MINUTES

of the

50TH CONSTITUTIONAL CONVENTION

of the

B.C. GOVERNMENT AND SERVICE
EMPLOYEES’ UNION (BCGEU)

held at the

HYATT REGENCY HOTEL
VANCOUVER, BC

JUNE 14-17, 2017
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MINUTES

MINUTES of the 2017 50th Constitutional Convention of the B.C. Government and Service Employees’ Union held at the Hyatt Regency Hotel, Vancouver, BC on June 14 to 17, 2017.

PROCEEDINGS – 1ST SESSION
7:00 p.m., Wednesday, June 14, 2017

CALL TO ORDER

President Stephanie Smith called the 50th Constitutional Convention of the B.C. Government and Service Employees’ Union to order at 7:00 p.m. on Wednesday, June 14, 2017.

ACKNOWLEDGEMENT OF TERRITORIES

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

ELDER GREETING

President Smith introduced Ian Campbell, Hereditary Chief of the Squamish Nation who opened the convention with a greeting from the Squamish Nation.

O CANADA

President Smith called upon Sister Megan Ashbury, Sister Jennifer Arnold and Brother Chad Blackey to lead the delegates in the singing of O Canada.

SOLIDARITY FOREVER

Sister Megan Ashbury, Sister Jennifer Arnold and Brother Chad Blackey led the delegates in the singing of Solidarity Forever.

MOMENT OF SILENCE

The delegates were asked to stand and observe a moment of silence in memory of our brother and sisters who died since our last convention.

REPORT OF THE CREDENTIALS COMMITTEE

Sister Carla Dempsey and Sister Maria Middlemiss gave the report of the Credentials Committee as follows:

June 14, 2017, 7:00 p.m.

<table>
<thead>
<tr>
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<tbody>
<tr>
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</tr>
<tr>
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<td>464</td>
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</table>
M I N U T E S

Component Observers 2
Life Members 18
Solidarity Guests 1
Staff 97
Guests 1
Visitors 16
Subtotal 135

Total Registered 599

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

INTRODUCTIONS

President Smith introduced the Provincial Executive to the delegates.

AFFILIATES

President Smith acknowledged the affiliates to the union and recognized the BC Ferry and Marine Workers’ Union who were present.

INTRODUCTION OF SOLIDARITY GUESTS

President Smith introduced the solidarity guests and visitors from both British Columbia and across the country.

RULES OF ORDER

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

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

POLICIES – HARASSMENT, CODE OF CONDUCT, SCENT FREE ENVIRONMENT

Brother Finch also directed the delegates to the Provincial Executive policies (Harassment, Code of Conduct and Scent Free Environment) contained in the Convention Handbook. He announced that Sister Fateh Born and Brother Rene-John Nicolas were appointed by the Provincial Executive as administrators of these policies. The delegates were asked to familiarize themselves with the policies and govern themselves accordingly.

SESSIONAL HOURS

It was M/S/C that the Sessional Hours of the 2017 Constitutional Convention be:

Wednesday, June 14 7:00 p.m. to 9:00 p.m.
Thursday, June 15 9:00 a.m. to 12:00 p.m.
1:30 p.m. to 5:00 p.m.
MINUTES

Friday, June 16
9:00 a.m. to 12:00 p.m.
1:30 p.m. to 5:00 p.m.

Saturday, June 17
9:00 a.m. to 12:00 p.m.
1:30 p.m. to 5:00 p.m.

AGENDA

It was M/S/C to adopt the agenda as presented on pages 1 & 2 of the Convention Handbook.

CONVENTION COMMITTEES

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

• Resolutions
• Convention Finance
• Constitution and Structure
• Sergeant-at-Arms
• Credentials
• Balloting

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

ALLOCATION OF RESOLUTIONS

• A-1 to A-33 (except A-18 to Finance) Constitution & Structure
• B-34 to B-58 (except B-57 to Resolutions) Finance
• C-60 to C-181 (except C-63 to Finance) Resolutions Committee
• D-182 to D-300 Resolutions Committee
• E-301 to E-311 referred to Bargaining, not to go to the floor
• F-312 to F-346 Life Membership

It was M/S/C to accept this allocation of the resolutions to the 50th Constitutional Convention.

INTERNATIONAL GUEST SPEAKER

President Smith introduced guest speaker Cebile Manzini-Henwood, Executive Director, Swaziland Action Group Against Abuse. She brought a message of strength, gratitude and thanks to delegates for the BCGEU’s support through the Stephen Lewis Foundation. It was a message of the power of working at the local grassroots level for social change but also the importance of supporting work at the international level as solidarity has no borders.

RESOLUTIONS COMMITTEE

President Smith called upon the Resolutions Committee to deal with resolutions.
POINT OF PERSONAL PRIVILEGE

Sister Caroline Kent, Local 303 reminded delegates to not wear scents into the convention hall.

President Smith reminded delegates of the union's scent free policy.

GUESTS

President Smith acknowledged Diane Wood, former BCGEU Treasurer in the hall.

ANNOUNCEMENTS

Brother Finch explained to delegates when speaking at the microphone on the screen there will be a green border that will remain that way until a few seconds left then will turn yellow. The Sergeant-at-Arms to meet in the back corner.

Convention adjourned for the day at 9:00 p.m.

PROCEEDINGS – 2ND SESSION

CALL TO ORDER

Brother Finch called the convention to order at 9:05 a.m. on Thursday, June 15, 2017.

VIDEO PRESENTATION

A video of the convention's theme, Diversity, Strength and Solidarity, was shown to the delegates. The video had BCGEU members telling in their own words what a union means to them, how they became involved and the benefits union membership has provided.

GUEST SPEAKER

Brother Finch introduced Vancouver City Councillor Geoff Meggs who brought best wishes from Mayor Gregor Robertson and Vancouver City Council. He spoke of the ongoing housing and fentanyl crisis which have been ignored by the Liberal government. This is why the NDP/Green government should be given a chance to govern and tackle these issues that touch all of our lives.

INTRODUCTION OF SOLIDARITY GUESTS

Brother Finch introduced the solidarity guests, visitors and affiliates attending convention.

KEYNOTE ADDRESS

Brother Finch introduced President Smith who delivered her keynote address to the delegates.
President Smith thanked the membership for their important contributions and highlighted their successes as well as each of the components. She noted that the BCGEU is in good shape for bargaining in 2019 in health, community social services, education and the public service. The union will be able to support and defend as it seeks significant improvements. President Smith also spoke as to how she was looking forward to the change of government and to be working with a new government that promises to put British Columbians first. Lastly, the union's vision for the next three years will continue to be the convention's themes of Diversity, Strength and Solidarity.

VIDEO PRESENTATION

A video was shown to the delegates that outlined all the places in the province the union's leadership had travelled to over the last three years.

REPORT OF THE CREDENTIALS COMMITTEE

June 15, 2017 9:00 a.m.

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<td>Registered Delegates</td>
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<tr>
<td>Affiliates</td>
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<td><strong>Subtotal of voting delegates</strong></td>
<td><strong>467</strong></td>
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<tr>
<td>Component Observers</td>
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<tr>
<td>Life Members</td>
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<td>Solidarity Guests</td>
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<td>Staff</td>
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<td>Guests</td>
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<tr>
<td><strong>Total Registered</strong></td>
<td><strong>622</strong></td>
</tr>
</tbody>
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*It was M/S/C to adopt the second report of the Credentials Committee.*

RESOLUTIONS COMMITTEE

Brother Finch called upon the Resolutions Committee to deal with resolutions.

POINT OF CLARIFICATION

Brother Finch clarified for the delegates that any referral on a resolution will come to the Resolutions Committee and the text will be checked to make sure it is friendly then it will go back out to the delegates for the vote.

AGENDA

*It was M/S/C to move the Spirit of Leadership Award presentation up on the agenda.*
SPIRIT OF LEADERSHIP AWARD

The 50th BCGEU Convention recipient of the Spirit of Leadership Award was Mary Ellen Turpel-Lafond in recognition of her work fighting for children and being a voice for their issues in the province.

She recognized her productive relationship with the BCGEU and the hard working BCGEU members who work with the province's vulnerable children. She noted the only way to have improvements is when the front line workers also want to improve the system. She knows that this is the case with the BCGEU and that the union will continue to advocate for better standards for the vulnerable children of BC.

ANNOUNCEMENTS

Brother Finch was called up to do the announcements. He reminded delegates of the no scent policy and asked delegates to refrain from bringing heavily scented foods into the convention hall. Today's education committee winner was Renee Ansel, Local 409.

Convention reconvened at 1:40 p.m.

RESOLUTIONS COMMITTEE

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

ANNOUNCEMENT

President Smith asked delegates to be considerate of those seated at the back of the hall and move conversations into the lobby. Reminded delegates of the role of the ombudsperson to handle any problems delegates may be having.

POINT OF PRIVILEGE

Sister Carla Dempsey reported that Mandeep Dial, Local 404 had lost his credential and would like to make a motion and Sister Maria Middlemiss seconds for him to be seated in the convention hall.

It was M/S/C to seat Mandeep Dial, Local 404 as he lost his credential.

INTRODUCTION OF SOLIDARITY GUESTS

Alberta Union of Provincial Employees President Guy Smith brought greetings to the delegates from the AUPE.

RESOLUTIONS COMMITTEE

President Smith called upon the Resolutions Committee to begin dealing with resolutions.

POINT OF INFORMATION

Darryl Flasch, Local 603 informed the delegates that transgender rights had been passed by the Senate. It has been a long time coming and there have been many who have fought for this.
POINT OF CLARIFICATION

Peter Euler, Local 2003 asked for clarification as to what the difference is between health care professional and health care worker.

Chair responded that they are different bargaining units which have their own collective agreements.

TRIBUTE TO JOHN SHIELDS

A video tribute for President Emeritus John Shields was shown to delegates. John had been the president of the BCGEU for 14 years retiring in 1999. He passed away in March 2017 at the age of 78.

POINT OF CLARIFICATION

Jason Singh, Local 1203 asked for clarification on resolution D-250 that says the CLC will. Is it the CLC or the BCGEU?

EVP Sussanne Skidmore clarified that this same resolution had gone to the recent CLC convention, it should read "The BCGEU will".

POINT OF ORDER

Andrea Duncan, Local 303 asked that the chair waits for the delegates to have received the resolution being distributed before a request for speakers is made.

Chair Paul Finch replied that the speakers would be put on hold until the resolution had been distributed to the entire convention hall.

POINT OF ORDER

Chair Paul Finch reminded delegates that they can't speak in support of a resolution then refer it back to the committee with changes.

ANNOUNCEMENTS

Chair Paul Finch reminded delegates of the All Candidates Forum to be held this evening at 7p.m.

Convention adjourned for the day at 5:00 p.m.

PROCEEDINGS – 3rd SESSION
9:00 a.m. Friday, June 16, 2017

CALL TO ORDER

President Smith called the convention to order at 9:00 a.m. on Friday, June 16, 2017.
ANNOUNCEMENTS

Delegates were reminded of the evacuation plan, if there is an emergency an announcement would come over the loud speaker and the assembly point is in the park across Burrard Street, east side of hotel by the church.

INTRODUCTION OF SOLIDARITY GUESTS

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

CONVENTION FINANCE COMMITTEE

Sister Smith called upon the Finance Committee to deal with resolutions.

REPORT OF THE CREDENTIALS COMMITTEE

June 16, 2017 9:00 a.m.

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<tr>
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<td>34</td>
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<tr>
<td>Solidarity Guests</td>
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<tr>
<td>Staff</td>
<td>123</td>
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<tr>
<td>Guests</td>
<td>12</td>
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<td>Visitors</td>
<td>27</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td><strong>210</strong></td>
</tr>
<tr>
<td><strong>Total Registered</strong></td>
<td><strong>677</strong></td>
</tr>
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It was M/S/C to adopt the third report of the Credentials Committee.

GUEST SPEAKER

President Smith introduced Paul Faoro, President CUPE BC who brought greetings to the delegates on behalf of Trevor Davies, CUPE BC Treasurer and the CUPE BC Executive. Also greetings from Mark Hancock who is now the national CUPE President.

CONVENTION FINANCE COMMITTEE

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

It was M/S/C to adopt the 2016 Audited Financial Statements.
The Convention Finance Committee dealt with the resolutions assigned to Finance.

**INTRODUCTION OF SOLIDARITY GUESTS**

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

**GUEST SPEAKER**

President Smith introduced the next premier of British Columbia John Horgan.

He spoke to delegates about the results of the last provincial election and how it is a waiting game until the Liberals realize that 44 is greater than 43. The people of BC voted for a change because the Liberals were not taking care of health, education, early childhood care and First Nations. The people will win and have a government that will matter to the people. He ended by introducing the NDP MLA’s to the delegates.

**RESOLUTIONS COMMITTEE**

Brother Finch called upon the Resolutions Committee to deal with resolutions.

Sister Brenda Brown explained to the delegates the significance of a BCGEU Life Membership. She noted that the local referenced in the resolution is who submitted the resolution.

Sister Brenda Brown and Brother Mike Nuyens read the list of recipients of life memberships at this convention.

Brother Nuyens made a motion that the BCGEU bestow the union’s highest honour of life membership to those named. S/C

Life Membership resolutions are F-312 to F-346. (These resolutions can be found on pages 122 to 127.)

**HONOUR ROLL**

The Honour Roll is for those members who met the criteria for Life Membership but Life Membership recognition had not been bestowed before they passed away while in service or following their retirement. Sister Brown announced the Honour Roll was awarded to Elaine Laite, Local 111, Grace Anderson, Local 801, Maureen Topping, Local 803, Louise Hood, Local 803, Kathy Thorbergson, Local 810 and Diane Winkler, Local 1203.

**ANNOUNCEMENTS**

Brother Finch reminded delegates of the no scent policy and of a rally to support PSAC starting at 12:15 pm at the Art Gallery.

Convention reconvened at 1:30 p.m.
PRESENTATION

A presentation by the musical act A Tribe Called Red was done for delegates. The show centres around Canada’s shameful track record on the many missing and murdered indigenous women and girls. The names and faces of these women and girls were the backdrop to the performance.

Following the presentation President Smith spoke to the delegates about what they could do to assist the Indigenous community.

RESOLUTIONS COMMITTEE

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

INTRODUCTION OF SOLIDARITY GUESTS

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

POINT OF INTEREST

Andrea Duncan, Local 303 announced the draw of the quilt will be held at 4:00 p.m. with the proceeds to the Civic Council of Popular and Indigenous Organizations of Honduras (COPINH).

POINT OF INTEREST

Maria Middlemiss, Local 1201 informed the delegates that the Pension Corporation has a booth so stop by and talk with them.

INTRODUCTION OF SOLIDARITY GUESTS

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

GUEST SPEAKER

President Smith introduced Irene Lanzinger, BCFED President to address the delegates.

Sister Lanzinger brought greetings from the B.C. Federation of Labour. She thanked the delegates for being active in their union. She spoke of the challenges faced by workers these days, the need for decent wages, benefits and good holiday time. This is the vision for the world that the BCFED has. She reminded the delegates that there is power in numbers and this is something we can accomplish. She closed with the need to make globalization a race to the top not the bottom.

CONSTITUTION AND STRUCTURE COMMITTEE

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

Matt Damario, Local 1203 introduced the committee to the delegates.
POINT OF ORDER

Jessica Delcourt, C8 Young Worker asked delegates if they could limit their side chatter and take conversations away from the doors further into hallway.

POINT OF ORDER

Andrea Duncan, Local 303 asked the committee if all constitutional resolutions need to be decided by two thirds vote.

Matt Damario, Local 1203, committee chairperson answered yes.

POINT OF CLARIFICATION

Veronica Barlee, Local 601 asked the chair a question about resolution A-31 as to what was Article 6.5 previously.

The chair to the committee responded Article 6.2.

POINT OF PRIVILEGE

Sue Frith, Local 1204 asked the committee to give the delegates time to find the resolution and catch up to where they are.

COMMITTEE REPORTS

Sister Smith asked the Constitution and Structure committee to step down and called upon the Executive and Administrative Committees to the stage.

President Smith thanked all who had sat on a Provincial Executive committee.

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

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

CONSTITUTION AND STRUCTURE COMMITTEE

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

POINT OF INFORMATION

Andrea Duncan, Local 303 informed the delegates that $1185 was raised by the draw. Agnes Jackman won the quilt and Cheryl Gilbert the framed print.
POINT OF PRIVILEGE

Kari Michaels, Local 704 asked if people could speak up as the delegates on the side of the convention hall are having trouble hearing speakers.

ANNOUNCEMENTS

Meeting called for all candidates to review tomorrow’s election and go over electronic voting. Election is the next morning so make sure to get into the convention hall on time as the doors will be tiled and no one is allowed in.

PROCEEDINGS – 4th SESSION
9:00 a.m. Saturday, June 17, 2017

VIDEO PRESENTATION

The video "Choose Children" was shown to the delegates.

CALL TO ORDER

President Smith called the convention to order at 9:00 a.m. on Saturday, June 17, 2017.

ANNOUNCEMENTS

Sister Smith reminded delegates that when they come to the microphone to speak to not move it as there is a camera and it will move you off of the big screens.

Also, Douglas Community Care had a tough round of bargaining. They took a strike vote and received 100% and with that they were able to enter into negotiations and yesterday their collective agreement ratified.

POINT OF INFORMATION

Brother Paul Finch responded to a question asked by a delegate yesterday with regards to hearing and arbitration costs. He presented to the delegates two charts, one showing hearing and arbitration costs from 2013 to now and the other just arbitration costs from 2013 to now.

GUEST SPEAKER

President Smith introduced Larry Brown, President of NUPGE to the delegates.

Larry Brown spoke of the need to educate people about unions, with unions we would have a stronger democracy. If there was fair taxation we would have a better environment, healthcare and education systems. Government continues with taxation disparity; tax on labour rights and trade deals. Trade deals need to work for the workers not the corporations.
MINUTES

He finished with reminding the delegates that there is strength in numbers. There is power if all of us work together, we would be unstoppable.

REPORT OF THE CREDENTIALS COMMITTEE

June 17, 2017 9:00 a.m.

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<td><strong>765</strong></td>
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*It was M/S/C to adopt the third report of the Credentials Committee.*

ELECTION OF OFFICERS

Sister Smith introduced Diane Wood, former BCGEU Treasurer to conduct the elections.

The election will again be done by an electronic voting system. Sister Wood showed the delegates how the electronic system worked and a couple of practice votes were conducted.

ELECTION FOR THE POSITION OF PRESIDENT

Nominations were made for the position of President.

The following delegate was nominated:
   Stephanie Smith (accepted)

Sister Wood announced that since there were no other nominations, Stephanie Smith has been appointed President.

ELECTION FOR THE POSITION OF TREASURER

Nominations were made for the position of Treasurer.

The following delegate was nominated:
   Paul Finch (accepted)
Sister Wood announced that since there were no other nominations, Paul Finch has been appointed Treasurer.

**ELECTION FOR THE POSITION OF EXECUTIVE VICE-PRESIDENT (4)**

Since the procedure for the election of the Executive Vice-Presidents was different than the other two votes Sister Diane Wood held a test ballot for the delegates.

**POINT OF ORDER**

The delegates need to vote as to whether or not delegate Scott De Long, Local 801 would be allowed to enter the convention hall as he had been locked out attending to a medical emergency.

*It was M/S/C to allow Scott De Long to enter the convention hall.*

**ELECTION OF EXECUTIVE VICE-PRESIDENTS (2 FEMALE)**

Sister Diane Wood conducted nominations and voting proceeded for the positions of Executive Vice-President (2 positions-female)

- Kari Michaels, Local 704 (accepted)
- Sussanne Skidmore, Local 1211 (accepted)
- Darlene Gallant, Local 801 (accepted)
- Brenda Brown, Local 406 (accepted)

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

Sister Diane Wood announced that Sister Kari Michaels and Sister Sussanne Skidmore were elected to the two Executive Vice-President positions (female).

**POINT OF PRIVILEGE**

Sister Brenda Brown congratulated both successful candidates and she looks forward to supporting them in their work.

**POINT OF PRIVILEGE**

Sister Darlene Gallant congratulated the winners and all the candidates on running good clean campaigns. She acknowledged Kari Michaels and how she has done the young worker movement proud. She looks forward to working with them.

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

Sister Diane Wood conducted nominations and voting proceeded for the positions of Executive Vice-President (2 positions-male)

- Mike Clarke, Local 306 (accepted)
Each candidate was invited to address the delegates. Electronic voting took place.

Sister Diane Wood announced that Brother James Coccola and Brother Doug Kinna were elected to the two Executive Vice-President positions (male).

POINT OF PRIVILEGE

Brother Mike Nuyens thanked everyone and congratulated the successful candidates.

POINT OF PRIVILEGE

Brother Matt Robinson congratulated James Coccola and Doug Kinna for running such great campaigns and thanking the convention for letting him run from the floor.

POINT OF PRIVILEGE

Brother Doug Kinna thanked all of the candidates and remarked how it was a good clean election.

POINT OF PRIVILEGE

Brother James Coccola thanked the delegates for their support. He thanked Brother Mike Nuyens and Brother Mike Clarke for all of their years working for the BCGEU and asked delegates to give them a round of applause.

