thanksgiving Day |
| 4. Easter Monday | 11. Remembrance Day |
| 5. Floating Holiday | 12. Christmas Day |
| 6. Victoria Day | 13. Boxing Day |
| 7. Canada Day | 14. National Day for Truth and Reconciliation |

(b) Should the BCGEU close its offices between Christmas Day and New Year's Day, this period will be recognized as time off without loss of pay.

(c) Full-time officers may substitute a more culturally significant day off for Good Friday, Easter Monday, Victoria Day, Canada Day, or Christmas Day.

(d) The floating holiday shall be treated as a lieu day pursuant to Article 2.

4. Vacation

(a) Full-time officers shall earn five weeks' vacation except as otherwise specified in this article.

(b) Full-time officers with more than six full years of service with the BCGEU or a BCGEU bargaining unit shall earn additional vacation entitlement as follows:

- after six years - one additional day
- after seven years - two additional days
- after eight years - three additional days

- after nine years - four additional days
- after 10 years - five additional days

to a maximum of six weeks.

(c) Full-time officers with more than 14 full years of service with the BCGEU or a BCGEU bargaining unit shall earn additional vacation entitlement as follows:

- after 14 years - one additional day
- after 15 years - two additional days
- after 16 years - three additional days
- after 17 years - four additional days
- after 18 years - five additional days

to a maximum of seven weeks.

(d) If, due to exceptional circumstances, the duties of the full-time officers prevent them from taking all or a portion of their vacation entitlement in a particular year, they may exercise one, or a combination of, the following options with respect to the unused entitlement:

- (1) cash payout which may be added to salary;
- (2) carryover;
- (3) banking until leaving office or retirement.

(e) A full-time officer who is hospitalized or develops an illness while on vacation, and is under a doctor's care, shall be entitled to have the period treated as sick leave and the vacation days reinstated. The full-time officer shall notify Human Resources as soon as possible and shall provide a medical certificate upon return to work.

(f) Full-time officers shall be entitled to full vacation in the year in which they retire.

5. **Severance Pay**

(a) If the full-time officer leaves office voluntarily or by defeat and returns to a position in a BCGEU bargaining unit, they shall receive one week's pay for each year served as a full-time officer.

(b) If the full-time officer leaves voluntarily or by defeat and does not return to a position in a BCGEU bargaining unit, they shall receive severance pay of four weeks current salary for each year or major part thereof to a maximum of 12 months. For the purposes of this Clause, "years of service" shall include the number of years of service in the BCGEU bargaining unit at time of election to a full-time officer's position, plus the number of years of service as a full-time elected officer.

(c) In Clause 5(b) above, "severance pay" means salary plus the cost to the BCGEU of the full-time officer's benefits.

(d) A full-time officer may elect to receive severance as a lump sum or as salary continuance. If the full-time officer elects salary continuance, they will have their benefits continued for a period of six months' after their salary continuance ends.

6. Health & Welfare

The BCGEU agrees to pay the full premium costs for full-time officers for the following applicable plans:

- B.C. Medical Plan
- Group Life (B.C. Government) Plan
- Group Life and Accidental Death (BCGEU) Plan
- Dental Plan
- Extended Health Care Plan
- Group Accident Insurance (Travel) Policy
- Long Term Disability Plan
- Medical Travel Benefits Plan

Where applicable, premium costs shall include coverage for a full-time officer's spouse and/or dependents.

The benefits plans for full-time officers shall not be inferior in any respect to the comparable plans for the BCGEU staff.

7. Sick Leave

- (a) *Short-term Illness or Injury* – Full-time officers will suffer no loss of pay for absence due to short term illness for a period not exceeding 52 weeks.
- (b) *Long Term Disability* – Full-time officers shall be entitled to coverage under a Long Term Disability Plan provided and paid for by the BCGEU.
- (c) The full-time officers are aware of their right to 5/12 of the savings resulting from the BCGEU's Employment Insurance Premium Reduction as a result of the Wage Indemnity Plan, and that since the inception of the Wage Indemnity Plan, the Method of Sharing has been to apply the savings to offset the costs of the Wage Indemnity Plan.

