

TRANS-INCLUSIVE CONTRACTS

What are they?

How is BCGEU championing them?

Why should all workers care?

UNIONISM UPLIFTS ALL WORKERS TO FIGHT FOR THEIR RIGHTS

For trans workers, the fight for their rights are intimately tied to the fight for their very lives.

Trans-inclusive contracts are premised on the idea that a more equitable world – where trans people have a real chance to be themselves, lead fulfilling lives, and grow old – can start in the workplace, if we commit to solidarity.

Pattern Language 101

When it's time to bargain a contract, the BCGEU members covered under that specific agreement determine what they are willing to fight for, making their unique demands known to their individual employers.

BUT SOME LANGUAGE IS CONSISTENT ACROSS BCGEU CONTRACTS



Pattern Language is standardized content that BCGEU advances at all bargaining tables to bring every contract more in-line and up-to-date with members' needs, values, initiatives and campaigns. It ensures equity and unity across the whole membership.



Trans-Inclusive Pattern Language

BCGEU IS COMMITTED TO ADDING CONSISTENT LANGUAGE INTO ALL NEW AND UPDATED CONTRACTS, TO SUPPORT TRANS RIGHTS, INCLUDING:

- Employer & Union commitments to protect the safety and privacy of trans members.
- Employer responsibility to update related work documents and records with a member's new name and pronouns, at the member's request.
- The right to use a washroom that conforms with one's gender identity, and the right for all trans members to have a safe washroom and/or changing area at work.
- Healthcare benefits for transition-related costs, and medical leaves of absence for transitioning employees (provided on the same terms as other medical costs or leaves).



Through democratic processes, BCGEU updates its pattern language regularly to reflect members' evolving needs, priorities, aspirations and concerns. Our union is committed to making workplaces safer and more welcoming.

Keep talking with your coworkers and building momentum around the causes that you care about. Email pride@bcgeu.ca if you have any questions about bargaining or suggestions to improve pattern language. Members can also run for bargaining teams, apply for seats on BCGEU Committees, take courses or run for shop steward positions to amplify their voices and their coworkers' voices.

Pattern language enshrines minimum guaranteed protections, but when workers organize they can achieve even more!