POINT OF ORDER

Sister Darcy Houston, Local 601 made a motion to suggest a fifteen minute break instead of the scheduled break for lunch and adjust the hour and a half adjournment to fifteen minutes.

Sister Diane Wood responded that the scheduled hours were agreed to at the start and things have been scheduled around them so this adjustment would not be possible.

POINT OF PRIVILEGE

Sister Sussanne Skidmore thanked Darlene Gallant and Brenda Brown for putting their names forward. She said how she wouldn't have been here without Brenda who mentored her and knows that Brenda won't be going anywhere.
ELECTION OF OFFICERS

Sister Diane Wood thanked the delegates for being such a respectful delegation and thanked all of the staff who assisted with the election.

*It was M/S/C to delete the data from the election.*

OATH OF OFFICE

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

ANNOUNCEMENTS

Delegates were reminded to drop off expense claims, leave of absence forms and convention feedback forms at the registration desk. Delegates are to return for 1:30 p.m.

Convention reconvened at 1:36 p.m.

CONSTITUTION AND STRUCTURE COMMITTEE

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

VIDEO PRESENTATION

The video "Women and the BCGEU" was shown to the delegates.

RESOLUTIONS

President Smith informed the delegates the order of the resolutions would be the remaining Constitution and Structure resolutions because if these resolutions are not dealt with at convention they die. Next would be the Finance resolutions and if there is still quorum, the other remaining resolutions.

POINT OF INFORMATION

Brother Doug Kinna informed delegates that the new Vice-President for Component 6 was Judy Fox-McGuire, Local 610.

INTRODUCTION OF SOLIDARITY GUESTS

Sister Sussanne Skidmore recognized past Executive Vice-President Lorene Oikawa who is now the President of the Japanese Citizens' Association.

POINT OF ORDER

Brother George Buis, Local 2005 asked the chair if there was still quorum.

Sister Smith responded that she believed so.
MINUTES

Brother Buis asked for a standing vote to be conducted.

POINT OF ORDER

Gordon O’Connor, Local 301 asked if a standing vote is conducted and there isn’t quorum are we no longer able to refer outstanding resolutions to the Provincial Executive.

Sister Smith replied that is correct.

POINT OF ORDER

Gordon O’Connor, Local 301 made a motion to have all outstanding resolutions referred back to the Provincial Executive.

A standing count was conducted by the floor marshalls and there was still quorum so delegates continued with resolutions.

POINT OF ORDER

Brother Derrick Goodwin, Local 103 made motion on behalf of the Finance Committee for an honorarium increase for Provincial Executive members from $3500 to $3700 per year for the next three years except for the President and Treasurer. The motion was carried by the delegates.

POINT OF ORDER

A motion was passed to have all outstanding resolutions referred back to the Provincial Executive.

GOOD AND WELFARE

President Smith thanked all of the staff who worked on convention.

Also, Tonja Davis DeRoy, Local 401 was unable to attend convention due to an accident so the delegates wished her and her husband a speedy recovery.

ADJOURNMENT

The delegates sang "Solidarity Forever".

President Smith declared the 50th Constitutional Convention of the B.C. Government and Service Employees’ Union adjourned at 2:33 p.m.
APPENDIX A

REGISTERED DELEGATES, OBSERVERS, GUESTS, VISITORS AND STAFF

Provincial Executive

Table Officers

President  Stephanie Smith
Treasurer  Paul Finch
Executive Vice President Brenda Brown
Executive Vice President  Michael Clarke
Executive Vice President  Mike Nuyens
Executive Vice President  Sussanne Skidmore

Component Representatives

1  Correctional and Sheriff Services  Dean Purdy
3  Community Social Services  Andrea Duncan
   Pamela Pye
4  Health Services  Sherry Ogasawara
   Salli Rye
5  Retail Stores & Warehouse  Kimberlee MacGregor
6  Social, Information & Health  Doug Kinna
7  Education, Scientific, Technical & Administrative  Richard Schaeffer
8  Community Health  Carla Dempsey
   Scott De Long
10  Operational Services  Rory Smith
12  Administrative Services  Maria Middlemiss
   Matt Damario
17  General Services  David MacDonald
20  Environmental, Technical & Operational  George Buis

Correctional and Sheriff Services

Local 101  Trace Bilawchuk, Eric Ross
Local 102  Shane Rush
Local 103  Brian Campbell, Brad Stewart, Ken Kay, Derrick Goodwin
Local 104  Brandon Cox, Ira Kibbe, Luke Poelzer, Scott Van Der Ree
Local 105  Kristina Hayes
Local 107/08/09  Andrew Macleod
Local 111/06/10/12  Craig Tott, Theo Bolstad
Young Worker Delegate  Marceline Lamarche
Equity Delegates  Roger Street, Mehdi Salem
MINUTES

Community Social Services

Local 301
Ken Neal, Jean Collins, Maureen Gent, Ruth Miranda, Elisabeth Dion, Brian Calderwood, Gordon O’Connor
Local 302
Cherie Dobbie, Lois Hawkes, Shana Reeder
Local 303
Paul Bains, Kathy Bergman, April Duffield, Shakti Duggal, Hazel Francis, Caroline Kent, Anne-Marie McGee, Ayla Duncan, Carl Mayer, Ward Nakata, Jodi Woods, Krista Young, John Zhang, Colleen Neely, Andrea Carlson, Kirsty MacTavish, Elies Perras, Millie Ronson, Marcelina Agulay
Local 304
Tamara Peterson, Tammy Lewis, Sharon Hollingsworth, Crystal Brunette, Judy Fleming, Onnalee Kusiar, Jenni Salmon, Amanda Greenlay, Katelyn Pesut, Cam Peterson, Christy Benson, Cori Kleisinger, Robyn Smith
Local 305
Kari Bepple, Angela Reed
Local 306
Linda Rowley
Local 307
Wyn Hartfelder, Gayle Wilson, Tara Healey, Jenn Paquette
Local 308
Siri Tilling
Local 309
Michelle Davis
Local 310
Roy Scafe
Local 311
Chris Mikulasik, August Horning, Weston McGee
Local 312
Dorothy Bartsoff, Tammy Campbell
Young Worker Delegate
Renata Saat
Equity Delegates
Lee McArthur, Shabina Jahan-Chaudhary, Daphne Marks, Atifa Jaghory

Health Services

Local 401
Susanne Francoeur, Lorraine Tompkins, Tonja DeRoy, Ryan Richard, Richard Ziemianski, Joel Blanco, Jordie Allen-Newman, Lillian Noullet, Rosalind MacBeth
Local 402
Cherie Baekkelund, David Cherry, Cina Opel, Kayla Pickup
Local 403
James Gareau, George Richards, Ken Wong, Dianne Philbrook, Ping Qiu, Kim Keys, Audrey Todd, Diane Carter, Billy Smith, Kirsten Albrighton
Local 404
Binny Sivia, Puneet Mann, Patricia Dossett, Jasdeep Diogan, M. Christina Rodrigues, Bonita Miller, Mandeep Dial, Marilyn McLean, Len Strelezkji, Verity Howarth
Local 405
Clare Audet, Joan Reiswig
Local 406
Thomas Christen
Local 407
Deb Wagner, Erin Gough, Denise Horwood, Lance Valcourt, Erica Sutherland
Local 408
Eleine Gordon
Local 409
Renee Ansel
Local 410/411
Sandra Faulkner
Local 412
Christine Fuller, Tracy Garcia
Young Worker Delegate
Keeley Dancey
Equity Delegates
Mahan Ramdharry, Kim Moldowan, Patrick MacDonald, Bhajan Tathgar
MINUTES

Retail Stores & Warehouse

Local 501  Robert Clarke, Shannon Dudley
Local 502  Jennifer Newman, Lori Britt
Local 503  Mark Guolo, Keith Stone, Kusam Doal, Paul Brown, Manny Pereira,
           Branden Florio, Chris Younie, Kelly Smith, Cherie Delainey
Local 504  Shawn Bell, Sonu Sharma, Jonathan Boulton
Local 505  Anita Sullivan, Josh Lasta
Local 507  Margie Edmondson, Sandy Siewart
Local 508  Tanya Fralick
Local 509  Ana Treijs
Local 511/10/06  Stefanie Caplette
Local 512  Lara Stroud
Young Worker Delegate  Kris Tewinkel
Equity Delegates  Mathew Robinson, Ramona Medwayosh

Social, Information & Health

Local 601  Darcy Houston, Nicole Dykema, Shanjeelin Dwivedi, Ron Storm, Shirley
           Kay, Judith Porter, Stuart Davies, Christine Belliveau, Kelly McNulty,
           Souie Gorup, Karen Daigle, Dale Wood, Wayne Maher
Local 602  Leanne Salter, Laurie Sheldon, Jolene Rankin
Local 603  Lisa McDonald, Darryl Flasch, Wei-Min Liew, Jonathan Williams, Reena
           Parmar, Steve Anderson, Peter Thrift, Mike Yau, John Kruger, Paul Houle
Local 604  Jo-Ann Fournier, Jessie Bains, Andrea Mitchell, Jozef Pisko-Dubienski,
           Larry Jhaj, Harbinder Gill
Local 605  Cynthia Egli, Lana Tomiyie
Local 606  Donna Leung
Local 607  Sandy Brown, Terra Plut, Roxanne Round
Local 608  no delegate
Local 609  Robert Brown
Local 610  Judy Fox-McGuire
Local 611  Dawn Crawford, Debra Burns
Local 612  Theresa Forsythe
Young Worker Delegate  Kevan Ram
Equity Delegates:  John Rogers, Amy Rutherford

Education, Scientific, Technical & Administrative

Local 701  Steve Kitcher, Chantel Mather
Local 702  Joanna Lord, Jen Seper
Local 703  Richard Stanley, Robert Baker, Darryl Wong, Jason Blackman, Kim
           Daniel, Amber Keane, Fran Auckland, Annette Taylor, Coralie Gregoire,
           Lynn Currie, Sam Susanthan, Romeo Tello, Rose Scodeller
Local 704  Monica Wyllie, Kari Michaels, John O'Brian, Kim Jans
Local 705/06  LaVerne Bernier
<table>
<thead>
<tr>
<th>Local</th>
<th>Delegates</th>
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<tbody>
<tr>
<td>Local 707</td>
<td>Greg Fjetland, Ronda Viline, Cindy Battersby, Cheryl Ash, Valerie Tuhkala, Marcel Beerksens, Peter McDonald, M. Craig MacFarlane</td>
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<td>Local 709/08</td>
<td>Tom Babott</td>
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<td>Kathy Fossum, Marsha Dufresne, Megan King</td>
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<td>Local 712</td>
<td>Jessica Scafe</td>
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<td>Young Worker Delegate</td>
<td>Kendall Kitt</td>
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<td>Equity Delegates</td>
<td>Elaine Sellars, Kathy Adams</td>
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<td>Observers</td>
<td>Paula Rodriguez, Colleen Nelson</td>
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**Community Health**

| Local 801 | David Fox, Amena Cleveland, Samantha Brumwell, Darlene Gallant, Silke Allard, Kristy LaChance, Teen Boschma |
| Local 802 | Charmaine Fines, Belinda Walle, Marietta Bippes,                         |
| Local 803 | Masoud Aminzavvar, Carmelita Vardeh, Florentina Kelly, Margaret Snow, Maria Bonitinho, Paz Mazeredo, Seyran Enveri, Teresa Collins, Candace Clark, Cecilia Dionne, Nellie Berry, Heather Greaves, Mynra Regan, Ute-Angela Hintelmann, Roxanne Martel, Brian Overton, Mira Gossa, Surjit Jaswal, Theresa Bergunder, Satvir Bhandal |
| Local 804 | MJ Colquhoun, Jaspreet Arora, Irene Bramley, Kathleen Caissie, Barbara Darroch, Shelley Einarson, Patricia Furrie, Deb Garneau, Karla Janum, Deborah Lee, Coleen Poston, Karen Reeves-Mitchell, Donna Sadler, Alexis Sipes |
| Local 805/06 | Mike Connolly, Sukh Gurm                                          |
| Local 807 | Donna Stubbe, Roxanne Bertrand                                       |
| Local 808 | William McKerrow                                                        |
| Local 809 | Laurie Proudfoot                                                         |
| Local 810 | Kathie Browne                                                           |
| Local 811 | Brenda Landry                                                           |
| Local 812 | Susanne Bellefontaine, Piroska Potornay                                 |
| Young Worker Delegate | Jessica Delcourt          |
| Equity Delegates | Ho-Ying Kui, Andrea Carter, Shane Loukianoff, Zoila North |

**Operational Services**

<p>| Local 1001 | Scott Bumphrey |
| Local 1002 | Dan Campbell   |
| Local 1003 | Lana Vincent, Catherine Doucette                                       |
| Local 1004 | Jim Haaheim, Darren Feltren                                           |
| Local 1005 | Fred Street, Dave Thomson                                            |
| Local 1006 | Kelly McDonald                                                        |
| Local 1007 | E. Mike Turley, Eli Roy                                               |
| Local 1008 | Kevin Staneland                                                       |
| Local 1009 | Dave Johnson, Walter Chernoff                                         |
| Local 1010 | John Cantlon, Dean Schlegal                                           |
| Local 1011 | Nora Wallach                                                          |</p>
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<td>Earl Haward, Geoff Michelwicz</td>
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<td>Dawn Dreher, Michael Konkin</td>
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<td>Kiarash Izadifar, Valerie Laronde, Ronald Anganu, Jo-Anne Chartrand</td>
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<td>Doug Worden, Faye Spain, Trevor Bodill, Herman Hui, Bev Beaurone,</td>
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<td>Lea Oliver-Cross, Ed Oleksiuk, Megan Washington, Gail Maloy, Tricia</td>
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<td>Rick Raymond, Richard Matheson</td>
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<td>1704</td>
<td>Trever Garrett</td>
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<td>Danielle Gates</td>
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<td>Mike Schmidt, Edward Lalonde</td>
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<td>Arnold Jenner</td>
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<td>1707/09</td>
<td>Gayle Furgala, Matt Goodis, Caitlin Pells</td>
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<td>1708</td>
<td>Lindsey Hamilton</td>
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MINUTES

Local 1710  Kurt Langdon, Glen Hunter
Local 1712  Mimi Paquette
Young Worker Delegate  Kimberly Paquette
Equity Delegates  Wei Chen, Ruby Stromquist

Environmental, Technical & Operational

Local 2001  Tony Litke, Justine Starke, Brandie Frawley, Don Ramsdale
Local 2002  Thierry Rouget, Dean Fenn, Chris Walker
Local 2003  Jackie Pierre, Gary Hoffman, Peter Euler
Local 2004  Rob Davis, Guilherme Rosales, Matt MacDonald
Local 2005  Dean Rebinsky, Bob Zryd, Rene Pike, Ray Senger
Local 2006  James Moe, Ryan Robertson
Local 2007  Ken McNolty
Local 2008  Glen Gibson
Local 2009  Keith Roenspiess, Norm Koerber, Paul Moreau
Local 2010  Hack Waldon, Dax Bourke
Local 2011  Brad Kope, Brian Goetz, Dylan Tripp
Local 2012  Kris Garneau, Johnnie Pahl, Aaron Bergeron
Young Worker Delegate  Jackie Wheatley
Equity Delegates  Cheryl Gilbert, Calvin Vernham

Affiliates

B.C. Ferry & Marine Workers' Union  Graeme Johnston, Kevin Lee, Shawna Walsh, Eduardo Munoz
Brewery, Winery & Distillery Workers Union, Local 300  no attendees
Interior Brewery Workers  no attendees
Compensation Employees' Union  no attendees
APPENDIX B

CONVENTION COMMITTEES

Resolutions
Mike Nuyens, Co-chair
Brenda Brown, Co-chair
Dean Purdy
Kari Bepple
Patricia Dossett
Ana Trejas
Judy Fox-McGuire
Tom Babott
Brenda Landry
Lana Vincent
Russ Katzer
Megan Washington
Kris Garneau
Mary Rowles, Secretary
Emet Davis, Secretary

Balloting
Sherry Ogasawara, Co-chair
Scott De Long, Co-chair
Kristina Hayes
Siri Tilling
Paul Brown
Tyler Roach
Jessica Scafe
William McKerrow
Fred Street
Mike Schmidt
Jackie Pierre

Constitution and Structure

Mike Clarke, Co-chair
Matt Damario, Co-chair
Ken Kay
Crystal Brunet-Laughlin
Sandra Faulkner
Kusam Doal
Chad Blackey
Cindy Batterby
Susanne Bellefontaine
Rory Smith
Ron Jetko
Kurt Langdon
Brad Kope
Thom Yachnin, Secretary
Megan Ashbury, Secretary

Sergeant-at-Arms
Pam Pye, Co-chair
George Buis. Cp=cjao
Shane Rush
Theo Bolstad
Shakti Duggal
Angela Reed
Binny Sivia
Branden Florio
Cynthia Egli
Steve Kitcher
Greg Fjetland
Charmaine Fines
Ho-Ying Kui
Kelly McDonald
Jeff Morgan
Betty Reid
Gayle Furgala
Brandie Frawley
Frank Anderson
MINUTES

Credentials
Carla Dempsey, Co-chair
Maria Middlemiss, Co-chair
Brandon Cox
Linda Rowley
Susanne Francoeur
Mark Guolo
Theresa Forsythe
Marcel Beerkens
MJ Colquohoun
Scott Bumphrey
Dawn Dreher
Arnold Jenner
Glen Gibson
Rob Wotherspoon, Secretary
Sean Antrim, Secretary

Finance
Paul Finch, Co-chair
Andrea Duncan, Co-chair
Derrick Goodwin
Salli Rye
Kimberlee MacGregor
Doug Kinna
Rick Schaeffer
Karen Reeves-Mitchell
John Cantlon
Sheila Knight
Dave MacDonald
Rob Davis
Peter Mehling, Secretary
Doug Dykens, Secretary
M I N U T E S

DISPOSITION OF RESOLUTIONS
THAT WERE PRESENTED TO
THE 50TH CONSTITUTIONAL CONVENTION

A-1 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- amend Article 12 of the constitution as follows:

  ARTICLE 12 – AMENDMENTS TO CONSTITUTION AND BYLAWS

  Only a two-thirds majority vote by the triennial constitutional convention can amend the constitution or bylaws;

  Passed

A-2 LOCAL 2001

THE BCGEU WILL:

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

  "Section 1 – Structure

  (e) Local elections are held every three years, in the first three months March to May of the year immediately following the triennial convention. Notice of nomination for local elections shall be issued prior to January 31 March 31 of that year."

  Defeated

A-3 AMENDED PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- amend Article 5 of the constitution as follows:

  ARTICLE 5 – COMPONENTS, LOCALS, CROSS-COMPONENT COMMITTEES & AFFILIATES

  UNION STRUCTURE

  5.1 Structure

  The union is made up of members organized in components, locals, cross-component committees, bargaining councils, sector councils, and affiliates.

  (a) Definitions:
(i) Component – a group of members established pursuant to the Public Service Labour Relations Act in the public service agreement; or a bargaining unit or groups of bargaining units certified pursuant to labour legislation by the Provincial Executive and consisting of locals federated to represent similar employment, occupation, or sector interests across the province.

(ii) Local – a group of members within a component in a geographic area (see Clauses 5.3 and 5.8).

(iii) Cross-component committee – representatives from each local in an area coordinating activities of a nature more general than to just a single local.

(iv) Bargaining council – a group of members with different employers who bargain collectively.

(v) Sector council – a group of members with different employers who bargain as part of a sector agreement.

(vi) Affiliate – a group or groups of members established by Clause 5.9.

(b) The provincial executive can:

• establish new components, locals, areas, cross-component committees, bargaining councils, sector councils or affiliates; or

• determine the appropriate membership of components, cross-component committees, bargaining councils, sector councils or locals; or

• determine the jurisdiction of an affiliate; or

• blend or divide existing components, locals, areas, cross-component committees, bargaining councils, sector councils or affiliates.

5.2 Components

Components are established according to Clause 5.1.

5.3 Locals

(a) Locals are established on the following basis:

(i) A local is established where there are 50 or more members of a component in an area.

(ii) Where there are less than 50 members of a component in an area, they become members of the nearest local in their component, by agreement of the Component Executive.

(b) Each local elects at least one member to serve as a delegate on the component executive.
5.4 Cross-component committees

(a) There is a cross-component committee in each area.

(b) (i) Local chairpersons (or designates) are the cross-component committee. Locals can appoint member activists with voice but no vote. The component approves their expenses.

(ii) Cross-component committees elect a chairperson and treasurer, both of whom shall be a financial signing officer along with the president’s staff designate(s). The committee is funded on an imprest account. All cheques issued from the imprest account shall be signed by any two signatories.

(iii) Cross-component committees address general membership education, community action, morale of membership, community membership meetings, and union campaigns.

(c) Cross-component committees do not make policy decisions as these are the responsibility of locals, components, provincial executive, committees, or convention.

5.5 Bargaining Councils

(a) Bargaining councils may be created by the provincial executive to represent the collective interest of workers in a common sector upon the request of the component executive(s), where it is feasible to elect representatives from every certification.