8. Employee and Family Assistance Program

The purpose of the Employee and Family Assistance Program is to recognize that a wide range of problems can adversely affect a full-time officer's performance, and that the BCGEU has a responsibility to offer and provide assistance in helping resolve these problems in an effective and confidential manner at the earliest possible time.

The BCGEU will assist a full-time officer who recognizes the presence of personal problems, physical, social or mental, which is adversely affecting their job performance. The cost of the agreed upon referral agent will be borne solely by the BCGEU.

For the purpose of this policy, "personal problems" will be identified with issues such as marital or legal difficulties, financial concerns, psychological/stress-related situations, drug and alcohol abuse and so forth.

- (a) A full-time officer will be considered absent due to illness and will receive the benefits for which they are eligible pursuant to the collective agreement when:
 - (1) they require time off from work for medical counselling or treatment appointments recommended by the referral agent and subsequently approved by the BCGEU, or

- (2) they are unable to work but are following a prescribed program of treatment, or
 - (3) they are accepted into the program through a voluntary, union, fellow full-time officer or family referral.
- (b) A full-time officer will continue to be eligible for benefits under (a) above so long as they are cooperating fully in following the prescribed course of treatment.
- (c) The BCGEU will be responsible for costs and expenses not normally covered by the medical and benefit plans, which are associated with their treatment program such as actual costs of residential treatment for chemical dependency.

9. Air Travel Insurance

The President and Treasurer shall receive coverage under the BCGEU Group Accident Insurance (Travel) Policy.

10. Benefits Transition Period

When a full-time officer leaves at the end of their term, they shall be entitled to coverage for B.C. Medical, group life, dental and extended health, to a maximum of six calendar months or until alternate coverage is arranged, whichever comes first.

The Provincial Executive may extend coverage in this section to an elected person who resigns mid-term due to health or other personal reasons.

A full-time officer on leave pursuant to Article 14 will maintain coverage as provided by Clause 14(d).

11. Indemnity and Obligations

11.1 Indemnity

- (a) (1) *Civil Action* – Except where there has been flagrant or willful negligence on the part of a full-time officer, the BCGEU agrees not to seek indemnity against a full-time officer whose actions result in a judgment against the BCGEU. The BCGEU agrees to pay any judgment against a full-time officer arising out of the performance of their duties. The BCGEU also agrees to pay any legal costs incurred in the proceedings including those of the full-time officer.
 - (2) *Criminal Action* – Where a full-time officer is charged with an offence resulting directly from the proper performance of their duties, the BCGEU shall pay for reasonable legal fees.
- (b) At the option of the BCGEU, the BCGEU may provide for legal services in the defense of any legal proceedings involving the full-time officer (so long as no conflict of interest arises between the BCGEU and the full-time officer) or pay the legal fees of counsel chosen by the full-time officer.
- (c) In order that the above provisions shall be binding upon the BCGEU, the full-time officer shall notify the BCGEU immediately, in writing, of any incident or course of events which may lead to legal action against him/her, and the intention or knowledge of such possible legal action is evidenced by any of the following circumstances:
- (1) when the full-time officer is first approached by any person or organization notifying them of intended legal action against them;

- (2) when the full-time officer requires or retains legal counsel in regard to the incident or course of events;
- (3) where any investigative body or authority first notifies the full-time officer of any investigation or other proceeding which might lead to legal action against the full-time officer;
- (4) when information first becomes known to the full-time officer in light of which it is a reasonable assumption that the full-time officer would conclude that they might be the object of legal action; or
- (5) when the full-time officer receives notice of any legal proceeding of any nature or kind.