(b) Once created by the provincial executive, bargaining councils may be incorporated in to a component's bylaws, at which point they will be integrated in to the structure of the component, who will assume responsibility for their funding.

(c) If not outlined in the component's bylaws, the provincial executive will determine the structure of the bargaining council positions, election to which will not be inconsistent with the union's bylaws.

5.6 Sector Councils

(a) Sector councils may be created by the provincial executive to represent the collective interest of workers in a common sector upon the request of the component executive(s), where it is not feasible to elect representatives from every certification.

(b) Once created by the provincial executive, sector councils may be incorporated into a component's bylaws, at which point they will be integrated into the structure of the component, who will assume responsibility for their funding.

(c) If not outlined in the component's bylaws, the provincial executive will determine the structure of the sector council positions, election to which will not be inconsistent with the union's bylaws.
(d) Sector councils will utilize workplace balloting or electronic voting where possible to ensure a democratic process.

(e) Sector councils will be elected in such a fashion as to provide representation from every Area.

5.7 Areas

The union uses 12 administrative areas:

(a) Region 1 - Vancouver Island

Area 01: Victoria and vicinity, consisting of part of Vancouver Island from Chemainus south including the lower Gulf Islands of Saltspring, Mayne, Galiano, Saturna and Pender.

Area 02: Courtenay and vicinity, consisting of the remainder of Vancouver Island and the mainland coast north of Jervis Inlet as far as Owikeno Lakes.

(b) Region 2 - Lower Mainland/Fraser Valley

Area 03: Vancouver and vicinity, consisting of the area north of the south arm of the Fraser River inland as far as Golden Ears Park and north to Jervis Inlet and Pemberton.

Area 04: Langley and vicinity, consisting of the area south of the south arm of the Fraser River to the Pitt River and the Fraser Valley and Canyon to include Lytton. Eastward the area includes Manning Park.

(c) Region 3 - Southern Interior

Area 05: Kamloops and vicinity, which includes the area centred at Kamloops and includes Lillooet, the North Thompson to Blue River and east to Revelstoke.

Area 07: Kelowna and vicinity, which includes the Okanagan Valley from Enderby to the US border and also includes Princeton.

Area 08: Cranbrook and vicinity, which includes the Kootenays east of the Rogers Pass and the Salmo-Creston summit.

Area 09: Nelson and vicinity, which includes the West Kootenays from Midway and Galena Bay and includes the area east of the Monashee Pass and Crawford Bay.

(d) Region 4 – Northern

Area 06: Williams Lake and vicinity, which includes the large central plateau centred at Williams Lake and including Clinton, Ocean Falls, Quesnel and the Bowron Lakes.
Area 10: Fort St. John and vicinity, which centres at Dawson Creek, includes the Peace River country east of Pine Pass and the Alaska Highway to Lower Post.

Area 11: Prince George and vicinity, including that area west to Fraser Lake.

Area 12 Terrace and vicinity, including the northwest part of the province to Burns Lake and the Haida Gwaii.

The geographic boundaries of these areas are shown on a map in Appendix A.

5.8 Numbering

(a) Locals are numbered on the following basis:

(i) The first number is the component
(ii) The second two numbers are the area, as shown here:
   01 Victoria and vicinity
   02 Courtenay and vicinity
   03 Vancouver and vicinity
   04 Langley and vicinity
   05 Kamloops and vicinity
   06 Williams Lake and vicinity
   07 Kelowna and vicinity
   08 Cranbrook and vicinity
   09 Nelson and vicinity
   10 Fort St. John and vicinity
   11 Prince George and vicinity
   12 Terrace and vicinity

(b) The provincial executive decides which component members are in.

5.9 Affiliations and mergers

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

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

(a) Negotiating committees in the direct public service, as defined in the Public Sector Labour Relations Act (PSLRA), are established on the following basis:

(i) The public service bargaining committee represents and negotiates on behalf of members in the provincial public service. This committee consists of:
   • president (chairperson);
   • component vice presidents (or designates) of each public service component. Public service components with more than 7,500 members who have a second representative on the provincial executive can have a second representative (or designate) on the committee with full voice and vote;
   • member(s) of the executive committee as assigned by the president and with the agreement of a majority of the bargaining committee; and
   • union staff as assigned, who shall be non-voting members.

(ii) Subcommittees may be established consisting of the president (or designate) with additional members elected by the committee. They report back to the committee.

(iii) Component bargaining committees represent and negotiate on behalf of members of their component. The president or designate is a member ex-officio of each component bargaining committee.

(b) Negotiating committees in the broader public and private sectors are established by bargaining units, bargaining associations, bargaining councils, sector councils or components.

(c) Each eligible member of the bargaining unit or component has the right to vote by secret ballot administered by the provincial executive (or designate) before a strike can be called.

(d) Components, locals or bargaining units cannot enter into a binding agreement unless it is in writing and signed on behalf of a component, local or bargaining unit by authorized signing officers and the president (or designate).

5.11 Representations

Members, groups of members, locals, components, cross-component committees, bargaining councils or sector councils or cross-component committees cannot represent the union on policy matters to the provincial government or its authorized representatives or to any outside organization without the approval of the president.

5.12 Appointment of administrator

(a) The provincial executive (or designate) can investigate any situation where it believes a component, local or cross-component committee is acting in way that is not in keeping with the principles and policies of the union. The component, local or cross-component committee may request a hearing before the provincial executive. Once the investigation is completed, the provincial executive, with two-thirds vote, can decide a course of action that may include placing the
component or local under the supervision of an administrator, trustee or in suspension. Any action of the provincial executive under this article may be appealed to the next convention.

(b) An administrator appointed under Clause 5.10(a) shall have full authority to conduct the affairs of the component or local, receive or pay out its funds, and in general carry out the duties which would otherwise be done by officers of the component or local. Pay out of funds must only be for regular and necessary business of the component or local. The administrator shall call membership meetings in the normal fashion and keep members fully informed of the details concerning the administration. The administrator reports to the provincial executive.

(c) An administrator is appointed up to a maximum of 12 months. After this period, the component or local must hold new elections within 30 days, unless the provincial executive, by a two-thirds majority vote, approves an extension of administration.

(d) These sections are meant to protect components, locals and members, not take away from their rights under the constitution nor should they be construed as affecting the autonomy of the components or locals provided for in the rest of the constitution.

These sections shall be interpreted in the strictest legal sense and any action taken under them are subject to appeal to convention.

5.13 List of officers and financial report

(a) The secretary of every local or component forwards the president a list of their officers and executive as soon as possible and no more than 30 days after their annual meetings.

(b) Each local forwards a verified annual local financial statement to the treasurer and the component treasurer within three months of the end of the fiscal year.

(c) Each component forwards an audited annual component financial statement to the treasurer within nine months of the end of the fiscal year.

5.14 Bylaws

Each component and local operates under its own bylaws. These must be consistent with BCGEU policies, constitution and bylaws.

5.15 Bylaw approval

Each component and local must submit its bylaws and any amendments to the provincial executive for prior approval before they can take effect. Components and locals do not have to do this if the changes made to the bylaws result from changes made to the model bylaws by the provincial executive.
5.16 Errors and omissions

An error or omission in the meeting notice will not affect the status or validity of a meeting.  

Passed

A-4 AMENDED LOCAL 2009

THE BCGEU WILL:

- amend subsection 1(f)(iv) of the BCGEU bylaws, as indicated in the underlined words, as follows:

"(f)(iv) Stewards at common worksites, in the same or different locations, with more than 100 members combined will be encouraged to form steward committees and elect amongst themselves a lead steward for the purpose of holding regular meetings to discuss matters particular to the worksite that may arise from time-to-time. Support will be provided for Steward Committee activities."

Defeated

A-5 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- amend the constitution to add Article 14 as follows:

**ARTICLE 14 – CALCULATION OF TIME PERIODS**

Except where otherwise specifically stated, when a time period of days is referred to in the constitution or bylaws, it shall mean calendar days.  

Passed

COMPOSITE RESOLUTION TO COVER A-6 & A-7

THE BCGEU WILL:

- amend Article 7 of the constitution as follows:

  7 Discipline

  7.1 Duty

  Each member has the duty to be faithful to the constitution and bylaws, uphold their pledge of obligation to the union and in the case of officers, uphold their oath of office.

  7.2 Freedom of expression

  Every member is free to express their opinions within the processes established by the constitution
and bylaws. No member can be disciplined except for breach of duty under the constitution and bylaws.

7.3 Grounds for discipline

The provincial executive, or a hearing panel made up of at least three members of the provincial executive, can penalize a member for breach of duty. A member commits a breach of duty when they:

(a) violate the constitution or bylaws;
(b) obtain membership, or help someone else obtain membership, fraudulently or by misrepresentation;
(c) communicate or reveal confidential information, without proper authorization, about the business, membership, proceedings or other affairs of the union to someone not entitled to it;
(d) remove or keep any money or property of the union or destroy, mutilate, or erase any books, records, bills, receipts, vouchers or other property of the union without proper authorization;
(e) bring charges under this article without reasonable grounds for believing the charges are true;
(f) cross a picket line of the BCGEU or another union;
(g) work behind a picket line or during a work stoppage when under no legal duty to do so, unless authorized by the union;
(h) fail to pay dues, fees, assessments or fines placed on them under the constitution or bylaws;
(i) commit a fraud in a union election or interfere, or attempt to interfere, with the democratic rights of members under this constitution;
(j) take legal action or encourage a member to take legal action against the union, its officers or members (unless it is over the right to fair representation) before trying to resolve the matter through the internal processes in this constitution;
(k) while holding elected office, encourage or deliberately cause a member to withdraw from the union except for as provided by the Labour Relations Code of British Columbia or Canada Labour Code;
(l) publish or circulate, by mouth or some other means, false reports or deliberate misrepresentations concerning the union or any member on a union matter;
(m) while holding elected office, help another organization seeking to represent or negotiate on behalf of BCGEU members;
(n) disrupt the democratic process of a meeting or don’t follow the rules of order when directed to do so by the chairperson;

(o) coerce, intimidate or wrongfully keep a member, officer or accredited representative of the union from carrying out their obligations or duties or exercising their rights under the constitution and bylaws;

(p) use the name of the union or local for money or advertising without proper authority;

(q) violate the pledge of obligation or oath of office;

(r) while holding elected office in the union, fail to perform the duties or obligations of their office in good faith, in accordance with union policy or in a way that could reasonably be understood to breach the union’s duty of fair representation.

7.4 Complaint procedure

(a) A member, members, or component (“the complainant”) can charge a member (“the respondent”) for breach of duty under Clause 7.3.

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

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

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

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

(e) The written report must include:

- a copy of the written statement;
- a brief description of the investigation; and
- a recommendation with reasons as to whether or not the charges should go to a hearing before the hearing panel.
(f) If the local chairperson is the respondent, the complainant directs the written statement to the complainant’s component vice president who names someone else to carry out the functions of the local chairperson under this section. If the local chairperson is the component vice president, the complaint may be directed to the president who has the authority to appoint another elected officer to carry out the functions of this section.

7.5 Mediation

(a) The executive committee, president, complainant’s and respondent’s component vice president or local chairperson can recommend a mediated resolution of the issues at any stage of the process if both the complainant and respondent agree.

(b) The provincial executive may decide on the mediation process.

(c) If the issues proceed to mediation, the time lines under Article 7 are suspended.

(d) If the issues are not resolved through mediation, the process set out in Article 7 will resume at the stage it was suspended.

7.6 Provision of written report

The president, upon receiving the written report, will provide a copy of the report to the complainant, respondent, complainant and respondent’s component vice presidents [or president’s designate under 7.4(f)] and the executive committee within 10 days, along with:

- a copy of the constitution and bylaws, including relevant component and local bylaws; and
- a letter referring to the discipline article of the constitution procedures and possible penalties.

7.7 Executive committee consideration

(a) The executive committee, once it receives the written report and additional information as outlined in Clause 7.6, may:

(i) temporarily suspend the member from being an officer or steward while the hearing process is taking place. This hearing must start within 60 days of the date of the suspension if a member has been temporarily suspended and the executive committee has referred the charge to the president for a hearing.

(ii) within 10 days appoint one or more members or staff to conduct any further appropriate investigation and provide a further written report within a time period to be set by the executive committee. This written report must be provided to the complainant, respondent, complainant’s vice president [or the president’s designate under 7.4(f)] and the respondent’s vice president within seven days of the executive committee receiving it.
(b) Within 10 days of receiving the information outlined in Clause 7.6, or the information outlined in Clause 7.7(a)(ii) if requested, the executive committee either dismisses the allegations, refers the issues to mediation, or refers them to the president for a hearing once it has enough available information to make a decision.

(c) If the executive committee dismisses the allegations, it shall provide brief written reasons for doing so.

(d) The complainant may seek reconsideration of a decision by the executive committee by notifying the president in writing within 10 days of receiving notice of the decision.

(e) The executive committee will determine whether to reconsider its decision within 10 days of receiving a request. A decision will only be reconsidered if the complainant can establish relevant facts that were unknown to the complainant when filing the complaint and could not have been brought forward earlier by the reasonable diligence of the complainant.

(f) On reconsideration, the executive committee has the same authority as that at Article 7.7(b). A decision on reconsideration is final and binding.

7.8 Referral to hearing panel

If the allegations are referred to hearing, the president will:

(a) Draw by lottery the names of three members of the provincial executive to act as the hearing panel (excluding the president and provincial executive members from the same component as the complainant and the respondent);

(b) Appoint a time and place for the hearing as soon as possible and let both the complainant and respondent know in writing who is on the hearing panel, the date, time and place of the hearing and possible penalties (see Clause 7.12);

(c) Members of the provincial executive will excuse themselves from being on the hearing panel if they think they have a conflict of interest or bias.

7.9 Challenge of hearing panel member

The respondent may challenge provincial executive members appointed to the hearing panel for reasonable cause. The respondent must submit any written challenge to the president in writing within seven days of receiving notice of the hearing under Clause 7.7(b). If the president considers the challenge valid, the president will disqualify the person challenged and select by lottery an additional provincial executive member to sit on the hearing panel.

7.10 Unavailability of president

The provincial executive will name another table officer to carry out the functions of the president under Article 7 if the president (or in the president’s absence, the treasurer) is unavailable.
7.11 Hearing

At the hearing:

(a) The hearing panel decides its own procedures and makes sure hearings are conducted in a fair and impartial manner.
(b) The complainant has to prove the allegation is true.
(c) Both the complainant and the respondent have the right to call witnesses, cross-examine opposing witnesses and make submissions.
(d) Both the complainant and the respondent have the right to be represented by counsel and the hearing panel may have board counsel.
(e) Following the hearing, the hearing panel weighs the information and decides by a majority whether to dismiss or to agree with the charges alleging a breach of duty. The hearing panel produces a written decision within 30 days of the final day of hearing and provides it right away to the complainant and the respondent.

7.12 Penalty

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

7.13 Decision and costs

The hearing panel communicates its decision of penalty in writing to the complainant, respondent, president and the executive committee within 30 days of the written decision referred to at Article 7.11(e).

The union pays for any reasonable costs to the complainant, respondent or witnesses who have to be at the hearing, except for counsel fees and related costs, according to the financial policies outlined in the BCGEU financial manual. The provincial executive may reimburse the complainant or the respondent all or part of the counsel fees and related costs if appropriate.

7.14 Appeal

(a) The respondent or the complainant have the right to appeal the hearing panel’s decision. That appeal must be in writing to the provincial executive within 30 days of receiving the hearing panel decision.
(b) The president then selects by lottery an appeal panel of three members of the provincial executive, excluding:
   • the members of the original hearing panel;
   • the president; and
   • provincial executive committee members from the same components as the complainant and the respondent.

(c) The appeal panel reviews the written appeal and may set aside the decision of the hearing panel or substitute its own remedy for the remedy imposed by the hearing panel (see Clause 7.11 7.12).

7.15 Appeal procedure

The appeal panel may decide to hear new evidence and establish procedures to resolve the appeal fairly and effectively. The decision of the appeal panel is final and binding except as set out in Clause 7.14.

7.16 General

(a) The procedures in this article are intended to effectively and fairly address and resolve charges.

(b) A disciplinary proceeding does not become ineffective if the procedures are not precisely followed.

(c) The provincial executive may deviate from or vary the procedures set out in the appeal process where necessary to ensure a just, final and conclusive result provided the substitute procedures are consistent, fair and impartial.

Passed

A-6 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- amend Article 7 of the constitution as follows:

  7 Discipline

  7.1 Duty

  Each member has the duty to be faithful to the constitution and bylaws, uphold their pledge of obligation to the union and in the case of officers, uphold their oath of office.

  7.2 Freedom of expression

  Every member is free to express their opinions within the processes established by the constitution and bylaws. No member can be disciplined except for breach of duty under the constitution and
bylaws.

7.3 Grounds for discipline

The provincial executive, or a hearing panel made up of at least three members of the provincial executive, can penalize a member for breach of duty. A member commits a breach of duty when they:

(a) violate the constitution or bylaws;

(b) obtain membership, or help someone else obtain membership, fraudulently or by misrepresentation;

(c) communicate or reveal confidential information, without proper authorization, about the business, membership, proceedings or other affairs of the union to someone not entitled to it;

(d) remove or keep any money or property of the union or destroy, mutilate, or erase any books, records, bills, receipts, vouchers or other property of the union without proper authorization;

(e) bring charges under this article without reasonable grounds for believing the charges are true;

(f) cross a picket line of the BCGEU or another union;

(g) work behind a picket line or during a work stoppage when under no legal duty to do so, unless authorized by the union;

(h) fail to pay dues, fees, assessments or fines placed on them under the constitution or bylaws;

(i) commit a fraud in a union election or interfere, or attempt to interfere, with the democratic rights of members under this constitution;

(j) take legal action or encourage a member to take legal action against the union, its officers or members (unless it is over the right to fair representation) before trying to resolve the matter through the internal processes in this constitution;

(k) while holding elected office, deliberately cause a member to withdraw from the union except for as provided by the Labour Relations Code of British Columbia or Canada Labour Code;

(l) publish or circulate, by mouth or some other means, false reports or deliberate misrepresentations concerning the union or any member on a union matter;

(m) while holding elected office, help another organization seeking to represent or negotiate on behalf of BCGEU members;

(n) disrupt the democratic process of a meeting or don’t follow the rules of order when directed to do so by the chairperson;
(o) coerce, intimidate or wrongfully keep a member, officer or accredited representative of the union from carrying out their obligations or duties or exercising their rights under the constitution and bylaws;
(p) use the name of the union or local for money or advertising without proper authority;
(q) violate the pledge of obligation or oath of office;
(r) while holding elected office in the union, fail to perform the duties or obligations of their office in good faith, in accordance with union policy or in a way that could reasonably be understood to breach the union’s duty of fair representation.

7.4 Complaint procedure

(a) A member, members, or component (“the complainant”) can charge a member (“the respondent”) for breach of duty under Clause 7.3.

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

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

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

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

(e) The written report must include:

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

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

(a) The executive committee, president, complainant’s and respondent’s component vice president or local chairperson can recommend a mediated resolution of the issues at any stage of the process if both the complainant and respondent agree.

(b) The provincial executive may decide on the mediation process.

(c) If the issues proceed to mediation, the time lines under Article 7 are suspended.

(d) If the issues are not resolved through mediation, the process set out in Article 7 will resume at the stage it was suspended.

7.6 Provision of written report

The president, upon receiving the written report, will provide a copy of the report to the complainant, respondent, complainant and respondent’s component vice presidents [or president’s designate under 7.4(f)] and the executive committee within 10 days, along with:

- a copy of the constitution and bylaws, including relevant component and local bylaws;
- and
- a letter referring to the discipline article of the constitution procedures and possible penalties.

7.7 Executive committee consideration

(a) The executive committee, once it receives the written report and additional information as outlined in Clause 7.6, may:

(i) temporarily suspend the member from being an officer or steward while the hearing process is taking place. This hearing must start within 60 days of the date of the suspension if a member has been temporarily suspended and the executive committee has referred the charge to the president for a hearing.

(ii) within 10 days appoint one or more members or staff to conduct any further appropriate investigation and provide a further written report within a time period to be set by the executive committee. This written report must be provided to the complainant, respondent, complainant’s vice president [or the president’s designate under 7.4(f)] and the respondent’s vice president within seven days of the executive committee receiving it.

(b) Within 10 days of receiving the information outlined in Clause 7.6, or the information outlined in Clause 7.7(a)(ii) if requested, the executive committee either dismisses the allegations, refers the issues to mediation, or refers them to the president for a hearing once it has enough available information to make a decision.
(c) If the executive committee dismisses the allegations, it shall provide brief written reasons for doing so.

(d) The complainant may seek reconsideration of a decision by the executive committee by notifying the president in writing within 10 days of receiving notice of the decision.

(e) The executive committee will determine whether to reconsider its decision within 10 days of receiving a request. A decision will only be reconsidered if the complainant can establish relevant facts that were unknown to the complainant when filing the complaint and could not have been brought forward earlier by the reasonable diligence of the complainant.

(f) On reconsideration, the executive committee has the same authority as that at Article 7.7(b). A decision on reconsideration is final and binding.