11.2 Obligations

- (a) The BCGEU shall have the sole and exclusive right to compromise or settle any such claim, action or judgment, or bring or defend any litigation in respect of them.
- (b) A full-time officer shall not admit liability in respect of any such claim, action or judgment except on the instruction of the BCGEU.
- (c) Full-time officers shall, at all times, cooperate with the BCGEU in resisting any claim and in the prosecution or defense of any action even if their employment with the BCGEU has ceased.

12. Leave

12.1 Bereavement Leave

- (a) A full-time officer shall be granted five days' leave with pay in the case of death in the immediate family. The leave will include the date of the funeral or the date of death, with, if necessary, an allowance for immediate return traveling time. Such leave shall normally not exceed seven work days.
- (b) Immediate family is defined as a full-time officer's parent, stepparent, spouse or partner, grandparent, child, stepchild, grandchild, sibling, parent-in-law, chosen family, and any other relative permanently residing in the full-time officer's household or with whom the full-time officer permanently resides.
- (c) In the event of the death of the full-time officer's child-in-law or sibling-in-law, the full-time officer shall be entitled to special leave for one day.
- (d) If a full-time officer is on vacation leave at the time of bereavement, the full-time officer shall be granted bereavement leave and be credited the appropriate number of days' vacation leave credits.
- (e) Where established ethno cultural or religious practice provide for ceremonial occasions other than the bereavement period provided in 12.1(a), the balance of the bereavement leave, if any, may be taken at the time of the ceremonial occasion.
- (f) In case of serious illness or other circumstances, consideration shall be given to special leave of absence.

12.2 Jury or Court Witness Duty

The BCGEU shall grant leave of absence with pay to a full-time officer who is called as a juror or witness in any court or administrative tribunal. The full-time officer shall remit to the BCGEU all monies paid to them by the court, except travelling and meal allowances not reimbursed by the BCGEU.

12.3 Benefits Continuation

For leaves taken pursuant to Clauses 12.1 and 12.2, the BCGEU shall maintain coverage for medical, extended health, dental, group life, and long term disability.

13. Maternity, Parental, Adoption and Pre-Adoption Leave

13.1 Maternity and Adoption Leave

- (a) A full-time officer is entitled to maternity or adoption leave of up to 15 weeks without pay.
- (b) A full-time officer shall notify the BCGEU in writing of the expected date of birth.
- (c) The period of maternity leave alone or in combination with the leave period of 13.3 shall commence six weeks prior to the expected date of birth. The commencement of leave may be deferred for any period approved in writing by a duly qualified medical practitioner or registered midwife.

A full-time officer, upon production of appropriate documentation, is entitled to adoption leave without pay of up to 17 weeks following the adoption of a child.

13.2 Parental Leave

- (a) Upon written request a full-time officer shall be entitled to parental leave of up to 35 consecutive weeks without pay. The leave period may be extended pursuant to Section 12(3) of the *Employment Insurance Act*.
- (b) Where both parents are full-time officers of the BCGEU, the full-time officers shall determine the apportionment of the 35 weeks parental leave between them.
- (c) Such written request pursuant to (a) above must be made at least four weeks prior to the proposed leave commencement date.
- (d) Leave taken under this clause shall commence:
 - (1) In the case of a mother, immediately following the conclusion of leave taken pursuant to Clause 13.1 or 13.3.
 - (2) In the case of the other parent, immediately following the birth or placement of the adoptive child.
 - (3) The commencement of the leave taken pursuant to (1) or (2) above may be deferred by mutual agreement, however, the leave must conclude within the 52-week period after the date of birth or placement of the adoptive child. Such a leave agreement shall not be unreasonably withheld.

Such a leave request must be supported by appropriate documentation.

13.3 Benefit Waiting Period

Where a full-time officer is entitled to and takes leave pursuant to Clause 13.1 and/or 13.2 and is required by Employment Insurance to serve a one week waiting period for Employment Insurance Maternity/Parental benefits, the full-time officer will be entitled to a leave of one week without pay immediately before leaves pursuant to Clause 13.1 and 13.2 as the case may be. This leave is for the express purpose of covering the Employment Insurance benefit waiting period.

13.4 Benefit Waiting Period Allowance

A full-time officer, who qualifies for and takes leave pursuant to Clause 13.3, shall be paid a leave allowance equivalent to one week at 85% of the full-time officer's basic pay.

13.5 Maternity Leave Allowance

(a) A full-time officer, who qualifies for maternity leave pursuant to Clause 13.1, shall be paid a maternity leave allowance in accordance with the Supplementary Employment Benefit (SUB) Plan. In order to receive this allowance, the full-time officer must provide to the BCGEU, proof that she/he has applied for and is eligible to receive Employment Insurance benefits pursuant to the *Employment Insurance Act*. A full-time officer disentitled or disqualified from receiving Employment Insurance benefits is not eligible for maternity leave allowance.

(b) Pursuant to the SUB Plan, the maternity leave allowance will consist of 15 weekly payments equivalent to the difference between the Employment Insurance gross benefits and any other earnings received by the full-time officer and 85% of the full-time officer's basic pay.

13.6 Parental Leave Allowance

(a) A full-time officer who qualifies for parental leave pursuant to Clause 13.2, shall be paid a parental leave allowance in accordance with the SUB Plan. In order to receive this allowance, the full-time officer must provide to the BCGEU proof of application and eligibility to receive Employment Insurance benefits pursuant to the *Employment Insurance Act*. A full-time officer disentitled or disqualified from receiving Employment Insurance benefits is not eligible for parental leave allowance.

(b) Pursuant to the SUB Plan and subject to leave apportionment pursuant to Clause 13.2(b), the parental leave allowance will consist of a maximum of 35 weekly payments, equivalent to the difference between the employment insurance gross benefits and any other earnings received by the full-time officer and 75% of the full-time officer's basic pay.

13.7 Pre-Placement Adoption Leave

Upon request and with appropriate documentation, a full-time officer is entitled to pre-adoption leave without pay of up to seven weeks per calendar year with an allowance of 85% of their basic pay during the leave period.

The leave may be taken intermittently and only for the purpose of:

- (1) attending mandatory pre-placement visits with the prospective adoptive child;
- (2) to complete the legal process required by the child's or children's country for an international adoption while the full-time officer is in that country.

Leave under this provision will end with the placement of the adoptive child(ren).

Pre-placement visits are not normally required where the adoption is a direct placement. Examples of direct placement adoptions are:

- adoptions by a family member;
- adoptions by the partner of a birth parent; and
- adoptions by foster parents if the child or children were living with the foster parents immediately before the adoption process.

13.8 Benefits Continuation

- For leaves taken pursuant to Clauses 13.1, 13.2, 13.3 and 13.7, the BCGEU shall maintain coverage for medical, extended health, dental, pension, group life, and long-term disability, and shall pay the BCGEU's share of these premiums.
- Notwithstanding (a) above, should a full-time officer be deemed to have resigned in accordance with Clause 13.9 or fail to remain in the employ of the BCGEU for at least six months or a period equivalent to the leave taken at (a) above, whichever is longer, after their return to work, the BCGEU will recover monies paid pursuant to this clause, on a pro-rata basis.

13.9 Deemed Resignation

A full-time officer shall be deemed to have resigned on the date upon which leave pursuant to Clauses 13.1, 13.2, 13.7 or 13.12 expired if they do not return to work on the pre-arranged date.