7.8 Referral to hearing panel

If the allegations are referred to hearing, the president will:

(a) Draw by lottery the names of three members of the provincial executive to act as the hearing panel (excluding the president and provincial executive members from the same component as the complainant and the respondent);

(b) Appoint a time and place for the hearing as soon as possible and let both the complainant and respondent know in writing who is on the hearing panel, the date, time and place of the hearing and possible penalties (see Clause 7.12);

(c) Members of the provincial executive will excuse themselves from being on the hearing panel if they think they have a conflict of interest or bias.

7.9 Challenge of hearing panel member

The respondent may challenge provincial executive members appointed to the hearing panel for reasonable cause. The respondent must submit any written challenge to the president in writing within seven days of receiving notice of the hearing under Clause 7.7(b). If the president considers the challenge valid, the president will disqualify the person challenged and select by lottery an additional provincial executive member to sit on the hearing panel.

7.10 Unavailability of president

The provincial executive will name another table officer to carry out the functions of the president under Article 7 if the president (or in the president’s absence, the treasurer) is unavailable.

7.11 Hearing

At the hearing:
(a) The hearing panel decides its own procedures and makes sure hearings are conducted in a fair and impartial manner.

(b) The complainant has to prove the allegation is true.

(c) Both the complainant and the respondent have the right to call witnesses, cross-examine opposing witnesses and make submissions.

(d) Both the complainant and the respondent have the right to be represented by counsel and the hearing panel may have board counsel.

(e) Following the hearing, the hearing panel weighs the information and decides by a majority whether to dismiss or to agree with the charges alleging a breach of duty. The hearing panel produces a written decision within 30 days of the final day of hearing and provides it right away to the complainant and the respondent.

7.12 Penalty

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

7.13 Decision and costs

The hearing panel communicates its decision of penalty in writing to the complainant, respondent, president and the executive committee within 30 days of the written decision referred to at Article 7.11(e).

The union pays for any reasonable costs to the complainant, respondent or witnesses who have to be at the hearing, except for counsel fees and related costs, according to the financial policies outlined in the BCGEU financial manual. The provincial executive may reimburse the complainant or the respondent all or part of the counsel fees and related costs if appropriate.

7.14 Appeal

(a) The respondent or the complainant has the right to appeal the hearing panel’s decision. That appeal must be in writing to the provincial executive within 30 days of receiving the hearing panel decision.

(b) The president then selects by lottery an appeal panel of three members of the provincial executive, excluding:
   - the members of the original hearing panel;
   - the president; and
• provincial executive committee members from the same components as the complainant and the respondent.

(c) The appeal panel reviews the written appeal and may set aside the decision of the hearing panel or substitute its own remedy for the remedy imposed by the hearing panel (see Clause 7.11-7.12).

7.15 Appeal procedure

The appeal panel may decide to hear new evidence and establish procedures to resolve the appeal fairly and effectively. The decision of the appeal panel is final and binding except as set out in Clause 7.14.

7.16 General

(a) The procedures in this article are intended to effectively and fairly address and resolve charges.

(b) A disciplinary proceeding does not become ineffective if the procedures are not precisely followed.

(c) The provincial executive may deviate from or vary the procedures set out in the appeal process where necessary to ensure a just, final and conclusive result provided the substitute procedures are consistent, fair and impartial.

Covered by Composite Resolution to cover A-6 & A-7

A-7 COMPONENT 10

THE BCGEU WILL:

▪ add the following language into Article 7.3 of the constitution:
  • act in a manner which compromises the collective bargaining power of the membership;
  • encourage or take part in decertification in the workplace; and

▪ add the following language into Article 7.4 of the constitution:
  • in cases of severe actions the respondent shall be suspended immediately from union activities pending the outcome of the investigation;

Covered by Composite Resolution to cover A-6 & A-7

A-8 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

▪ amend Article 4.3 of the constitution as follows:
4.3 Special associate membership

The purpose of special associate membership is to provide a method for unorganized workers, those in non-traditional industries that are difficult to organize, and community organizations to participate within the broader labour movement. The following applies to special associate members:

a) Upon application, a worker who wants to participate in the union and labour movement and has no short term prospect for unionization can be granted a special associate membership. The provincial executive may designate certain basic services the special associate member is entitled to and if there is may also levy a fee to cover these services.

b) The provincial executive may organize special associate members into special locals. These special locals will not have representation on the provincial executive or at the triennial constitutional convention.

c) The provincial executive may determine funding for special associate member locals, meetings, and services during the annual budgeting process, which will be exercised at the discretion of the administrative committee.

d) The provincial executive can cancel a special associate membership with 30 days’ notice to the person or persons affected.

Passed

A-9 AMENDED TO COVER A-10, A-11 & A-12 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- amend bylaw Section 2 of the constitution as follows:

Section 2 – Union elections

(a) A 30-day notice calling for nominations will be issued for any regular local or steward election. Nominees will indicate either verbally at a local meeting or in writing prior to the close of nominations, whether they will stand for election. For all other elections, delegates will nominate by call of the name of the member they wish to stand for office, who will verbally or in writing indicate their assent.

(b) For interim local elections, the local executive may set the notice period, provided it is no less than seven days and no more than 30 days.

(c) For interim steward elections, the local chair may set the notice period, provided it is no less than seven days and no more than 30 days.

(d) For interim local chair elections, the component vice president may set the notice period, provided it is no less than seven and no more than 30 days.
(e) The names of the candidates and the position(s) they are standing for are written on a ballot. Elections are conducted by secret ballot.

(f) In the case of local and steward elections, each member eligible to vote will be provided with a ballot, either by a steward on the worksite, at the closest BCGEU area office, or by mail, or electronically, with instructions on how to fill it out.

(g) In all cases, except for the election of officers at the triennial convention, the candidate(s) receiving the most votes will be declared elected.

(h) For the election of the officers of the union (president, treasurer, executive vice presidents) at triennial convention, a majority of those who have cast ballots is required to be elected. The candidate with the least votes will be dropped and voting will continue until a candidate is elected. When voting for executive vice presidents, delegates will rank their ballot in order of preference for the two positions.

(i) For all local officer, steward and bargaining committee elections, the order of candidate names on the ballot will be in randomized order.

(j) All elections for local officers and stewards are by referendum.

(k) Except where otherwise provided by component bylaws, all elections of bargaining committees shall utilize the same method as local elections. The bargaining committee chair shall be selected by vote of the bargaining committee. Where feasible, alternates will be elected in order of votes received.

(l) Notwithstanding section 2(k), for new certifications, the nomination and election period for bargaining committees shall be set by the component vice president, and shall be a minimum of seven and a maximum of 30 days. The bargaining committee chair shall be selected by vote of the bargaining committee.

Passed

A-10 LOCAL 1203

THE BCGEU WILL:

- amend the constitution as follows:

Section 2 - Union elections

(a) A 30-day notice calling for nominations will be issued for any local or steward election. Nominees will indicate either verbally at a local meeting or in writing prior to the close of nominations, whether they will stand for election. For all other elections, delegates will nominate by call of the name of the member they wish to stand for office, who will verbally or in writing indicate their assent.
(b) The names of the candidates and the position(s) they are standing for are written on a ballot. Elections are conducted by secret ballot.

(c) In the case of local and steward elections, each member eligible to vote will be provided with a ballot, either by a steward on the worksite, at the closest BCGEU area office, or by mail, by email, or online, with instructions on how to fill it out.

(d) In all cases, except for the election of officers at the triennial convention, the candidate(s) receiving the most votes will be declared elected.

(e) For the election of the officers of the union (president, treasurer, executive vice presidents) at triennial convention, a majority of those who have cast ballots is required to be elected. The candidate with the least votes will be dropped and voting will continue until a candidate is elected. When voting for executive vice presidents, delegates will rank their ballot in order of preference for the two positions.

(f) For all local officer, steward and bargaining committee elections, the order of candidate names on the ballot will be in randomized order.

(g) All elections for local officers and stewards are by referendum.

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

Covered by A-9 amended to cover A-10, A-11 and A-12

A-11 LOCAL 1203

THE BCGEU WILL:

- provide the option to conduct both local and steward elections electronically either online or by email. This electronic voting system should be in place in time for the fall 2017 steward elections and the 2018 local elections;

Covered by A-9 amended to cover A-10, A-11 and A-12

A-12 LOCAL 311

THE BCGEU WILL:

- begin to implement an electronic voting system for local elections by 2019;

Covered by A-9 amended to cover A-10, A-11 and A-12
COMPOSITE RESOLUTION TO COVER A-13, A-14 & A-15  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- amend Article 10.18(a) of the constitution as follows:

10.18  Use of defence fund

The defence fund is spent in the following ways:

(a) strike pay

(i) The union pays strike pay if the provincial executive decides there is a legitimate labour dispute and the affected unit has complied with union policies.

(ii) The union must strictly follow policy regarding withdrawal of services.

(iii) Strike pay starts the first day of a labour dispute upon authorization of the provincial executive and their determination that it is a legitimate dispute. To receive strike pay, members must first register for and do picket or other related duties as determined by the provincial executive.

(iv) Basic strike pay is $300 $375 a week. Strike pay for workers scheduled to work part-time is according to a formula set by provincial executive policy.

(v) Members are paid another $75 $100 a week for each of their dependents.

(vi) The provincial executive may increase strike pay to members where appropriate.

(vii) The union has a good and welfare fund for each authorized dispute funded by the component(s) involved in the dispute. Funding can come from the defence fund but only when component funds are all spent. The union must follow policy when helping members with money from this fund.

Passed

A-13  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- amend Article 10.18(a) of the constitution as follows:

10.18  Use of defence fund

The defence fund is spent in the following ways:

(a) strike pay

(i) The union pays strike pay if the provincial executive decides there is a legitimate labour dispute and the affected unit has complied with union policies.

(ii) The union must strictly follow policy regarding withdrawal of services.
(iii) Strike pay starts the first day of a labour dispute upon authorization of the provincial executive and their determination that it is a legitimate dispute. To receive strike pay, members must first register for and do picket or other related duties as determined by the provincial executive.

(iv) Basic strike pay is $300 $325 a week. Strike pay for workers scheduled to work part-time is according to a formula set by provincial executive policy.

(v) Members are paid another $75 $100 a week for each of their dependents.

(vi) The provincial executive may increase strike pay to members where appropriate.

The union has a good and welfare fund for each authorized dispute funded by the component(s) involved in the dispute. Funding can come from the defence fund but only when component funds are all spent. The union must follow policy when helping members with money from this fund.


A-14 LOCAL 401

THE BCGEU WILL:

- increase the rate of basic strike pay which is currently $300 a week to $350 a week; and
- increase the rate that members are paid per dependent from the current rate of $75 per week to $90 per week;


A-15 LOCAL 2008

THE BCGEU WILL:

- increase the rate of basic strike pay, in clause 10.18(a)(iv) of the BCGEU constitution, from $60 per day to $75 per day (from $300 per week to $375 per week); and
- increase the rate of strike pay for each dependent, in clause 10.18(a)(v) of the BCGEU constitution, from $15 per dependent per day ($75 per week) to $20 per dependent per day ($100 per week);


A-16 TO COVER A-17 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- through the Education and Scholarship Committee review the amounts for full-time and part-time scholarships and make a recommendation to the provincial executive for approval; and
- amend the constitution as follows:
10.20 Scholarship
A sum of $60,000 shall be set aside annually for scholarships to be used for post-secondary or post-graduate studies. Full-time students will be eligible for scholarships of $3000 and part-time students will be eligible for scholarships of $2000. The scholarships shall be awarded to BCGEU members in good standing, the immediate family members of current, retired or deceased BCGEU members and staff, in good standing, as well as retired members and deceased members’ families. 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;

A-17 COMPONENT 7

THE BCGEU WILL:

- amend the constitution as follows:

10.20 Scholarship
A sum of $60,000 shall be set aside annually for scholarships to be used for post-secondary or post-graduate studies. Full-time students will be eligible for scholarships of $3000 and part-time students will be eligible for scholarships of $2000. The scholarships shall be awarded to BCGEU members in good standing, the immediate family members of current, retired or deceased BCGEU members and staff, in good standing, as well as retired members and deceased members’ families. The fund is to be administered by the Education/ and Scholarship committee under the direction of the Provincial Executive. The committee will make every effort to ensure the scholarships are awarded equitably among the union’s administrative regions and to both full-time and part-time students;

Covered by A-16.

A-18 LOCAL 401

THE BCGEU WILL:

- decrease the union dues for all members from the current 1.85 per cent to 1.70 per cent effective June 20, 2017;

Defeated

A-19 LOCAL 503

THE BCGEU WILL:

- amend Articles 11 (e) and 9.9 (a)(iii) to establish a 30-day timeline for appealing the written decision turning down a grievance;

Defeated
A-20 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- amend Article 8.1 of the constitution as follows:

  8.1 Triennial constitutional convention

  (a) The provincial executive and accredited delegates meet every three calendar years in a triennial constitutional convention.

  (b) The provincial executive decides the time and place of the triennial constitutional convention, which must be held not less than 32 months and no more than 39 months of the last constitutional convention, other than in extraordinary circumstance.

  (c) The provincial executive determines membership numbers for the purposes of delegate determination not less than six months prior to the time of each triennial constitutional convention.

Passed

A-21 LOCAL 602

THE BCGEU WILL:

- not count a local chair against the delegate entitlement of a local when allowing the membership to attend the convention;

Defeated

A-22 LOCAL 707, 709

THE BCGEU WILL:

- make an amendment to the current bylaws to allow for a chair + 1, for the first 100 members to attend convention;

Defeated

A-23 LOCAL 2009

THE BCGEU WILL:

- increase the number of delegates to triennial conventions so that each component with more than 1000 auxiliary workers is entitled to elect one auxiliary delegate per each 1000 members of the component;

Defeated
A-24 AMENDED  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- develop provincial executive policy to ensure that election processes for young worker representatives across the union are consistent and develop terms of reference for young worker positions;  

Passed

A-25 AMENDED TO COVER A-26 & A-27

THE BCGEU WILL:

- amend Article 8.2 of the constitution as follows:

  8.2(f)(iii)
  Each component’s young workers are entitled to elect one young worker delegate. Components shall be responsible for conducting the election in conjunction with staff assigned by the president.  

Passed

A-26 LOCAL 1204

THE BCGEU WILL:

- amend the constitution to include a formal election process to send young workers as component delegates to convention similar to the equity delegate process as outlined in bylaw 8.2(f)(iii);  

Covered by A-25 amended to cover A-26 and A-27

A-27 LOCAL 1703

THE BCGEU WILL:

- amend its constitution to include a formal procedure to send the young worker representative elected to component as the component delegate to convention. If the young worker is already elected from their local as a delegate, then there will be a formal election amongst all young worker local officers to determine the component delegate to convention;  

Covered by A-25 amended to cover A-26 and A-27

A-28 LOCAL 503

THE BCGEU WILL:

- amend Article 9 of the constitution to specify that executive vice presidents the two male and two female seats will be represented with one each from direct government and one from non-government  

Defeated
A-29  LOCAL 605
THE BCGEU WILL:

▪ reduce the number of executive vice presidents from four to two effective at the 2020 BCGEU convention. The gender equity provisions will apply to this change;  

Defeated

A-30  LOCAL 1201
THE BCGEU WILL:

▪ add Article 9.2(c) to the BCGEU constitution to require candidates seeking election to a table officer position – president, treasurer and the executive vice presidents – to declare their intent to run for election to these positions prior to the end of the first day of the triennial convention, if a candidate has declared their intention to run for a higher position they will be exempt from this requirement if they choose to run down to a lower position.  

Defeated

A-31  LOCAL 702, 709
THE BCGEU WILL:

▪ Section 10.7 of the constitution is amended to read:

“The provincial executive determines how much of the monthly dues goes to components. This amount will be not less than 6.5 per cent of the monthly dues. Components prepare annual budgets to assist in deciding how much of the money they receive.”  

Passed

A-32  LOCAL 1710
THE BCGEU WILL:

▪ allocate component funds as per the current rate of 6.5 per cent to each component on a per capita basis;  

Defeated

A-33  LOCAL 1203
THE BCGEU WILL:

▪ amend the constitution as follows:

5.4 Cross-component committees
(a) There is a cross-component committee in each area;

(b) (i) Local chairpersons (or designates) are the cross-component committee. Locals can appoint member activists with voice but no vote. The component approves their expenses;

   (ii) Cross-component committees elect a chairperson and treasurer, both of whom shall be a financial signing officer along with the president’s staff designate(s). The committee is funded on an imprest account. All cheques issued from the imprest account shall be signed by any two signatories;

   (iii) Cross-component committees address general membership education, community action, picket line support, morale of membership, community membership meetings, and union campaigns;

(c) Cross-component committees do not make policy decisions as these are the responsibility of locals, components, provincial executive, committees, or convention;

In addition, the BCGEU will encourage cross-component committees to organize picket line support whenever job action occurs in their respective areas.

Passed

B-34 LOCAL 105

THE BCGEU WILL:

- change the current G3 policy that uses days worked and not hours worked. It should use hours worked;

This action is important as it would make it fair for all BCGEU members. Not everyone in the BCGEU works 7-hour days; many work 10 or 12-hour shifts (day or night). Under the current policy, workers are expected to work 7 days before receiving a G3 day off.

If a shift worker is working 12-hour shifts (12 x 4 shifts = 48 hours), followed by 3 union days (7 x 3 = 21 hours), they are working 69 hours in that 7-day period.

In contrast, if they were working 7-hour days, they would only be at 49 hours but would receive the same one G3 day off.

If total hours worked were converted into 7-hour days, and a formula arose from that, then a worker who worked 12-hour shifts would earn more than one day off in a 7-day period. This would be more reflective of the actual hours worked. An example of a formula could be:

69 hours worked/7 days = 9.85 - 7 = 2 days off.

Versus

49 hours worked/7 days = 7-7 = 0. Would get the default one day off after working 7 days.

M/S/C to refer to the Provincial Executive
THE BCGEU WILL:

- bring back the G30 policy where members who are on union business during days of rest will receive one day off for each day they were assigned to do union business;

**Defeated**

TO COVER B-45 LOCAL 309

The BCGEU WILL:

- task the BCGEU finance committee to review travel in rural areas, to review flying versus driving to remove barriers to participation;

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

B-37 LOCAL 401

THE BCGEU WILL:

- increase the incidental reimbursement rate from the current rate of $15 to $20 effective July 1, 2017;

**Defeated**

B-38 LOCAL 412

THE BCGEU WILL:

- offer the option of direct deposit to all activists working on headquarters business;

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

B-39 LOCAL 503

THE BCGEU WILL:

- reimburse members for labour council courses taken; and
- ensure that these courses are offered to members at no expense except perhaps being on their own time;

**Withdrawn**

B-40 LOCAL 1201

THE BCGEU WILL:

- provide up to five days' leave of absence per year, headquarters paid, for members elected to a labour
council executive where they are a BCGEU representative;  

Covered by B-41

B-41 TO COVER B-40  COMPONENT 8

The BCGEU WILL:

- if required, provide a leave of absence paid by BCGEU headquarters to allow members elected to a labour council executive as a BCGEU representative to attend labour council executive meetings without loss of pay;

Passed

B-42  LOCAL 707, 709

THE BCGEU WILL:

- all expenses related to labour council meetings and events be paid for by headquarters;

Withdrawn

B-43  LOCAL 504

THE BCGEU WILL:

- fund area cross-component committees based on the number of members served by the area, not just the dues paying members;

Withdrawn

B-44  LOCAL 603

THE BCGEU WILL:

- on behalf of all BCGEU members, send an immediate message of solidarity to our union sisters and brothers in the American Federation of Labour/ Congress of Industrial Organizations (AFL)/CIO and its affiliates and that this be accompanied by a financial donation of $75,000 from our union to assist our American union affiliates in the fightback against the anti-worker policies of the Trump administration;

Defeated

B-45  LOCAL 709

THE BCGEU WILL:

- allow members from rural areas to drive to union events and be paid full mileage without being limited to airfare equivalency policy;

Covered by B-36
B-46 COMPONENT 7

THE BCGEU WILL:

- increase the component vice president honorariums by this same amount, increasing it from $3,500.00 to $5,000.00 per year  **Withdrawn**

SUBSTITUTE B-47 TO COVER C-63 LOCAL 707, 709, 101

THE BCGEU WILL:

- effective January 1, 2018, increase the number of headquarter paid leave of absence days for component member to member (M2M) campaigns from 8 per local per year to 12 per local per year, to be allocated by the component following the approval of a component's approved M2M plan, as outlined in part A(1) of Provincial Executive Policy G-29 "Fightback Campaigns and Coalitions"; **Passed**

B-48 LOCAL 703

THE BCGEU WILL:

- ensure that members are not required to use a personal credit card as security when staying at hotels on union business;  **M/S/C to refer to the Provincial Executive**

B-49 LOCAL 1204

THE BCGEU WILL:

- pay up to $20 a day for pet care. The monies will be paid to a member upon receipted costs when pet care is provided by someone other than their partner/spouse as a result of overnight absences from home arising from the conduct of union business. The member will claim the expense under miscellaneous expenses on a BCGEU statement of expense form. Proof of an overnight stay – hotel bill/receipt must also be attached;  **Defeated**

B-50 LOCAL 1710

THE BCGEU WILL:

- increase the cross-component committee young worker budget to $1,000 plus $2.00 per young worker in each area as of January 1st of that corresponding year;  **M/S/C to refer to the Provincial Executive**
THE BCGEU WILL:

- provide each component with a young worker budget of $5,000;

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

THE BCGEU WILL:

- increase the bicycle allowance from 25 cents per kilometre to 54 cents per kilometre;

Defeated

THE BCGEU WILL:

- amend its financial policy to increase the meal allowances as follows:

<table>
<thead>
<tr>
<th>Meal</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakfast</td>
<td>$20.00</td>
</tr>
<tr>
<td>Lunch</td>
<td>$22.00</td>
</tr>
<tr>
<td>Dinner</td>
<td>$34.00</td>
</tr>
<tr>
<td>Total</td>
<td>$76.00</td>
</tr>
</tbody>
</table>

Defeated

THE BCGEU WILL:

- reduce the workday while on union business from 12 hours to 10 hours as shown in 9.3 below:

  9.3 Wage Loss Replacement

  (a) A member who is on approved leave of absence without pay in order to carry out authorized union business shall be reimbursed in accordance with his/her collective agreement, or other policy of the union as appropriate.