13.10 Entitlements Upon Return to Work

- On return from maternity, parental, adoption and/or pre-adoption leaves, a full-time officer shall resume the duties of their office.
- Notwithstanding Clause 13.6, vacation entitlements and vacation pay shall continue to accrue while a full-time officer is on leave pursuant to Clause 13.1 and its waiting period providing:
 - The full-time officer returns to work for a period of not less than six months, and
 - The full-time officer has not received parental allowance pursuant to Clause 13.6; and
 - The full-time officer was employed prior to September 30, 2002. Vacation earned pursuant to this clause may be carried over to the following year.
- Full-time officers who are unable to complete the return to work period in Clause 13.10(b)(1) as a result of proceeding on maternity, parental, adoption and/or pre-adoption leave shall be credited with their earned vacation entitlements and vacation pay providing the full-time officer returns to work for a period of not less than six months following the expiration of the subsequent maternity, parental or pre-adoption leave.

13.11 Maternity and/or Parental and/or Adoption and/or Pre-Adoption Leave Allowance Repayment

- To be entitled to the maternity, parental, benefit waiting period and/or pre-adoption leave allowances pursuant to Clauses 13.4, 13.5, 13.6 and/or 13.7, a full-time officer must sign an agreement that they will return to work and remain in office for a period of at least six months or equivalent to the leaves taken, whichever is longer, or until the end of their term.
- Should the full-time officer fail to return to work and remain in office with the BCGEU for the return to work period in (a) above, the full-time officer shall reimburse the BCGEU for

the maternity, parental, benefit waiting period and/or pre-adoption leave allowance received under Clauses 13.4, 13.5, 13.6 and/or 13.7 above on a pro-rata basis.

13.12 Extended Child Care Leave

A full-time officer, who is entitled to leave pursuant to Clause 13.1 or 13.2, shall be entitled to an extended leave without pay of up to an additional six months. Such written request must be received by the BCGEU at least four weeks prior to the expiration of leave taken pursuant to Clause 13.1 or 13.2.

14. Pensions

(a) The full-time officers will be enrolled in the Public Service Pension Plan or remain in an existing plan where possible or applicable.

(b) Regardless of age, full-time officers may schedule their accrued supplemental leave entitlement to precede and abut any pre-retirement leave under the terms of their bargaining unit collective agreement or pension.

Full-time officers who schedule supplemental leave prior to age 55 must have sufficient leave to meet age 55.

Full-time officers shall be entitled to the following Supplemental Leave Benefit:

(1) *Leave* – five weeks supplemental leave for each full year of service (prorated for partial years) as a member of the Provincial Executive of the BCGEU, including any leaves accrued during time served on the Provincial Executive; or

(2) *Commutted Value Payout* – subject to joint determination of a formula, a commuted value payout is available prior to the commencement of, or at any time during supplemental leave, provided they commence pension benefits, and the payout does not exceed their supplemental leave entitlement. Full-time officers who choose this option are eligible to share 50% of the resulting savings using the mutually agreed formula confirmed on November 29, 2011.

(3) *Pay In Lieu* – Full-time officers may make a one-time permanent option to forego accrual of supplemental leave and increase their salary by 10%. This option must be exercised by April 30, 2012 (effective January 1, 2012). Newly elected Full-time officers will forego accrual of supplemental leave and increase their salary by 10%.

(c) A full-time officer, who retires as above, may maintain coverage for medical, extended health, dental and group life until age 65. Thereafter, they may maintain coverage for medical and extended health, and the BCGEU shall pay the premiums if they are not provided by a pension plan.

(d) Full-time officers who will have two years of contributory service by age 71 will participate in the Public Service Pension Plan (PSPP). Full-time officers who cannot achieve two years of contributory service prior to age 71 or who have reached maximum contributory service in the PSPP will make equivalent contributions to a Retirement Savings Plan and the BCGEU will match with equivalent contributions as those made to the PSPP for active plan members.

15. Automobiles

(a) Full-time officers who provide a vehicle with a gasoline consumption rate of 6.5 litres or less per 100 kilometers will receive a \$30 per month vehicle stipend.

As of January 1, 2008, employment expenses are included in base salary. Employment expenses cease after 29 weeks on leave.

Effective May 1, 2011, employment expenses shall be \$400 biweekly.