  (b) Such reimbursement shall include the loss of scheduled shift premiums where provided for in his/her collective agreement.

  (c) Subject to Article 97(d), additional leave will not be granted for travel when it is not possible to travel to or from the function outside of working hours or when travelling to or from a union event would exceed 12 hours from the start of the workday. For example, if a member starts work at 7:00 a.m., they should be given a reasonable amount of leave to have them arrive at their union business\hotel destination by 5:00 p.m. Similarly, on the
day a member is heading home from a union event that starts at 9:00 a.m., if the member would not be able to arrive home before 9:00 p.m. that same day, they should be given a reasonable amount of leave to allow them to travel home the following day. On the day a member is heading home, the 12 10 hours of union business/travel can be exceeded if the member is already scheduled to have a day of rest the next day, either through their existing employer work schedule or as a result of paragraph 4 below........

M/S/C to refer to the Provincial Executive

B-55 LOCAL 101

THE BCGEU WILL:

- base union dues on the wages outlined in members' collective agreements and not 1.85 per cent on the gross pay;

Covered by B-56

B-56 TO COVER B-55 LOCAL 2001

THE BCGEU WILL:

- amend its policy so that union dues are not deducted on overtime pay and standby pay; and

- take the necessary steps to implement this change in policy, including negotiating amendments to collective agreements to reflect this change;

M/S/C to refer to the Provincial Executive

B-57 AMENDED LOCAL 2003

THE BCGEU WILL:

- allow members traveling to union events with their dependent children to purchase their tickets on their own and on carriers other than what would be booked by the BCGEU travel department, if the cost of such travel is less than what is available through the BCGEU travel department;

- unionization will be a criteria;

M/S/C to refer to the Provincial Executive

B-58 AMENDED LOCAL 401

THE BCGEU WILL:

- increase the emergency assistance rate effective July 1, 2017 from:
  - $275 to $300 on behalf of members who are single; and
  - $550 to $600 on behalf of married members or those who are common-law; and
  - $150 to $200 on behalf of each dependent child of a member;

M/S/C to refer to the Provincial Executive
THE BCGEU WILL:

- increase the Diane L. Wood International Solidarity and Humanity Fund funding by 5 cents (currently 20 cents per month) to 25 cents per month per member;

Passed

THE BCGEU WILL:

- establish a working committee to conduct a complete and accurate review of the terms and conditions of the executive vice president (EVPs) within three months of this convention, taking into account other similar sized organizations and what the terms and conditions are for persons in the same or similar positions across Canada; and

- report the findings of the committee review to the provincial executive (PE) so that the PE can determine and implement the changes that the committee recommends to the terms and conditions of the executive vice presidents;

Passed

THE BCGEU WILL:

- develop a transparent accounting of expenses for each provincial executive member and BCGEU staff so that all headquarter-paid international travel expenses are accounted for; and

- report out annually in the Provincial or on mybcgeu.ca website the participant, purpose of the trip and benefit to our members and/or the labour movement;

M/S/C to refer to the Provincial Executive

THE BCGEU WILL:

- through the provincial executive:

  - develop a pilot project to encourage the formation of elected committees at up to 10 individual worksites which shall be responsible for establishing a BCGEU presence in that worksite and for addressing individual worksite issues where there is no established labour management committee; and

  - review the functioning of these committees and their relationship with existing BCGEU structures to determine whether these committees have had a positive effect on the individual worksites involved; and
prepare a report to the 2020 triennial constitutional convention regarding the outcome of this pilot project along with recommendations or resolutions regarding any necessary changes to the BCGEU constitution and bylaws;

M/S/C to refer to the Provincial Executive

C-63 LOCAL 101

THE BCGEU WILL:

- investigate the parameters of booking off local chairpersons more frequently for larger and growing locals in order to address member needs proportional to membership;

Covered by Substitute B-47

C-64 LOCAL 701, 703, 709

THE BCGEU WILL:

- have headquarters pay all leaves, salary and expenses of component vice presidents while they are carrying on the union business;

M/S/C to refer to the Provincial Executive

C-65 AMENDED LOCAL 403

THE BCGEU WILL:

- consider establishing through the provincial executive and health services component, a new component for health science professionals;

Passed

C-66 LOCAL 412

THE BCGEU WILL:

- create and offer electronic expense claims for all activists;

M/S/C to refer to the Provincial Executive

C-67 LOCAL 601

THE BCGEU WILL:

- constitute a grievance handling committee to develop protocols to ensure that grievors and their stewards can meet with the staff rep assigned in a timely manner and that all witnesses to the grievance are interviewed before a final decision is made to proceed or turn the grievance down; and
M I N U T E S

- report out with a draft protocol to the provincial executive with a copy of the report forwarded to all component executives within one year of this convention; and

- be made up of one provincial executive member, four component executives, four stewards not on a component executive plus one director;  

Passed

C-68 AMENDED LOCAL 602

THE BCGEU WILL:

- focus on clearing old grievances older than two years including classifications and benchmarks. The union will do this by allotting more full time resources for staff to solve the backlog.  

Passed

C-69 LOCAL 311

THE BCGEU WILL:

- explore online grievance forms as an alternative to carbon paper forms;  

M/S/C to refer to the Provincial Executive

C-70 LOCAL 1204

THE BCGEU WILL:

- review and update the provincial executive policy regarding union observation which will also include the goal of creating more flexibility with who can make the request for a union observer, to ensure that:

  (i) posting information is to be submitted at time of observation request; and  
  (ii) area officer coordinates with human resources to arrange for observation; and  
  (iii) shop steward can request observation on a posting;  

M/S/C to refer to the Provincial Executive

C-71 LOCAL 1201

THE BCGEU WILL:

- create a sub-committee to report to the provincial executive on the feasibility and process of conducting the election of the president and treasurer by majority vote of the total membership of the union. It is expected that the first report back will be within 18 months of this convention.  

M/S/C to refer to the Provincial Executive
C-72 LOCAL 503

THE BCGEU WILL:

- postpone local 503 and local 504 elections until after the warehouse has moved; and
- also postpone component 5 executive elections until after local 503 and local 504 elections are completed;

M/S/C to refer to the Provincial Executive

C-73 LOCAL 704

THE BCGEU WILL:

- develop a job description for the executive vice presidents, and direction will be given by the two full time officers of the union and the provincial executive.

Covered by C-74

C-74 TO COVER C-73 LOCAL 1201

THE BCGEU WILL:

- create a provincial executive (PE) sub-committee to review and make recommendations on the role of the executive vice president (EVP) including:
  - responsibilities and whether the positions should be full-time or part-time; and
  - structure; and
  - other areas related to the EVP role as appropriate;

The committee will make a first report back to the PE by the end of 2018;

M/S/C to refer to the Provincial Executive

C-75 AMENDED COMPONENT 8

The BCGEU WILL:

- continue to review and update its privacy policy;

M/S/C to refer to the Provincial Executive

C-76 COMPONENT 8

The BCGEU WILL:

- increase the age limit for young workers to 34 years;

M/S/C to refer to the Provincial Executive
THE BCGEU WILL:

- eliminate the language of "aging out" in reference to members who no longer fall under the category of young worker; and
- take steps to create a process which facilitates the continued participation of young workers as they attain the age of 30 in the BCGEU;  

Passed

THE BCGEU WILL:

- ensure that resolutions re-submitted to conventions that are the same or similar to resolutions submitted to previous conventions without debate on the floor and not adopted by the provincial executive in their deliberations shall be presented on the floor for the entire delegation to deliberate;

M/S/C to refer to the Provincial Executive

THE BCGEU WILL:

- continue to increase and expand interpretive services as needed in the languages most common within its membership; and
- work to analyze ongoing union membership to anticipate the developing needs for interpretive services; and
- provide translation services at the BCGEU convention in languages as requested on the delegate registration;

M/S/C to refer to the Provincial Executive

THE BCGEU WILL:

- provide a space for “preferred name” on their membership cards;

M/S/C to refer to the Provincial Executive
C-81 LOCAL 503

THE BCGEU WILL:

- deem them permanently resigned from their elected union position 60 days after accepting a temporary excluded position;

  \textit{M/S/C to refer to the Provincial Executive}

C-82 LOCAL 1201

THE BCGEU WILL:

- support and fund an administrative services conference every three years for administrative services' members in all components to meet to discuss common issues and receive education.

  \underline{Passed}

C-83 LOCAL 503

THE BCGEU WILL:

- ensure that no member shall serve on a grievance appeal committee without being given formal training; and

  \underline{Passed}

C-84 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- develop a formal young worker mentorship program; and

- convene an \textit{ad hoc} committee that reports to the provincial executive on new worker issues; and

- develop educational resources to help new workers transition into the union and understand how the structure works;

  \textit{M/S/C to refer to the Provincial Executive}

C-85 TO COVER C-86

THE BCGEU WILL:

- develop user-friendly digital resources for activists and members to explain the union’s organizational structure;

  \textit{M/S/C to refer to the Provincial Executive}
THE BCGEU WILL:

- develop user-friendly resources for members to explain the union’s organizational structure

 Covered by C-85

C-87 AMENDED LOCAL 1703

THE BCGEU WILL:

- provide more support to new workers within the membership by providing union activists with the necessary tools and resources; and
- hold an open house a minimum of once a year, at each area office and will invite all new members; and
- continue to send the RV to smaller communities and community events;

 Passed

COMPOSITE RESOLUTION TO COVER C-88 AND D-228 LOCAL 1703, 303

THE BCGEU WILL:

- provide training and support for front-line workers in the face of the fentanyl crisis, such as narcan and naloxone, training and trauma support, as well as access to counselling for workers who have been and could be affected; and
- lobby the provincial government to ensure our front-line workers are supplied with government funded equipment, naloxone kits, training, support/counselling to address the associated trauma from dealing with the fentanyl crisis;

 Passed

C-88 LOCAL 1703

THE BCGEU WILL:

- provide training and support for front-line workers in the face of the fentanyl crisis-as much as narcan and naloxone, training and trauma support, as well as access to counselling for workers who have been and could be affected;

 Covered by Composite to cover C-88 and D-228
C-89 COMPONENT 8

The BCGEU WILL:

- provide steward training on a sectoral basis where there are sufficient stewards to make that approach operationally feasible;

  M/S/C to refer to the Provincial Executive

C-90 TO COVER C-91 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- develop a campaign training module for students and other stakeholders, that will focus on grassroots organizing tools and skills;

  M/S/C to refer to the Provincial Executive

C-91 COMPONENT 7

THE BCGEU WILL:

- work on developing campaign training for students and other stakeholders, that campaign training will focus on grassroots organizing tools and skills;

  Covered by C-90

C-92 AMENDED LOCAL 603

THE BCGEU WILL:

- engage the provincial executive in reviewing, designing and implementing a fair, open and transparent selection process for all scholarships and educational programs including the Harvard University trade union labour program that is based on clearly articulated criteria and is open to all union members and union staff;

  M/S/C to refer to the Provincial Executive

C-93 COMPONENT 6

THE BCGEU WILL:

- create a moderated internet discussion forum as a pilot project, to be accessible by all BCGEU members in good standing for the purpose of open communication and, ask the provincial executive to review and assess the project after six months;

  M/S/C to refer to the Provincial Executive
C-94 AMENDED LOCAL 1202

THE BCGEU WILL:

- explore providing access to arbitrations online to all local chairs

  M/S/C to refer to the Provincial Executive

C-95 LOCAL 2008

THE BCGEU WILL:

- create an online searchable database, that summarizes all current and resolved grievances filed and includes such details as:
  
  (i) component and local
  (ii) employer
  (iii) date filed and date resolved
  (iv) article and central issue (written in plain language)
  (v) resolution

  This will include a chronology of all events and actions taken. In addition, all grievances that have a link to an arbitration case or case law will have the name of the case and the file number linked to the grievance;

  M/S/C to refer to the Provincial Executive

C-96 AMENDED COMPONENT 10

THE BCGEU WILL:

- ask the PE education and scholarship committee to review criteria for accepting applicants attending any college or university from any country with a view to support of public education including public colleges and public universities that are pro-labour and pro-diversity.

  Passed

C-97 LOCAL 1201

THE BCGEU WILL:

- create a document of resolutions passed at all conventions and make it accessible to members at their local area office, or electronically, by request;

  M/S/C to refer to the Provincial Executive
C-98 TO COVER C-99  LOCAL 1204

THE BCGEU WILL:

- make efforts to appoint or nominate committee members of diverse background; and
- review its programs and initiatives to ensure that BCGEU is taking all possible steps to build diversity in the labour movement; and
- report back on this work to the provincial executive at mid-term and to the 2020 BCGEU convention;
  
  M/S/C to refer to the Provincial Executive

C-99  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- continue to make efforts to appoint or nominate committee members of diverse background; and
- review its programs and initiatives to ensure that BCGEU is taking all possible steps to build diversity in the labour movement; and
- report back on this work to the provincial executive at mid-term and to the 2020 BCGEU convention;
  
  Covered by C-98

C-100  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- survey women members to identify barriers to union participation with a focus on identifying marginalized groups who experienced the greatest barriers;
  
  M/S/C to refer to the Provincial Executive

C-101 TO COVER C-102  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- host a roundtable for BCGEU members who identify with a disability to assist the union to identify barriers, develop and implement an action plan to ensure all members with a disability have equal access and opportunity to participate fully in the business and activities of the union;
  
  M/S/C to refer to the Provincial Executive
C-102 LOCAL 603

THE BCGEU WILL:

- host a roundtable for BCGEU members who identify with a disability to assist the union to identify barriers, develop and implement an action plan to ensure all members with a disability have equal access and opportunity to participate fully in the business and activities of the union;  
  
Covered by C-101

C-103 TO COVER C-104 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- conduct a disability accessibility audit on all BCGEU buildings, office spaces, meeting rooms, convention and conference facilities, and events;  
  
M/S/C to refer to the Provincial Executive

C-104 LOCAL 603

THE BCGEU WILL:

- conduct disability accessibility audits on all BCGEU buildings, meetings, conventions, and events;  
  
Covered by C-103

C-105 LOCAL 1203

THE BCGEU WILL:

- encourage all meetings at the local and component level to include an acknowledgement of the traditional First Nations territory that the meeting is taking place on;  
  
Passed

C-106 LOCAL 1202

THE BCGEU WILL:

- encourage the utilization of non-gender language including "them," "they" and "their" in place of "she," "he," "him" and "her;"  
  
Covered by C-136

C-107 LOCAL 1203

THE BCGEU WILL:

- amend the current gender-binary options in the new member application form by adding the term “other:_____________” so members who do not identify as either gender can indicate the gender of
M I N U T E S

their choice;  

M/S/C to refer to the Provincial Executive

C-108  COMPONENT 3

THE BCGEU WILL:

• remove the male and female check boxes from their membership cards;

M/S/C to refer to the Provincial Executive

C-109  PROVINCIAL EXECUTIVE, LOCAL 603

THE BCGEU WILL:

• utilize an equity lens in all aspects of the operation of the union to ensure all members have equal access, and opportunity to allow full participation in the union;

Passed

C-110  LOCAL 305

THE BCGEU WILL:

• change the name of the GLBT caucus to LGBTQI2S caucus;

M/S/C to refer to the Provincial Executive

C-111  COMPONENT 3

THE BCGEU WILL:

• create a working group with representation from components with members who work in non-profit organizations. The working group will be tasked with:
  • identifying challenges, issues and solutions within the governance of the non-profit organizations; and
  • developing education and opportunities for dialogue that bring together common interest groups while focusing on improving conditions and employer relations within the non-profit sector; and
  • developing education for the general membership in ways to get involved in community organizations and community leadership; and

• will allocate resources and internal organization for this working group;

M/S/C to refer to the Provincial Executive

C-112  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

• recommit to implementing the recommendations of the Aboriginal roundtable and, will call together Aboriginal members, members in Aboriginal workplaces, and Aboriginal BCGEU staff in
regular meetings of the Aboriginal roundtable to:
- advise on specific implementation and assessment measures for recommendations that provide more support for Aboriginal peoples into the union and help achieve workplace and social equality; and
- recommend new initiatives that eliminate racism and systemic barriers to participation by Aboriginal peoples in society; and
- meet with the BCGEU organizing department to review opportunities and strategies for organizing Aboriginal agencies, and Aboriginal workers; and
- meet with negotiators to review and compare collective agreement language and goals, and recommend opportunities for support of Aboriginal certifications in bargaining;

M/S/C to refer to the Provincial Executive

C-113 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- host a roundtable for workers of colour to identify and implement an anti-racism action plan that ensures members facing systematic barriers in their communities and workplace will have an equal opportunity to access assistance and participate in the telling of their authentic narratives;

M/S/C to refer to the Provincial Executive

C-114 TO COVER C-132 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- work to negotiate language into collective agreements to include paid education and training for employees on climate action and sustainability for the purposes of becoming more environmentally friendly and minimizing their carbon footprint in their worksites and their communities;

M/S/C to refer to the Provincial Executive

C-115 LOCAL 311

THE BCGEU WILL:

- develop clear pattern language for stewards to meet with new members;

M/S/C to refer to the Provincial Executive

C-116 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- work to ensure that all future contracts carry language that will require an employer to update the union when a member provides to the employer, changes to their contact information;

M/S/C to refer to the Provincial Executive
THE BCGEU WILL:

- continue to raise with employers, the issue of workload which has become unmanageably high for many workers;
- support front-line workers whose increased workload reflects contracting out, and understaffing; and
- advocate for staff training, particularly in understaffed worksites where workers face members of the public who have mental health and addictions issues; and
- initiate workload campaigns that are broad-based and multi-faceted; and
- improve and strengthen collective agreement language dealing with workload, and look for new solutions;

M/S/C to refer to the Provincial Executive

C-117 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- strive to improve and strengthen collective agreement language dealing with workload;

Covered by Composite to cover C-117, D-260, D-269 & D-270

C-118 LOCAL 303

THE BCGEU WILL:

- exercise our responsibility to undertake authentic and coordinated negotiations for members in non-provincially funded positions in the community social services sector under the community living services, general services and Aboriginal services collective agreements; and
- will exercise due diligence in utilizing the collective agreements to demand that employers open their books for examination;

M/S/C to refer to the Provincial Executive

C-119 LOCAL 503

THE BCGEU WILL:

- in conjunction with the BC Federation of Labour and national affiliates, develop collective agreement language that protects members from automation and technology change;

M/S/C to refer to the Provincial Executive
The BCGEU WILL:

- adopt a policy opposing the negotiation of collective agreements that establish a lower total compensation rates for new hires; and
- seek to identify agreements where a separate level of total compensation exists for new hires; and
- convene the contract review committee as per Article 9.9 (v) of the constitution to review the proposed terms of any agreement contemplating a two-tier structure prior to a tentative agreement with any employer;

Passed

C-121 LOCAL 503

THE BCGEU WILL:

- work to eliminate two-tier wage systems within BCGEU collective agreements;

Covered by C-120 to cover C-121, C-122, C-123

C-122 LOCAL 1201

THE BCGEU WILL:

- adopt a policy of rejecting new two-tier contracts with employers; and
- work to reverse any existing two-tier agreements; and
- work with affiliates and the BC Federation of Labour to call on the provincial government and, through the National Union of Public and General Employees, to call on the government of Canada to enact legislation prohibiting contracts that establish two-tier working conditions (wage, benefits, pension etc.) on the basis of date of hire and other criteria are prohibited;

Covered by C-120 to cover C-121, C-122, C-123

C-123 LOCAL 1703

THE BCGEU WILL:

- not negotiate any new collective agreements that include two-tier clauses; and
- adopt a policy of rejecting new, two-tier collective agreements; and
- prevent, defeat and reverse two-tier working conditions in its agreements; and
- work with affiliates and the BC Federation of Labour to call on the provincial government and through the National Union of Public and General Employees to call on the government of Canada to
enact legislation prohibiting contracts that establish two-tier working conditions (wages, benefits, pensions) on the basis of date of hire and other criteria established under s.15 of the Charter

Covered by C-120 to cover C-121, C-122, C-123

C-124  LOCAL 501

THE BCGEU WILL:

- investigate the possibility of a self-insurance model for our long-term disability plans, similar to the not-for-profit insurance provided by ICBC and WorkSafe;

M/S/C to refer to the Provincial Executive

COMPOSITE TO COVER C-125, C-126, C-127  COMPONENT 8, LOCAL 603, 1203

THE BCGEU WILL:

- negotiate essential services at least one year in advance of 2019 bargaining for our major collective agreements and vigorously campaign to keep essential services as low as possible; and

- develop a strategic plan in collaboration with all components and other unions for 2019 bargaining to ensure we have a common front and that no sector is left behind at the table; and

- restore BCGEU members' right to strike and ensure that essential services be carried out by excluded managers;

Passed

C-125  COMPONENT 8

The BCGEU WILL:

work closely with other unions to ensure that essential services levels are set at the minimum necessary complement during 2019 collective bargaining

Covered by Composite to cover C-125, C-126 & C-127

C-126  LOCAL 1203

THE BCGEU WILL:

- negotiate essential services at least one year in advance of 2019 bargaining for our major collective agreements and vigorously campaign to keep essential services as low as possible; and

- develop a strategic plan in collaboration with all components and other unions for 2019 bargaining to ensure we have a common front and that no sector is left behind at the table;

Covered by Composite to cover C-125, C-126 & C-127
C-127  LOCAL 603

THE BCGEU WILL:

- take immediate action to restore the 1988 essential service levels and restore BCGEU members right to strike and that essential services be carried out by the many excluded managers employed in the public service as is normal and proper during a strike situation

Covered by Composite to cover C-125, C-126 & C-127

COMPOSITE TO COVER C-128, C-129 & C-130  PROVINCIAL EXECUTIVE, LOCAL 705, 709, 1209

THE BCGEU WILL:

- treat the denial of union leave seriously, and expedite a resolution so that activists can attend the work of the union; and
- develop strong model collective agreement language on union leave for bargaining committees; and
- direct area offices and the advocacy department to vigorously defend this right when in dispute;

M/S/C to refer to the Provincial Executive

C-128  LOCAL 705, 709

THE BCGEU WILL:

- treat the denial of union leave seriously, and expedite a resolution so that activists can attend the work of the union; and
- develop strong model collective agreement language on union leave for bargaining committees;

Covered by Composite to cover C-128, C-129 & C-130

C-129  LOCAL 1201

THE BCGEU WILL:

- develop strong model language that guarantees members' rights to union leave and strongly encourage bargaining committees to propose language; and
- direct area offices and the Advocacy department to vigorously defend this right when in dispute;

Covered by Composite to cover C-128, C-129 & C-130

C-130  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- treat the denial of union leave seriously, and expedite a resolution so that activists can attend the work of the union; and
• develop strong model collective agreement language on union leave for bargaining committees;
  Covered by Composite to cover C-128, C-129 & C-130

COMPOSITE RESOLUTION TO COVER C-131, C-133, C-154 & C-155
PROVINCIAL EXECUTIVE, LOCAL 305, 1201, 1703

THE BCGEU WILL:

• encourage bargaining committees to negotiate language into collective agreements that include additional eight hour employer paid leave of absence for OHS training for committee members and alternates appointed to committees; and
• include OHS orientation in local officers’ training; and
• provide OHS training to young worker activists where classroom spaces exist; and
• include the OHS appointment process as a part of local officer training; and
• make OHS training available to OHS members in more communities without an area office;
  M/S/C to refer to the Provincial Executive

C-131 LOCAL 1201

THE BCGEU WILL:

• encourage bargaining committees to negotiate language into the collective agreement that provides for additional employer-paid educational leave for members of occupational health and safety (OHS) committees;
  Covered by Composite to cover C-131, C-133, C-154 & C-155

C-132 LOCAL 1204

THE BCGEU WILL:

• work to negotiate language into collective agreements to include paid education and training for employees on climate action and sustainability for the purposes of becoming more environmentally friendly and minimizing their carbon footprint in their worksites and their communities;
  Covered by C-114

C-133 LOCAL 1703

THE BCGEU WILL:

• encourage bargaining committees to negotiate language into collective agreements that include additional eight hour employer paid leave of absence for OHS training for committee members and alternates appointed to committees;
  Covered by Composite to cover C-131, C-133, C-154 & C-155
C-134  LOCAL 303

THE BCGEU WILL:

- bring together all BCGEU child care certifications in conference to develop a strategy of coordinated negotiations, which will increase our bargaining power, create efficiency, and improve wages, benefits and working conditions of early childhood educators; and

- ensure there is coordinated and centralized bargaining for all child care collective agreements and memorandums of settlement; and

- call for either the establishment of a labour relations organization for child care agencies or the inclusion of child care agencies in the community social services employers’ association under the Community Services Labour Relations Act;  

Passed

C-135  LOCAL 311

THE BCGEU WILL:

- develop best practice and pattern language for OHS for bargaining;  

M/S/C to refer to the Provincial Executive

C-136 TO COVER C-106  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- encourage the utilization of non-gender language including; "them," "they" and "their" in place of, "he," "she", "him" and "her" in all collective agreement language;  

Passed

C-137  LOCAL 2001

THE BCGEU WILL:

- build and strengthen health and safety campaigns for all BCGEU members  

Passed

C-138 AMENDED  LOCAL 501

THE BCGEU WILL:

- continue to push for improvements in workplace design and ergonomics; and
M I N U T E S

- look into developing a record-keeping system regarding the design characteristics of existing liquor distribution branch worksites, to identify problem areas, and to track implementation of emerging ideas and common sense improvements;

M/S/C to refer to the Provincial Executive

C-139 AMENDED LOCAL 603

THE BCGEU WILL:

- establish a provincial cyberbullying committee with a budget to be determined and a specific mandate to review existing union strategies and engage employers on their operations, policies and procedures in place to protect our members from cyberbullying;

Passed

COMPOSITE TO COVER C-140, C-142, C-143, C-144 & C-145

PROVINCIAL EXECUTIVE, COMPONENT 8, 10, LOCAL 504, 1703

THE BCGEU WILL:

- complete the development of the mental health first aid training module and begin offering it to occupational health and safety committee members; and

- provide access for front-line workers to "de-escalation training", violence prevention training, trauma de-briefing, and "trauma-informed counselling". as well as basic training for working with clients who have mental illnesses; and

- continue to provide training to BCGEU staff on mental health issues, including mental health first aid; and

- continue to explore all avenues to create awareness, as well as training and education opportunities in mental health and addictions from the Canadian Mental Health Association and other sources; and

- create a mental health and addictions sub-committee of the provincial executive occupational health and safety committee at their first meeting to focus on education, outreach and campaigns;

M/S/C to refer to the Provincial Executive

C-140 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- complete the development of the mental health first aid training module, and begin offering it to the occupational health and safety committee members; and

- continue to provide training to BCGEU staff on mental health issues including mental health first aid;

Covered by Composite to cover C-140, C-142, C-143, C-144 & C-145
M I N U T E S

COMPOSITE TO COVER C-141, D-231 & D-265  THE BCGEU WILL:

- promote awareness of mental health and addictions issues in the workplace including how to recognize mental health and addictions issues with special emphasis on women; and
- campaign on mental health; and
- lobby government to raise awareness of work-related mental health issues; and
- lobby the Workers' Compensation Board so it ensures all workplace mental health injuries are treated the same way as any other workplace injury;

Passed

C-141  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- promote awareness of mental health and addictions issues in the workplace including:
  - how to recognize mental health and addictions issues with special emphasis on women; and
  - mental health and addictions first aid awareness; and
  - education for stewards;

Covered by Composite to cover D-231 & D-265

C-142  COMPONENT 8

The BCGEU WILL:

- promote awareness and endeavour to provide training regarding mental health and addictions issues in BCGEU workplaces, including:
  - how to recognize mental health and addictions issues; and
  - mental health and addictions first aid; and
  - education on mental health and addictions issues for BCGEU stewards;

Covered by Composite to cover C-140, C-142, C-143, C-144 & C-145

C-143  LOCAL 1703

THE BCGEU WILL:

- provide access for front-line workers to de-escalation training, violence prevention training, trauma debriefing for worksites, and trauma informed counselling, as well as basic training for working with clients with mental illness;

Covered by Composite to cover C-140, C-142, C-143, C-144 & C-145
THE BCGEU WILL:

- endeavour to provide training, education and awareness to all those occupational health and safety representatives in the BCGEU who indicate that they want to be trained in mental health first aid; and
- continue to explore all avenues that create awareness, training and education opportunities in mental health and addictions from other sources like the Canadian Mental Health Association as well as other organizations;

Covered by Composite to cover C-140, C-142, C-143, C-144 & C-145

THE BCGEU WILL:

- create a mental health and addictions sub-committee of the provincial executive occupational health and safety committee. The committee should be established within three months of the 2017 convention, and will focus on education, outreach and campaigns;

Covered by Composite to cover C-140, C-142, C-143, C-144 & C-145

THE BCGEU WILL:

- continue to educate and advocate against sexual harassment in our workplaces;

M/S/C to refer to the Provincial Executive

THE BCGEU WILL:

- create a campaign to educate our communities about the rise in violence within our care homes; and
- educate its members about the importance of reporting every act of violence regardless of it being physical, emotional or sexual;

M/S/C to refer to the Provincial Executive

THE BCGEU WILL:

- lobby the provincial government to acknowledge domestic violence and its effects on workers and the workplace; and
- encourage locals to establish a proactive approach to address the impact of domestic violence at work; and
provide training to locals so that they may assist members facing domestic violence at work; and

encourage all to negotiate language in their collective agreements which may include dedicated paid leave, confidentiality, timely risk assessments, counselling with support, paid health and safety training that includes expanded duty to accommodate and no discrimination or reprisals;  

Passed

C-149 LOCAL 504

THE BCGEU WILL:

endeavour to evaluate and study the burden on our members in worksites where staffing levels are not sufficient; and

create a campaign of awareness in regards to poor staffing levels and the impact on workers, medical system, actual cost to employer;  

M/S/C to refer to the Provincial Executive

C-150 LOCAL 402

THE BCGEU WILL:

continue to support sector specific campaigns against violence in the workplace faced by workers providing support and care including health care workers; and

encourage employers to increase staffing levels to help prevent violence against workers; and

demand adequate compensation for health and psychological services for victims of violence; and

encourage the Workers’ Compensation Board to request that criminal liability be considered for employers who are negligent in dealing with violent incidents of complicit in setting conditions that allow violence; and

support the zero tolerance approach to violence against workers;  

M/S/C to refer to the Provincial Executive

C-151 AMENDED TO COVER C-152 LOCAL 1201

THE BCGEU WILL:

oppose any employer limits on the number of courses BCGEU occupational health and safety (OHS) facilitators may teach in a year;  

M/S/C to refer to the Provincial Executive
M I N U T E S

C-152  LOCAL 2001

THE BCGEU WILL:

- allow each BCGEU occupational health and safety (OHS) facilitator to co-facilitate (with BC Public Service employer facilitators) at least 10 courses each year (an increase from the current 5 per year);  
  Covered by C-151 amended

COMPOSITE TO COVER C-153, C-164, C-165 TO C-172

THE BCGEU WILL:

- continue to monitor the increasing demands on the OHS department and regularly assess the need for additional servicing and administrative staff in the department and consider regional deployment; and

- continue to build a network of OHS activists who can facilitate courses, support local OHS committees, audit committee meetings, liaise with stewards and local chairs, and strengthen the BCGEU presence in workplaces experiencing health and safety problems; and

- develop expanded and more detailed terms of reference for OHS networkers;  
  M/S/C to refer to the Provincial Executive

C-153  COMPONENT 8

The BCGEU WILL:

- continue with the BCGEU occupational health and safety networker program;  
  Covered by Composite to cover C-153, C-164, C-165 to C-172

C-154  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- encourage bargaining committees to negotiate language into collective agreements that provides for additional employer paid educational leave for members of occupational health and safety committees; and

- include OHS orientation in local officers' training; and

- provide OHS training to young worker activists where classroom spaces exist; and

- include the OHS appointment process as a part of local officer training;  
  Covered by Composite to cover C-131, C-133, C-154 and C-155
THE BCGEU WILL:

- make OHS training available to OHS members in more communities without an area office, minimum of once per year

  Covered by Composite to cover C-131, C-133, C-154 and C-155

COMPOSITE RESOLUTION TO COVER C-156 AND C-158

THE BCGEU WILL:

- enhance our political action at all levels to effectively defend and advance the interests of our members and their families by increasing the awareness and visibility of our political action work in all BCGEU activities, including new member orientation, steward training, local officer training, conferences and campaigns; and

- continue to assist member outreach at the workplace and on the doorstep; and

- develop a lobbying strategy that will engage our members in lobbying MLAs, MPs and local government representatives in their communities and/or participate in a lobby day in Victoria, and participate in government standing committee hearings and other public consultations; and

- continue to encourage members to run for local government and assist (where possible) candidate campaign training, and develop a political action strategy for member engagement and mobilization around the local government, provincial and federal elections; and

- continue to support and work with progressive parties and candidates on issues of shared interest, including quality public services, workers' rights and social justice; and

- undertake ongoing political action education in order to educate activists on how to work in political campaigns; properly participate in all candidates meetings by asking labour relevant questions; and educate their co-workers, friends, family and neighbours on the importance of electing pro-labour candidates;

  Passed

C-156 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- enhance our political action at all levels to effectively defend and advance the interests of our members and their families by increasing the awareness and visibility of our political action work in all BCGEU activities, including new member orientation, steward training, local officer training, conferences and campaigns; and

- continue to assist member outreach at the workplace and on the doorstep; and
- develop a lobbying strategy that will engage our members in lobbying MLAs, MPs and local government representatives in their communities and/or participate in a lobby day in Victoria, and participate in government standing committee hearings and other public consultations; and

- continue to encourage members to run for local government and assist (where possible) candidate campaign training, and develop a political action strategy for member engagement and mobilization around the 2018 local government and 2019 federal elections; and

- continue to support and work with progressive parties and candidates on issues of shared interest, including quality public services, workers' rights and social justice;

Covered by Composite to cover C-156 & C-158

C-157  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- support cross-component committees throughout the province in hosting all candidates' debates during provincial elections;

M/S/C to refer to the Provincial Executive

C-158  LOCAL 601

THE BCGEU WILL:

- undertake ongoing political action education in order to educate activists on how to work in political campaigns; properly participate in all candidates meetings by asking labour relevant questions; and educate their co-workers, friends, family and neighbours on the importance of electing pro-labour candidates;

Covered by Composite to cover C-156 & C-158

C-159  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- identify and strengthen potential political alliances with Indigenous, environmental, and other community groups across the province;

M/S/C to refer to the Provincial Executive

C-160 TO COVER C-163  LOCAL 1204

THE BCGEU WILL:

- continue to pursue a pension plan at the bargaining table for those certifications that do not have a plan;

M/S/C to refer to the Provincial Executive
THE BCGEU WILL:

- investigate and lobby the Public Service Pension Plan (PSPP) to reinstate highways workers into that plan

M/S/C to refer to the Provincial Executive

C-162 LOCAL 702, 703

THE BCGEU WILL:

- vigorously defend all defined benefit pension plans currently enjoyed by BCGEU members; and
- seek to establish defined benefit pension plans in any certification where this type of plan could benefit members;

M/S/C to refer to the Provincial Executive

C-163 LOCAL 1204

THE BCGEU WILL:

- vigorously defend our defined benefit plans;

Covered by C-160

C-164 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- continue to monitor the increasing demands on the OHS department and regularly assess the need for additional servicing and administrative staff in the department; and
- continue to build a network of OHS activists who can facilitate courses, support local OHS committees, audit committee meetings, liaise with stewards and local chairs, and strengthen the BCGEU presence in workplaces experiencing health and safety problems; and
- develop expanded and more detailed terms of reference for OHS networkers;

Covered by Composite to cover C-153, C-164, C-165 to C-172

C-165 COMPONENT 10

THE BCGEU WILL:

- increase the staffing levels in the health and safety department by creating three additional staff representatives, raising the number to five; and
create these additional positions to be distributed province-wide equally

Covered by Composite to cover C-153, C-164, C-165 to C-172

C-166  LOCAL 2001

THE BCGEU WILL:

- designate one occupational health and safety staff representative with field worker experience;

Covered by Composite to cover C-153, C-164, C-165 to C-172

C-167  LOCAL 2001

THE BCGEU WILL:

- increase the number of occupational health and safety (OHS) staff representatives from two to four; and

- assign one OHS staff representative to each of the four BCGEU regions

Covered by Composite to cover C-153, C-164, C-165 to C-172

C-168  LOCAL 2001

THE BCGEU WILL:

- designate a BCGEU occupational health and safety (OHS) staff representative as a field safety representative to support the work of workplace OHS committees and ensure worker safety;

Covered by Composite to cover C-153, C-164, C-165 to C-172

C-169  COMPONENT 8

The BCGEU WILL:

- hire an occupational health and safety officer in each of the four regions to coordinate with occupational health and safety staff located at BCGEU headquarters;

Covered by Composite to cover C-153, C-164, C-165 to C-172

C-170  LOCAL 504

THE BCGEU WILL:

- increase staff levels in the health and safety department by raising the number from two to five, with the new positions located outside of the lower mainland

Covered by Composite to cover C-153, C-164, C-165 to C-172
C-171 LOCAL 412

THE BCGEU WILL:

- increase their full-time OHS positions from two to four; and
- create a permanent OHS position for each of the four BCGEU regions;

Covered by Composite to cover C-153, C-164, C-165 to C-172

C-172 LOCAL 402

THE BCGEU WILL:

- hire three full-time OHS officers and the positions will be designated to support the staff representatives and members throughout the province. Consideration should be given to having an OHS officer in Vancouver Island (Region 1) to service areas 01 and 02 and another officer to service Northern BC (Region 4) for areas 6, 10, 11 and 12 and the third for the Southern Interior (Region 3) to service areas 5, 7, 8 and 9 in that way there would then be two safety officers in Region 1 and one in each of the three other regions of the province;

Covered by Composite to cover C-153, C-164, C-165 to C-172

C-173 LOCAL 405

THE BCGEU WILL:

- increase the number of staff representatives in local area offices;

M/S/C to refer to the Provincial Executive

C-174 LOCAL 601

THE BCGEU WILL:

- institute a toll-free calling number that is staffed during regular office hours when headquarters and area offices are closed during the December/January holiday season;

M/S/C to refer to the Provincial Executive

C-175 LOCAL 504

THE BCGEU WILL:

- create an emergency line operated by staff representatives for members to use on weekends and holidays or while on union business;

M/S/C to refer to the Provincial Executive
C-176 COMPONENT 8

THE BCGEU WILL:

- ensure that staff representatives are backfilled with temporary staff representatives familiar with the work assignment wherever possible;  
  M/S/C to refer to the Provincial Executive

C-177 AMENDED LOCAL 1703

THE BCGEU WILL:

- ask the provincial executive to explore how best to meet the needs of stewards and local officers in workplaces that operate 24 hours/day, seven days/week;  
  M/S/C to refer to the Provincial Executive

C-178 LOCAL 2003

THE BCGEU WILL:

- assign BCGEU staff representatives to servicing assignments for three-year renewable terms, with the concurrence of the locals they represent;  
  M/S/C to refer to the Provincial Executive

C-179 COMPONENT 8

THE BCGEU WILL:

- establish a new BCGEU office in Courtenay, staffed by one full-time support staff and one staff representative  
  M/S/C to refer to the Provincial Executive

C-180 LOCAL 1206

THE BCGEU WILL:

- have a minimum of two staff representatives in each area office with adequate support staff;  
  M/S/C to refer to the Provincial Executive

C-181 LOCAL 504

THE BCGEU WILL:

- only send one staff member per component when attending conventions (i.e., BC Federation of Labour, Canadian Labour Congress);  
  M/S/C to refer to the Provincial Executive
D-182 LOCAL 303

THE BCGEU WILL:

- continue a comprehensive campaign at the provincial and national level to stop the insidious trend towards implementing big box for-profit child care in British Columbia; and
- will continue to work with advocacy groups and other labour organizations to develop this campaign;  
  M/S/C to refer to the Provincial Executive

D-183 LOCAL 303

THE BCGEU WILL:

- through the National Union of Public and General Employees and the Canadian Labour Congress continue to demand a nationally funded child care program that is:
  - universal and accessible;
  - delivered by community based non-profit groups, funded through transparent agreements, accountable to parents and communities;
  - established in a national child care act,
  - unionized; and
- will also continue to lobby the federal government for increased funding that will reverse closures, establish provincial wage rates through bargaining and will eliminate dependence on parent’s fees; and
- will continue to lobby the federal government to:
  - direct funds specific to the recruitment and retention of qualified, unionized child care workers; and
  - ensure the plan targets child care spaces as opposed to child tax credits and has accountability to ensure spaces are funded; and
  - direct the provincial government to open more unionized centers throughout the province to reduce the waitlist for child care spots; and
  - ensure that child care is a priority on the 2019 federal election platforms;  
  M/S/C to refer to the Provincial Executive

D-184 LOCAL 303, 309

The BCGEU WILL:

- continue to encourage the provincial government to implement the $10/day child care plan for British Columbia;  
  Covered by D-185 to cover D-184 and D-186
M I N U T E S

D-185 TO COVER D-184 & D-186

THE BCGEU WILL:

- continue to advocate for the government of British Columbia to provide subsidized daycare to British Columbia families for $10.00/child/day;

Passed

D-186 LOCAL 407

THE BCGEU WILL:

- keep lobbying the provincial government aggressively for $10-a-day child care;

Covered by D-185 to cover D-184 and D-186

D-187 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- lobby the federal and provincial governments through the BC Federation of Labour and the Canadian Labour Congress to develop a national strategy to support unpaid caregivers, including:
  - minimum standards to protect workers with caregiving commitments;
  - programs to better protect workers’ incomes and to share the costs of employers’ productivity losses; and
  - increased investment in public home care, family and child care services, nursing care, and supportive services to support workers with children or elderly, ill and disabled family members;

M/S/C to refer to the Provincial Executive

COMPOSITE AMENDED TO COVER D-188 & D-189 LOCAL 1201, 1202

THE BCGEU WILL:

- lobby the provincial government to increase the funding and resources for children in care and through the National Union for Public and General Employees lobby the federal government to increase funding for Aboriginal children in care to lift them above the poverty rate; and

- lobby the provincial government to increase and expand funding and resources for children in care until the age of 21 or beyond if young adult is enrolled in public education program. The funding to be increased by 10 percent per child each year;

Passed

D-188 LOCAL 1202

THE BCGEU WILL:

- lobby the provincial government to increase the funding and resources for children in care and through
the National Union for Public and General Employees lobby the federal government to increase funding for Aboriginal children in care to lift them above the poverty rate

Covered by Composite amended to cover D-188 and D-189

D-189  LOCAL 1201

THE BCGEU WILL:

- lobby the provincial government to increase and expand funding and resources for children in care until the age of 21. The funding to be increased by 10 percent per child each year;

Covered by Composite amended to cover D-188 and D-189

D-190  COMPONENT 7

THE BCGEU WILL:

- lobby for a national research program on childhood autism

M/S/C to refer to the Provincial Executive

D-191 TO COVER D-192 & D-194  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- work with affiliates and the BC Federation of Labour to call on the provincial government and through the National Union of Public and General Employees to call on the government of Canada to enact legislation that will make each level and field of education free and accessible to all; and

- work to ensure that all elements of the overall student experience, including housing, public transport and grants are available to all students;

M/S/C to refer to the Provincial Executive

D-192  LOCAL 1204

THE BCGEU WILL:

- work with affiliates and the BC Federation of Labour to call on the provincial government and, through the National Union for Public and General Employees, to call on the government of Canada to enact legislation that will make each level and field of education free and accessible to all; and

- call on the provincial government to ensure that all elements of the overall student experience, including housing, public transport and grants are available to all students;

Covered by D-191 to cover D-192 & D-194
D-193  LOCAL 702, 703, 709, 710

THE BCGEU WILL:

- lobby the Ministry of Advanced Education to adequately fund public post-secondary education;  
  Passed

D-194  LOCAL 1203

THE BCGEU WILL:

- lobby the provincial government to eliminate post-secondary education fees by 2025;  
  Covered by D-191 to cover D-192 & D-194

D-195  LOCAL 1203

THE BCGEU WILL:

- lobby the provincial government to forgive British Columbia student loan debt by 2025;  
  M/S/C to refer to the Provincial Executive

D-196 TO COVER D-197  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- lobby the provincial government to fund apprenticeship programs to develop the skills necessary to transition to a low carbon and green economy;  
  Passed

D-197  LOCAL 1204

THE BCGEU WILL:

- lobby the provincial government to fund apprenticeship programs to develop the skills necessary to transition to a low carbon and green economy;  
  Covered by D-196

D-198 AMENDED  LOCAL 702, 709

THE BCGEU WILL:

- communicate its displeasure with the failure of the British Columbia Liberal government to adequately fund and support public trades’ training through publicly operated post-secondary training institutions; and
M I N U T E S

- work collaboratively with other labour unions to achieve adequate funding and support for publicly operated post-secondary trades training; and

- ensure expenses related to the BCGEU working collaboratively with other labour unions to achieve adequate funding and support for publicly operated post-secondary be borne by headquarters and not by individual components;

Passed

D-199  PROVINCIAL EXECUTIVE, LOCAL 1204

THE BCGEU WILL:

- lobby the provincial government to take a comprehensive approach to measuring the carbon footprint in British Columbia’s health authorities – including that of its suppliers and contractors – which would provide a more effective approach to meeting the province’s overall mitigation targets;

M/S/C to refer to the Provincial Executive

COMPOSITE TO COVER D-200, D-201 & D-214  PROVINCIAL EXECUTIVE, LOCAL 301, 702, 709, 1204

THE BCGEU WILL:

- support clean energy projects and initiatives; and

- support energy alternatives that do not further climate change, thereby mitigating the profound effect on people in developing countries; and

- lobby against further exploitation of fossil fuel bases energy; and

- lobby all levels of government through the BC Federation of Labour and the Canadian Labour Congress and advocate for investment into and development of sustainable and renewable energy industries and projects including but not limited to: geothermal, wind, solar, research and technology, and will ensure labour has a legitimate voice at the table; and

- continue to support Indigenous organizations resisting the expansion of non-renewable energy infrastructure without democratic participation from their communities; and

- ensure the union strives in all aspects of its operations to be environmentally responsible;

Passed

D-200  LOCAL 702, 709

THE BCGEU WILL:

- support clean energy projects and initiatives; and
The BCGEU will:

- Support energy alternatives that do not further climate change, thereby mitigating the profound effect on people in developing countries; and
- Lobby against further exploitation of fossil fuel bases energy; and
- Lobby for the development of clean energy alternatives; and
- Ensure it strives in all aspects of its operations to be environmentally responsible

Covered by Composite to cover D-200, D-201 & D-214

D-201 LOCAL 301

The BCGEU will:

- Continue to support Indigenous organizations resisting the expansion of non-renewable energy infrastructure without democratic participation from their communities

Covered by Composite to cover D-200, D-201 & D-214

Composite to Cover D-202 & D-203 Provincial Executive, Local 1204, 601

The BCGEU will:

- Undertake a public campaign to educate British Columbians on the true cost of removing the requirement to mill raw logs in the community they were logged in and continue the social contract that benefitted workers, families, communities and logging companies for decades;
- Lobby the provincial government to ensure a sustainable and robust forestry industry by:
  - Encouraging innovative forest practices that establish the ecologically sustainable harvesting of timber; and
  - Supporting better job security within the industry; and
  - Investing in silviculture and reforestation; and
  - Minimizing the export of raw logs; and
  - Ensuring that value is added to forest products locally; and
  - Strengthening public oversight of industry; and
  - Ensuring forest legislation is clear, readily enforceable and manages for cumulative effects;

M/S/C to refer to the Provincial Executive

D-202 Provincial Executive, Local 1204

The BCGEU will:

- Lobby the provincial government to ensure a sustainable and robust forestry industry by:
  - Encouraging innovative forest practices that establish the ecologically sustainable harvesting of timber; and
  - Supporting better job security within the industry; and
  - Investing in silviculture and reforestation; and
MINUTES

• minimizing the export of raw logs; and
• ensuring that value is added to forest products locally; and
• strengthening public oversight of industry; and
• ensuring forest legislation is clear, readily enforceable and manages for cumulative effects

Covered by Composite to cover D-202 & D-203

D-203 LOCAL 601

THE BCGEU WILL:

▪ lobby the provincial government and undertake a public campaign to educate British Columbians on the true cost of removing from tree farm licenses the requirement to mill raw logs in the community they were logged in and continue the social contract that benefitted workers, families, communities and logging companies for decades

Covered by Composite to cover D-202 & D-203

D-204 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

▪ take action to implement recommendations from the BCGEU GHG management plan; and

▪ continue to implement Greening the BCGEU initiatives and make other efforts to reduce emissions; and

▪ expand the BCGEU greenhouse gas management plan by developing tools and recommendations to assist component executives in tracking and reducing emissions made by activists on union business; and

▪ encourage components and members to educate themselves and to participate individually and collectively to reduce GHG emissions by participating in technological advances (such as conference calls and videoconferencing), electronic communication, paperless meetings and other initiatives

M/S/C to refer to the Provincial Executive

D-205 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

▪ reaffirm its commitment to participation in Green Jobs BC and encourage action on these initiatives;

M/S/C to refer to the Provincial Executive

D-206 PROVINCIAL EXECUTIVE, LOCAL 1204

THE BCGEU WILL:

▪ embrace the principles of just transition and participate in the discussion and efforts being made
to transition to a low carbon and resilient economy. These principles include:

- job security for workers; and
- public investment in support for workers; and
- skills training and education; and
- engagement of affected workers and their communities at every stage of the process to ensure workers help to shape the shift; and
- a focus on sustainable industries and renewable energy

Passed

D-207 TO COVER D-208  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- lobby the provincial government to:
  - ensure the public debate is based on credible analysis and includes the full picture of cost and benefits; and
  - establish strong policies to minimize environmental and community impacts from the full picture of development (facilities, pipelines, shale gas wells and processing plants) and maintenance; and
  - involve unions, First Nations, communities and environmental groups in the development of these policies

M/S/C to refer to the Provincial Executive

D-208  LOCAL 1204

THE BCGEU WILL:

- if LNG development is to continue, lobby the provincial government to establish strong policies to minimize environmental and community impacts on the full picture of development (from the facilities, to pipelines, to the shale gas wells and processing plants) maintenance and mitigation; and
- if LNG development is to continue, lobby the provincial government to involve unions, First Nations, communities and environmental groups in the development of these policies; and
- if LNG development is to continue, lobby the provincial government to ensure the public debate is based on credible analysis and includes the full picture of cost and benefits;

Covered by D-207

COMPOSITE TO COVER D-209, D-210 & D-211  PROVINCIAL EXECUTIVE, LOCAL 707, 709, 1204

THE BCGEU WILL:

- oppose the Kinder Morgan Trans Mountain pipeline expansion project and support First Nations communities, local governments and others resisting the development; and
• lobby against the construction of oil pipelines and of tanker traffic in areas that have the potential to affect the British Columbia coast;

M/S/C to refer to the Provincial Executive

D-209 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

• oppose the Kinder Morgan Trans Mountain pipeline expansion project and support First Nations communities, local governments and others resisting the development

Covered by Composite to cover D-209, D-201 & D-211

D-210 LOCAL 707, 709

THE BCGEU WILL:

• opposes the building of the Trans Mountain and Northern Gateway pipelines; and

• lobby against the construction of oil pipelines and of tanker traffic in areas that have the potential to affect the British Columbia coast; and

• stand in solidarity with and work collaboratively with First Nations that share these goals;

Covered by Composite to cover D-209, D-210 & D-211

D-211 LOCAL 1204

THE BCGEU WILL:

• oppose the Kinder Morgan Trans Mountain Expansion Project and support First Nations communities, local governments and others resisting the development

Covered by Composite to cover D-209, D-201 & D-211

D-212 PROVINCIAL EXECUTIVE, LOCAL 1204

THE BCGEU WILL:

• lobby the provincial government for significant increases to the capacity of government to investigate, regulate and effectively enforce activities on the province’s land base for the protection of the environment and effective management of our resources;

M/S/C to refer to the Provincial Executive

D-213 PROVINCIAL EXECUTIVE, LOCAL 1204

THE BCGEU WILL:

• lobby the provincial and federal governments through the BC Federation of Labour and the Canadian
Labour Congress to create and implement a world-leading and effective marine and land bitumen spill response that holds industry accountable to the residents of British Columbia;  

Passed

D-214 PROVINCIAL EXECUTIVE, LOCAL 1204

THE BCGEU WILL:

- lobby all levels of government through the BC Federation of Labour and the Canadian Labour Congress and advocate for investment into and development of sustainable and renewable energy industries and projects including but not limited to: geothermal, wind, solar, research and technology, and will ensure labour has a legitimate voice at the table

Covered by Composite to cover D-200, D-201 & D-214

D-215 TO COVER D-216 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- lobby the provincial government to make needed improvements to the Water Sustainability Act legislation, regulation and enforcement, particularly related to groundwater licenses, usage fees, protecting and improving the health of all bodies of water and watersheds, ensuring public engagement and ensuring respect for Indigenous rights and title in both the development of regulations and their enforcement;

Passed

D-216 LOCAL 1204

THE BCGEU WILL:

- lobby the provincial government to make needed improvements to the Water Act, particularly related to groundwater licenses, protecting and improving the health of our watersheds, and public engagement:
  - remove the environmental flows exemption on groundwater licence decisions and require that decision-makers consider environmental flow needs during the three-year transition period and after; and
  - make initial groundwater licences conditional and subject to review, with fixed 5-10 year end-dates to provide time for the necessary studies to be done to determine that current extractions are sustainable and that the cumulative impact of water extractions do not pose a threat to environmental flow needs; and
  - ensure all new groundwater licences include environmental flow thresholds and conditions explicitly in the licence conditions; and
  - require authorizations that ensure mitigation actually improves overall watershed health and function, including a net gain policy where habitat in one area is replaced by additional habitat in that reach or in other areas; and
  - even when no authorization is required, those carrying out works in and about a stream should still be required to provide the Ministry with documentation on environmental flows to ensure flows are maintained; and
• ensure the commitment to robust public engagement throughout the Water Act modernization process is upheld. It must continue to do so and provide specific opportunities for review of the full details on all aspects of the regulations going forward;

Covered by D-215

D-217  LOCAL 605
THE BCGEU WILL:

• lobby the British Columbia government to conduct a thorough and independent cost/benefit analysis of the Site C dam by entities such as the British Columbia Utilities Commission or the Auditor General of British Columbia to ensure that it will provide value for money invested, and will not be an ongoing drain on hydro ratepayers;

M/S/C to refer to the Provincial Executive

D-218  LOCAL 601
THE BCGEU WILL:

• lobby the British Columbia government to require fish farms to move from open net pens to land based closed containment systems to protect wild salmon stocks

M/S/C to refer to the Provincial Executive

D-219  LOCAL 601
THE BCGEU WILL:

• advocate the British Columbia government to restrict fracking to safe distances from aquifers, ground water systems, and hydro infrastructure, to avoid contamination of the water supply, and potential downstream flooding due to infrastructure breaches;

M/S/C to refer to the Provincial Executive

D-220  LOCAL 601
THE BCGEU WILL:

• lobby the provincial government and through the Canadian Labour Congress, the federal government to enact legislation that protects our watersheds and ensures that public interest overrides the corporate agenda and that current publicly owned watershed lands remain publicly owned

M/S/C to refer to the Provincial Executive
COMPOSITE TO COVER D-221 & D-223

THE BCGEU WILL:

- lobby the provincial government to establish an adequately funded comprehensive publicly governed home support program; and

- investigate and document the reduction of time allotted for travel and patient care in home support services under the British Columbia Liberal government; and

- demand that health authorities and employer increase the time allotted to travel and patient care to adequate levels

Passed

D-221 COMPONENT 8

THE BCGEU WILL:

- continue to lobby the provincial government to provide adequate funding for home support services; and

- investigate and document the reduction of time allotted for travel and patient care in home support services under the British Columbia Liberal government; and

- demand that health authorities and employer increase the time allotted to travel and patient care to adequate levels

Covered by Composite to cover D-221 & D-223

D-222 COMPONENT 8

THE BCGEU WILL:

- continue to oppose the use of public funding for home support services being delivered by volunteers and low wage workers

Passed

D-223 LOCAL 601

THE BCGEU WILL:

- advocate through the National Union of Public and General Employees to the federal government, and on its own and the BC Federation of Labour to the provincial government to establish an adequately funded comprehensive publicly governed home support program

Covered by Composite to cover D-221 & D-223
D-224 COMPONENT 8

THE BCGEU WILL:

- will continue to lobby the provincial government to increase funding for long-term care, assisted living, and seniors' housing

Passed

D-225 LOCAL 403

THE BCGEU WILL:

- work with the National Union of Public and General Employees and the Canadian Labour Congress to lobby the federal government to establish a national pharmacare program for all Canadians

Covered by D-227 to cover D-225 & D-226

D-226 LOCAL 603

THE BCGEU WILL:

- lobby the provincial government, and national affiliates to have the provincial and federal governments develop, and implement a universal prescription drug coverage plan

Covered by D-227 to cover D-225 & D-226

D-227 TO COVER D-225 & D-226 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- call upon the BC Federation of Labour and its affiliates to lobby the provincial government and call upon national affiliates to lobby the federal government to develop and implement a universal prescription drug coverage plan for all Canadian citizens

M/S/C to refer to the Provincial Executive

D-228 LOCAL 303

THE BCGEU WILL:

- lobby the provincial government to ensure our front-line workers are supplied with government funded equipment, Naloxone Kits, training, support/counselling to address the associated trauma from dealing with the fentanyl crisis

Covered by Composite to cover C-88 and D-228
COMPOSITE TO COVER D-229 & D-230  COMPONENT 8, LOCAL 1204

THE BCGEU WILL:

▪ lobby all levels of government to fund effective drug rehabilitation programs; and
▪ lobby the provincial government to increase funding for mental health and addictions programs to address the unmet demand for care for clients and to increase staffing levels to provide that care; and
▪ offer training and provide information session to assist members to become knowledgeable and better informed in this area

Passed

D-229  COMPONENT 8

THE BCGEU WILL:

▪ lobby the Provincial Government to increase funding for mental health and addictions programs to address the unmet demand for care for clients and to increase staffing levels to provide that care

Covered by Composite to cover D-229 & D-230

D-230  LOCAL 1204

THE BCGEU WILL:

▪ lobby all levels of government to fund effective drug rehabilitation programs; and
▪ offer training and provide information session to assist members to become knowledgeable and better informed in this area

Covered by Composite to cover D-229 & D-230

D-231  LOCAL 504

THE BCGEU WILL:

▪ support and fund a campaign on mental health

Covered by Composite to cover C-141, D-231 and D-265

D-232 TO COVER D-233  LOCAL 303

THE BCGEU WILL:

▪ lobby the British Columbia government to eliminate MSP premiums

M/S/C to refer to the Provincial Executive
D-233 COMPONENT 8

THE BCGEU WILL:

- continue to advocate for the elimination of medical service plan premiums in British Columbia through lobbying and/or campaigns

Covered by D-232

D-234 AMENDED LOCAL 504

THE BCGEU WILL:

- advocate and call on the government to have distribution and sale of non-medical marijuana go through the liquor distribution branch when the sale of non-medical marijuana becomes legal;

M/S/C to refer to the Provincial Executive

D-235 TO COVER C-236 LOCAL 304

THE BCGEU WILL:

- lobby the federal government through the National Union of Public and General Employees and the Canadian Labour Congress to create a national housing strategy in consultation with communities, that includes a variety of housing options to address the diverse needs of our communities; and

- demand the provincial government to immediately increase funding for supportive housing and seniors’ housing; and

- lobby municipalities who do not have supportive housing to work with the provincial government to create supportive housing

Passed

D-236 LOCAL 503

THE BCGEU WILL:

- lobby all levels of government to come up with a national housing strategy

Covered by D-235

D-237 PROVINCIAL EXECUTIVE

THIS BCGEU CONVENTION:

- calls on the federal government to focus resources and ensure the Missing and Murdered Indigenous Women and Girls Inquiry is extensive, authentic, and completed; and
asks our Women’s Committee and the equity and human rights committee to identify actions that can help end violence against Aboriginal women and girls; and

supports the participation by the union’s provincial executive, directors and coordinators in the truth and reconciliation circle scheduled for fall 2017; and

calls on components of the union to develop component specific action plans that support any truth and reconciliation committee’s calls to action that are relevant to their sector; and

urges the BCGEU leadership to request meetings with member organizations in the First Nations Leadership Council and the Metis Nation of BC to develop strategic plans to work together to advance the rights of Aboriginal peoples in the workplace and throughout society.

Passed

D-238 LOCAL 303

THE BCGEU WILL:

continue to lobby all levels of government and support current Indigenous advocacy organizations to continue their work in advocating for the families and friends of the missing and murdered Indigenous women.

M/S/C to refer to the Provincial Executive

D-239 LOCAL 1201

THE BCGEU WILL:

lobby the government at the federal, provincial, territorial and Aboriginal levels to action all 94 recommendations as stated in the Truth and Reconciliation Report.

Passed

D-240 TO COVER D-241 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

call upon the BC Federation of Labour and its affiliates to lobby the provincial government to legislate a British Columbians with Disabilities Act and furthermore call upon national affiliates such as the National Union of Public and General Employees and the Canadian Labour Congress to lobby the Canadian government to pass a Canadians with Disabilities Act.