- (1) The BCGEU shall issue a fuel credit card to each full-time officer for use on union business. It is agreed that no full-time officer shall use this credit card while they are out of the province on personal business. Full-time officers are only entitled to use this credit card for the vehicle which has formally been registered with the BCGEU for that purpose. When commencing on a leave that is known in advance to be in excess of 30 days, a full-time officer will return the employer-provided fuel card to the BCGEU on the commencement of the leave. In other circumstances, the fuel card will be returned within 30 days of the commencement of the leave.
 - (2) Full-time officers taking office will only be paid employment expenses as per the above.
 - (3) In the event of an accident while on BCGEU business, the BCGEU will pay the deductible portion of the ICBC claim up to a maximum of \$300 for comprehensive and \$300 for collision. If ICBC refuses to provide comprehensive coverage for windshield claims, the BCGEU will pay the cost of windshield replacement to a maximum of \$300. Should an elected person choose not to go through ICBC, the BCGEU will pay the equivalent of the deductible portion referred to above, upon receipt of the repair bill.
- (b) A full-time officer, who proceeds on leave of absence with pay, including short term illness and maternity/parental leave, will continue to receive the vehicle allowance as per Clause 15(a), for a period not to exceed 29 weeks.
- (c) Notwithstanding (b) above, when a full-time officer leaves at the end of their term they shall be entitled to receipt of employment expenses, vehicle stipend and the dual residency allowance for the remainder of the month in which they leave office plus the following month.
- (d) At the full-time officer's option, they may elect to have an advance for the cost of insurance to an annual cap of \$1500. This advance will be repaid within 12 months through a payroll deduction of up to \$125 per month from net pay. In such cases, the minimum coverage shall be:
- 2,000,000 Third Party Liability;
 - full business use.
- (e) A newly elected full-time officer is entitled to an advance of up to \$10,000 to provide a vehicle. The advance shall be repaid to the BCGEU at the rate of \$400 per month and shall be deducted from their net pay.
- (f) Full-time officers in receipt of employment expenses must provide a vehicle that meets the following criteria:
- (1) Vehicles must be union-made. Unionized automobiles manufactured outside of North America may only be purchased if it appears on the agreed-to list.
 - (2) Vehicles provided for business use must not be oversized (7-foot maximum height; 20-foot maximum length); and
 - (3) Vehicles with gasoline engines will not exceed 5.4 litres.

(g) Rates of Pay During Leaves of Absence

A full-time officer who proceeds on leave (i.e., supplemental, sick, parental) will continue to receive their regular rate of pay. Following 29 weeks on leave with pay, a full-time officer's biweekly pay rate will be reduced by \$400.00.

16. Wages (Annual Salary)

Pursuant to the BCGEU Constitution Clauses 9.5(b) and 9.6(b), the annual salary for the President and the Treasurer are set by the Provincial Executive. The Provincial Executive has set the salary of the President at \$10,000 above that of the highest paid BCGEU staff and the salary of the Treasurer at \$5,000 above that of the highest paid BCGEU staff. The current salaries are as follows:

Wage Rates for Full Time Officers	Base Salary April 1, 2024
President's Salary	
Annual	\$197,581.28
Bi-weekly	\$7,573.27
Treasurer's Salary	
Annual	\$192,581.28
Bi-weekly	\$7,381.62

17. Relocation Expenses

Full-time officers will be compensated for relocation expenses within the province of B.C. upon assuming and leaving office as per the servicing staff agreement.

18. Dual Residence Allowance

(a) The union will provide a monthly dual residency allowance of 30 times the amount as determined by the Provincial Executive pursuant to Section 9.4(d) of the Financial Manual.

This allowance shall be paid only as long as they maintain their normal residence outside the Lower Mainland and maintain an accommodation in the Lower Mainland.

A normal residence is maintained where the full-time officer's spouse (and dependent persons where applicable) live in the residence occupied by the full-time officer prior to their election or where the elected person retains it to live in when returning to their local area. A residence leased or rented out shall not qualify as a normal residence being maintained.

(b) Full-time officers in receipt of the dual residency allowance will not be eligible for meal allowances or incidental expenses while working in the Lower Mainland or while at their primary residence (except as provided for in the Financial Manual).

19. Computer Equipment Purchase

Full-time officers shall be entitled to an advance once every three years for the purpose of purchasing personal computer equipment. The advance shall be issued to the full-time officer upon submission of proof of purchase in the 30-day period prior to applying for the advance. The advance will not exceed the actual cost or \$2,500 whichever is less.

The advance shall be repaid to the BCGEU through payroll deduction at a minimum rate of \$100 per pay for 25 pay periods. The rate of repayment shall be established such that the entire advance is repaid at the end of the fiscal year in which the advance is issued to the full-time officer.

If a full-time officer leaves prior to complete repayment of the advance, the BCGEU shall deduct any amounts outstanding from any payments owed by the BCGEU to the full-time officer.

20. Travel/Credit Card

The BCGEU shall provide a credit card to the full-time officers. Where a full-time officer chooses to provide their own credit card(s) to save the BCGEU the administrative cost of providing credit cards, including the fuel credit card(s), they shall be entitled to reimbursement of a credit card fee of up to \$120.00 per year.

21. Full-time Officers' Expenses

(a) The President or Treasurer of the BCGEU shall be entitled to take their partner or child along when travelling on union business within the province. Their travel expenses will be borne by the Union.

(b) The President or Treasurer of the BCGEU shall be entitled to take their partner or child along when travelling on union business outside of the province, once per calendar year, and to a maximum of 10 days. Their travel expenses will be borne by the union.

(c) The President and Treasurer of the BCGEU shall be entitled to claim reimbursement when receipts are provided for reasonable meal costs incurred when hosting the BCGEU members, business guests, or staff on union business.

(d) The President and Treasurer of the BCGEU shall be entitled to claim reimbursement up to a maximum of \$100 per month for personal internet.

22. Compassionate Care Leave

A full-time officer who is entitled to compassionate care benefits under the *Employment Insurance Act* is entitled to a leave of absence without pay of up to eight weeks for the purpose of providing care or support to a gravely ill family member at risk of dying within 26 weeks. There will be no interruption in eligibility for benefits provided under Article 18.

It is understood that where a full-time officer is on compassionate care leave and such leave ends due to the death of a family member for which bereavement leave is provided under Clause 12.1, there shall be no pyramiding of EI payments and bereavement leave with pay.

23. Authorization to Deduct from Final Pay

Should a full-time officer's employment relationship terminate, any monies owed to the BCGEU, through advances, loans, BCGEU Corporate American Express charges, unreturned BCGEU-owned equipment or any other provision of this Collective Agreement, shall be deducted from the full-time officer's final pay. An itemized list of deductions will be provided to the full-time officer.

24. Term

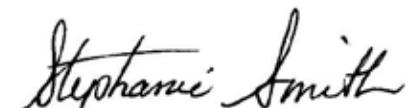
The terms and conditions of employment as outlined above are effective January 1, 2024, unless otherwise provided.

SIGNED BY THE BCGEU OFFICERS'
BENEFITS COMMITTEE MEMBERS
ON BEHALF OF THE PROVINCIAL
EXECUTIVE:



Maria Middlemiss, Component 12 Vice-President

SIGNED BY THE FULL-TIME
OFFICERS:



Stephanie Smith, President



Joanna Lord, Component 7 Vice-President



Paul Finch, Treasurer



Pamela Pye, Component 3 First Vice-Chairperson



Thom Yachnin, Executive Director

Dated this 24th day of April 2024

MEMORANDUM OF AGREEMENT #1

B.C. GOVERNMENT EMPLOYEES' UNION (BCGEU)
AND
FULL-TIME OFFICERS
REGARDING REDUCTIONS IN GREENHOUSE GAS (GHG) EMISSIONS
AND
GAINSHARING FOR REDUCED FUEL CONSUMPTION

The parties recognize the need and benefit of reducing emissions resulting from consumption of fuel by vehicles required for work. Every litre of gasoline consumed produces 2.4 kg. of carbon dioxide (CO₂), thereby contributing to the adverse effects of climate change. The parties endorse the principles of the Kyoto Accord, in particular the Canadian national target of reducing individual GHG emissions by one tonne per annum.

To help achieve these objectives, the parties agree to the following incentives:

1. Individual reduction of fuel consumed:

The value of anticipated reduction in fuel consumed by replacement of vehicles currently provided by full-time officers with vehicles which consume less fuel will be shared using the following method:

(a) The savings in fuel payable to the employee shall be determined by subtracting the annual fuel consumption for the replacement vehicle from the annual fuel consumption of the previous vehicle as indicated in the NRC Fuel Consumption Guide. The price per litre shall be determined by the reference to the most recent gasoline price data available from Statistics Canada (alternative: price of mid-grade gasoline at the Canada Way Esso station) on the date the replacement vehicle is registered with the union. This payment only applies to the purchase of vehicles which consume less fuel.

(b) Replacement vehicles must meet the requirements of the collective agreement.

(c) Current vehicles or replacement vehicles which cannot be found in an applicable NRC Fuel Consumption Guide must have their annual consumption rate determined by mutual agreement.

2. The employee shall be paid a one-time lump sum equivalent to 100% of the annual anticipated fuel reduction cost as calculated in 1(a).

3. It is agreed and understood that an employee is not eligible to receive this payment in combination or in addition to Memorandum of Agreement # 2.

4. This Memorandum of Agreement shall remain in effect for the term of the agreement.

MEMORANDUM OF AGREEMENT 2 (NEW)**RE: REDUCTIONS IN GREENHOUSE GAS (GHG) EMISSIONS
AND
ELECTRIC VEHICLE INCENTIVE**

The BCGEU recognizes the need and benefit of reducing emissions resulting from consumption of fuel by vehicles required for work. Every litre of gasoline consumed produces 2.4 kg. of carbon dioxide (CO₂), thereby contributing to the adverse effects of climate change. The BCGEU endorses the principles of the Kyoto Accord, in particular the Canadian national target of reducing individual GHG emissions by one tonne per annum.

To help achieve these objectives, the parties agree to the following incentive to recognize the reduction of fuel consumed with the replacement of gasoline-powered vehicles currently provided by full-time officers for employment with an electric vehicle ("e-vehicle"):

1. For the purpose of the incentive, the replacement vehicle is an e-vehicle, and does not include a hybrid, or hybrid plug-in e-vehicle.
2. Full time officers should receive approval from the Human Resources department prior to purchase of an e-vehicle, which must otherwise meet the requirements for employee vehicles as set out in the agreement.
3. Upon replacement of the gasoline-powered vehicle currently provided by the full-time officer with an e-vehicle, the BCGEU shall pay to the full-time officer, a one-time lump sum of \$5,000.
4. Full time officers shall be required to use the e-vehicle for which they receive the incentive payment for at least four (4) years from the date of purchase. Should a full-time officer move back to a gasoline-powered vehicle during this period, they shall repay a prorated portion of the incentive to the employer.
5. Full-time officers shall only be entitled to receive this incentive payment one time.
6. It is agreed and understood that a full-time officer is not eligible to receive this payment in combination or in addition to Memorandum of Agreement # 1.
7. The parties agree that the BCGEU is under no obligation to provide charging stations for e-vehicles.
8. This Memorandum of Agreement shall remain in effect for the term of the agreement.
9. This Memorandum of Agreement shall apply to vehicles purchased on or after June 1, 2018.