M/S/C to refer to the Provincial Executive

D-241 LOCAL 603

THE BCGEU WILL:

lobby affiliates such as the BC Federation of Labour and the provincial government to pass a British Columbians with Disability Act, and furthermore lobby national affiliates such as National Union of Public and General Employees, the Canadian Labour Congress to lobby the Canadian government to
pass a Canadians with Disability Act

Covered by D-240

D-242  LOCAL303

THE BCGEU WILL:

▪ lobby the government to increase funding for individuals with disabilities;

M/S/C to refer to the Provincial Executive

D-243  LOCAL 303

THE BCGEU WILL:

▪ lobby the British Columbia government to increase funding levels to support services for adult persons with developmental disabilities

Passed

D-244  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

▪ be an active participant in recognizing the significance of 2017 as the 75th anniversary of the uprooting, dispossession, and incarceration of Japanese Canadians will work with the National Association of Japanese Canadians to help share the stories, and use our history to prevent a repeat of the historical injustice against all peoples

M/S/C to refer to the Provincial Executive

D-245  LOCAL 305

THE BCGEU WILL:

▪ continue to support awareness-raising campaigns and advocacy efforts including initiatives aimed at combatting homophobia and transphobia in the education system; and

▪ support LGBTQI2S rights in British Columbia and will support any initiatives by our national union (NUPGE) and the Canadian Labour Congress (CLC) that raise awareness and build international solidarity on LGBTQI2S issues; and

▪ through the NUPGE, the CLC and the BC Federation of Labour lobby all levels of government to ensure that LGBTQI2S has access to mental wellness care that meets the unique needs of each individual; and

▪ develop an awareness campaign to support staff and family members of LGBTQI2S seniors in care facilities

M/S/C to refer to the Provincial Executive
D-246 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- lobby the provincial government for pay equity legislation; and
- actively campaign for equal pay for work of equal value; and
- strive to improve collective agreement language to include pay equity provisions

M/S/C to refer to the Provincial Executive

D-247 LOCAL 603

THE BCGEU WILL:

- urge the Liberal government of Prime Minister Justin Trudeau to immediately suspend the Safe Third Country Agreement between Canada and the United States to substantially increase the number of refugees to be allowed into Canada and to increase the financial and other supports for churches, community groups and individuals who wish to sponsor refugees to settle in this country

M/S/C to refer to the Provincial Executive

D-248 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- express our solidarity with migrants and the sanctuary movement by:
  - calling for access without fear to vital public services for all residents, including those with precarious immigration status, including health care, public education, workers’ compensation, social, justice and local community services; and
  - supporting the establishment of sanctuary cities and policies; and
  - encourage BCGEU members to protect and defend the ability of migrants and those seeking sanctuary to access public services without fear; and
  - remind members they are not compelled, in the absence of court orders, to assist with enforcement activities of the Canadian Border Services Agency; and
  - lobbying for humane and generous refugee asylum policies, and pathways to residency and citizenship for all migrants

Passed

D-249 LOCAL 603

THE BCGEU WILL:

- urge the federal Liberal government of Prime Minister Justin Trudeau to recognize the threats against United States whistleblower Chelsea Manning and immediately remove all of Manning’s remaining grounds of criminal inadmissibility to Canada by facilitating Chelsea Manning's ability to
enter and/or remain in Canada as a temporary resident or permanent resident if she so desires and that BCGEU will explore mechanisms to offer support to Chelsea Manning

M/S/C to refer to the Provincial Executive

D-250 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- stand in solidarity with the Kurdish people in their struggle for self-determination and a free, egalitarian society built on secular and libertarian socialist principles;

- support the self-organized People’s and Women’s Protection Units (YPG/YPJ) established to defend Kurdish communities like Rojava and Kobane;

- explore opportunities for tangible humanitarian and development aid to Kurdish communities and representative organizations; and

- call on governments, civil society and the global labour movement to support the Kurdish people

Passed

D-251 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- through the Canadian Labour Congress and Colombian solidarity organizations, pressure the Colombian government to recognize and engage with Colombian civil society wishing to participate in the implementation of peace accords by creating critical spaces for democratic participation; and

- through the Canadian Labour Congress and Colombian solidarity organizations, pressure the Colombian government to address the continued presence and violent activities of right-wing paramilitaries and other illegal armed actors, and dismantle these structures and their connections to powerful political and economic actors in the country

Passed

D-252 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- through the Canadian Labour Congress and solidarity organizations aggressively lobby the provincial and federal governments to apply pressure to companies (i.e., Guildan, Hanes) with maquila factories in Central America and other parts of the world to uphold occupational health and safety standards and laws and labour rights laws; and

- continue to support CoDevelopment Canada’s work with maquila factory workers and work together to apply international pressure on maquila factory owners

M/S/C to refer to the Provincial Executive
D-253 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- support the work of civil society organizations who are working towards peaceful relations between Palestinian and Israeli citizens; and
- support solidarity campaigns aimed at encouraging peaceful relations between Palestinian and Israeli citizens by eliminating illegal settlements and withdrawing from occupied territory; and
- encourage our national union, the BC Federation of Labour and the Canadian Labour Congress to support the international movement for justice for peace and justice in the Middle East; and
- find ways to support the work of humanitarian organizations trying to deliver aid to the Palestinian people in Gaza and promoting peace in Israel and Palestine

M/S/C to refer to the Provincial Executive

D-254 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- continue to support the Stephen Lewis Foundation addressing the impacts of HIV and AIDS in Africa

Passed

D-255 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- through the Canadian Labour Congress, the National Union of Public and General Employees and the BC Federation of Labour continue to condemn the oppression of labour and human rights activists by Iranian government

M/S/C to refer to the Provincial Executive

D-256 LOCAL 104

THE BCGEU WILL:

- engage in a WorkSafe BC campaign with a possible legal challenge to accept the responsibility of staffing levels at our worksites as they have the jurisdiction and the legal authority to do so

M/S/C to refer to the Provincial Executive
THE BCGEU WILL:

-  lobby the provincial government to increase the scope of the WCB investigations regarding the resolution process as well as the right to appeal for complainants who are experiencing bullying in the workplace

M/S/C to refer to the Provincial Executive

D-258 COMPONENT 10

THE BCGEU WILL:

-  lobby the superintendent of motor vehicles to ensure professional drivers are tested on all competencies of their jobs, including installation and use of tire chains; and
-  lobby WorkSafe BC to ensure all people who are being retrained in a new occupation, as a professional driver, shall receive training on installation and use of tire chains

Passed

D-259 COMPONENT 20

THE BCGEU WILL:

-  lobby the provincial government and campaign to have the *Workers Compensation Act* amended to extend lung cancer compensation to wildfire fighters

Passed

D-260 LOCAL 1703

THE BCGEU WILL:

-  support front-line workers with their increased workloads due to low staffing rates and contracting out of positions, to untrained workers; and
-  advocate and provide support having adequate trained staff in worksites that are at risk for facing high risk demographics

Covered by Composite to cover C-117, D-260, D-269 and D-270

D-261 LOCAL 101

THE BCGEU WILL:

-  lobby and demand that the provincial government and WorkSafe BC increase the number of correctional officers from one to two officers in all direct supervision model living units in British Columbia

Passed
D-262 LOCAL 101

THE BCGEU WILL:

- aggressively lobby WCB to change the regulations making inmates a hazard and thus allowing WCB officers to write orders on staffing levels in direct supervision living units in British Columbia correctional centres

M/S/C to refer to the Provincial Executive

D-263 LOCAL 105

THE BCGEU WILL:

- lobby for correctional officers to be recognized as first responders under WorkSafe BC regulations

M/S/C to refer to the Provincial Executive

D-264 LOCAL 304

THE BCGEU WILL:

- lobby the government for all workers who are subjected to violence or vicarious violence be considered first responders for the purposes of WCB and accessing disability

Passed

D-265 LOCAL 402

THE BCGEU WILL:

- lobby government to raise awareness of work-related mental health issues; and

- lobby the Workers' Compensation Board so it ensures all workplace mental health injuries are treated the same way as any other workplace injury; and

- increase training opportunities for locals in the areas of mental health first aid so workers can provide appropriate aid

Covered by Composite to cover C-141, D-231 and D-265

D-266 AMENDED LOCAL 105

THE BCGEU WILL:

- lobby the provincial government to change permanent identification correctional officers have affixed on their uniform shirts to reflect their badge number or ID number versus the current practice of the officer's last name

M/S/C to refer to the Provincial Executive
D-267  LOCAL 105

THE BCGEU WILL:

- advocate to change how CORNET2 (BC Corrections’ computer system) identifies correctional officers who must enter information about inmates in custody using this system. Currently, their first name, middle initial and last name are beside every entry they make. We would like their employee number used as the identifier and not their full name

M/S/C to refer to the Provincial Executive

D-268  LOCAL 104

THE BCGEU WILL:

- assertively argue that the employer not use the accommodation saturation defence in denying an accommodation request for a member made through and in consultation with a duly qualified medical practitioner and to make that accommodation within the employees current shift pattern

M/S/C to refer to the Provincial Executive

D-269  LOCAL 1201

THE BCGEU WILL:

- continue to raise the issue of workload which has become, for many, unmanageably high with all employers; and

- also continue and expand workload campaigns to be broad based and multifaceted in order to address the concerns of all our members facing these extreme workload issues.

Covered by Composite to cover C-117, D-260, D-269 and D-270

D-270  LOCAL 601

THE BCGEU WILL:

- continue to raise the issue of workload, which has become for many unmanageably high with all employers. And to further develop new strategies in remedying the workload problem. The BCGEU will also continue and expand workload campaigns to be broad based and multifaceted in order to address the concerns of all our members facing workload pressures

Covered by Composite to cover C-117, D-260, D-269 and D-270

D-271  LOCAL 603

THE BCGEU WILL:

- call on the provincial government to immediately implement a poverty reduction strategy that
includes a focus on increasing income assistance rates, implementation of a living wage, implementation of a provincial affordable child care program and advocacy with the federal government along with the provincial government support for expanded social and cooperative housing

M/S/C to refer to the Provincial Executive

D-272 LOCAL 602

THE BCGEU WILL:

- lobby the provincial government to create an independent officer of the legislature to support and advocate for those in receipt of the Ministry of Social Development and Social Innovation services

Passed

D-273 COMPONENT 8

The BCGEU WILL:

- continue to advocate for an increase in the minimum wage to $15 per hour

M/S/C to refer to the Provincial Executive

D-274 COMPONENT 8

The BCGEU WILL:

- lobby the provincial government to raise income assistance rates to account for transportation costs for those receiving income assistance and their dependents

M/S/C to refer to the Provincial Executive

D-275 LOCAL 702, 709

THE BCGEU WILL:

- lobby for the return to full funding and restoration of services of the Legal Services Society

M/S/C to refer to the Provincial Executive

D-276 LOCAL 601

THE BCGEU WILL:

- lobby the provincial government to put a moratorium on government advertisement campaigns for the six-month period prior to provincial elections with the exception of those advertisements for essential service information

M/S/C to refer to the Provincial Executive
D-277 LOCAL 101

THE BCGEU WILL:

- lobby the provincial government to provide adequate resources to the court services branch and sheriff services in order to fulfill their existing mandate, including the installation of search gates at all court houses to protect public safety and to look at ways to increase the sheriffs' mandate to fully support, enhance and protect those valuable public services

M/S/C to refer to the Provincial Executive

D-278 LOCAL 601

THE BCGEU WILL:

- lobby the provincial government to hire more probation officers in order to increase public safety

M/S/C to refer to the Provincial Executive

D-279 LOCAL 504

THE BCGEU WILL:

- petition the Canadian government to create a national not-for-profit cell phone company and use the Canada Post locations across Canada as the primary retail locations

Passed

D-280 TO COVER D-281 LOCAL 304, COMPONENT 8

THE BCGEU WILL:

- undertake a campaign to promote awareness of violence against women in collaboration with British Columbia Society of Transition Houses. Awareness of violence against women that include:
  - how to access safe spaces and transition houses; and
  - who transition houses serve and what programs and resources are available when women access transition houses; and

- demand the British Columbia government provide enough funded beds so that no women and her children fleeing violence is turned away and there is enough funding for Ministry of Public Safety and Solicitor General programs to meet the shortfall, as well as an increase in funding to address waitlists, second stage housing capital and operating expenses in every community; and

- with the BC Federation of Labour, lobby the provincial government to increase funding for transition houses and counselling for survivors of domestic violence

Passed
**D-281 COMPONENT 8**

THE BCGEU WILL:

- with the BC Federation of Labour, lobby the provincial government to increase funding for transition houses and counselling for survivors of domestic violence

Covered by D-280

**D-282 LOCAL 504**

THE BCGEU WILL:

- continue to fund and adequately resource a strong campaign to keep the government liquor stores and warehouses public

M/S/C to refer to the Provincial Executive

**D-283 LOCAL 601**

THE BCGEU WILL:

- lobby the provincial government and undertake a public campaign to prevent further erosion and contracting out of Ministry of Children and Family Development services to non-unionized employers

M/S/C to refer to the Provincial Executive

**D-284 LOCAL 601**

THE BCGEU WILL:

- lobby the provincial government for a forensic audit of information management/information technology contracts prior to the re-tendering and disclose the true cost of outsourcing government information management/information technology services and jobs.

M/S/C to refer to the Provincial Executive

**D-285 LOCAL 504**

THE BCGEU WILL:

- oppose all forms of privatization through campaigns and will inform government that we oppose privatization because of the impact on communities throughout British Columbia;

Covered by D-286
D-286 TO COVER D-285  PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- continue to lobby the provincial government to stop the privatization, contracting out, contract flipping and alternative service delivery of public services

  M/S/C to refer to the Provincial Executive

D-287  LOCAL 504

THE BCGEU WILL:

- call upon the government to stop the sale of any alcohol in grocery stores;

  M/S/C to refer to the Provincial Executive

D-288  LOCAL 1203

THE BCGEU WILL:

- encourage members and employees not to use or endorse self-checkouts

  Covered by D-292 to cover D-288, D-289, D-290 and D-291

D-289  LOCAL 605

THE BCGEU WILL:

- advise its members not to use self-checkouts at places of business

  Covered by D-292 to cover D-288, D-289, D-290 and D-291

D-290  LOCAL 702, 704, 705, 709, 712

THE BCGEU WILL:

- self-checkouts shall not be used or endorsed by members of the BCGEU

  Covered by D-292 to cover D-288, D-289, D-290 and D-291

D-291  LOCAL 504

THE BCGEU WILL:

- encourage members and staff to not use self-checkouts; and

- continue to call for the provincial government to eliminate the use of self-checkouts in retail outlets

  Covered by D-292 to cover D-288, D-289, D-290 and D-291
THE BCGEU WILL:

- lobby the provincial government to prohibit the use of self-checkouts; and
- urge its members to not use self-checkouts  

Passed

THE BCGEU WILL:

- advocate having union cleaners in our unionized workplaces;  

M/S/C to refer to the Provincial Executive

THE BCGEU WILL:

- conduct research on our membership to identity the proportion of precarious, auxiliary, casual, regular and part-time workers based on gender. This research would inform next steps, including policy recommendations and development of supportive collective agreement language; and
- work with affiliates and the BC Federation of Labour to call on the provincial government and through the National Union of Public and General Employees to call on the government of Canada to enact legislation that increases protections and support for workers in precarious work; and
- increase efforts to organize precarious workers and contribute to enforcing their right to join a union  

M/S/C to refer to the Provincial Executive

THE BCGEU WILL:

- conduct research on our membership to identity the proportion of precarious, auxiliary, casual, regular and part-time workers based on gender. This research would inform next steps, including policy recommendations and development of supportive collective agreement language

Covered by Composite to cover D-294 and D-295

THE BCGEU WILL:

- work with affiliates and the BC Federation of Labour to call on the provincial government and through
the National Union of Public and General Employees to call on the government of Canada to enact legislation that increases protections and support for workers in precarious work; and

- increase efforts to organize precarious workers and contribute to enforcing their right to join a union

Covered by Composite to cover D-294 and D-295

D-296 LOCAL 603

THE BCGEU WILL:

- oppose at every level, ratification of the TPP and other trade agreements that contain Investor State Dispute Settlement (ISDS) provisions, which negatively impacts provincial and municipal ability to enact legislation that affects foreign-owned corporations

M/S/C to refer to the Provincial Executive

D-297 LOCAL 605

THE BCGEU WILL:

- encourage employers with worksites that have public washrooms available, to install blue fluorescent lights in those public washrooms

M/S/C to refer to the Provincial Executive

D-298 PROVINCIAL EXECUTIVE

THE BCGEU WILL:

- lobby the provincial government to take action on electoral reform; and

- lobby the federal government through the National Union of Public and General Employees to follow through in their election promise on electoral reform;

M/S/C to refer to the Provincial Executive

D-299 AMENDED LOCAL 101

THE BCGEU WILL:

- lobby the federal government to change the Federal Income Tax Act to include sheriffs and deputy sheriffs across Canada as emergency personnel and to create a sixth public safety designation for sheriffs making them eligible for the Normal Retirement Age 60 Rule (NRA60) in the public service pension plan, enabling an earlier retirement without early retirement reductions

M/S/C to refer to the Provincial Executive
D-300 AMENDED LOCAL 104

THE BCGEU WILL:

- lobby on behalf of our BCGEU members that serve as Canadian reservists (who currently will take leave without pay (LWOP) to complete required training), so they will neither lose seniority nor benefits or pension or continuous service status for the duration of their leave

    M/S/C to refer to the Provincial Executive

E-301 LOCAL 504

THE BCGEU WILL:

- negotiate with the PSPP a one-time offer for members throughout their career to buyback pension time from hire date to present day;

    Referred to Bargaining

E-302 LOCAL 404

THE BCGEU WILL:

- require all MOAs, MOUs, LOUs and LOAs contain the signatures of two (2) elected bargaining committee representatives and/or JLM activists prior to these letters/memorandums forming part of any BCGEU collective agreement

    Referred to Bargaining

E-303 LOCAL 103

THE BCGEU WILL:

- include in the Public Service Agreement language explaining that no new jobs or duties shall be added without first creating a job classification, a benchmark point and included in the deputy sheriff and correctional officer job classification. Any new work or duties to be performed must not be performed before a benchmark point score is awarded to the new job. It is added into the job classification and into the job description.

    This is referring to the Memorandum of Agreement between the Community Social Services Employers' Association of BC (CSSEA), the BCGEU, Canadian Union of Public Employees, Hospital Employees Union and Health Sciences Association.

    Referred to Bargaining

E-304 LOCAL 103

THE BCGEU WILL:

- no new benchmark shall be introduced and no existing benchmark shall be changed, except by mutual
agreement between the employer and the BCGEU. Job descriptions must accurately describe work done. Job is properly classified in relation to benchmarks. New jobs/duties to be performed must be properly identified and rated. A position is assigned to an appropriate job description. No new job to be performed until the above-mentioned items are completed and disseminated to the employees to be put towards a vote for approval. Benchmarks evaluated against must reflect the real work performed by sheriffs, such as law enforcement duties and not office clerical benchmarks.

Referred to Bargaining

E-305  LOCAL 405

THE BCGEU WILL:

- create job classifications within the collective agreement that ensure parity between job responsibilities and pay grids; and

- improve conditions for members that have been marginalized unjustly when job duties and workload increase and there is no classification system in place to acknowledge changes in the workload, skills and education of members;

Referred to Bargaining

E-306  LOCAL 501

THE BCGEU WILL:

- recognize the need to restore the traditional pay grid levels at the LDB; and

- organize a comprehensive strategy to achieve this restoration of traditional pay grid levels by 2019;

Referred to Bargaining

E-307  COMPONENT 7

THE BCGEU WILL:

- strive to not exceed a three-year agreement in the negotiations happening in 2019

Referred to Bargaining

E-308  COMPONENT 7

THE BCGEU WILL:

- strive to get their members 10 per cent in wages in the next round of bargaining

Referred to Bargaining
M I N U T E S

E-309  LOCAL 1703

THE BCGEU WILL:

- give all bargaining committees the mandate to bargain wages that are not lower than fifteen dollars ($15.00) per hour, this includes server wages

Referred to Bargaining

E-310  LOCAL 501

THE BCGEU WILL:

- engage in a dialogue with the public service regarding the LDB conversion problem and the costs of not converting our members to regular status on a timely basis

Referred to Bargaining

E-311  LOCAL 303

THE BCGEU WILL:

- commit to helping Aboriginal services members achieve full wage and benefit parity with employees performing the same jobs in other components

Referred to Bargaining

F-312  LOCAL 103

THE BCGEU WILL:

- bestow upon Brother Barry Vaness the union's highest honour of life membership

Passed

F-313  LOCAL 111

THE BCGEU WILL:

- bestow upon Brother Mike Clark the union's highest honour of life membership;

Passed

F-314  LOCAL 306

THE BCGEU WILL:

- bestow upon Sister Gale Engstrom the union's highest honour of life membership;

Passed
THE BCGEU WILL:

- bestow upon Brother Thomas McMahon the union's highest honour of life membership;  
  
F-316 LOCAL 407

THE BCGEU WILL:

- bestow upon Sister Bernadette Bigattini the union's highest honour of life membership;  
  
F-317 LOCAL 501

THE BCGEU WILL:

- bestow upon Sister Holly Page the union's highest honour of life membership;  
  
F-318 LOCAL 503

THE BCGEU WILL:

- bestow upon Sister Diane Droski the union's highest honour of life membership;  
  
F-319 LOCAL 503

THE BCGEU WILL:

- bestow upon Brother Craig McKay the union's highest honour of life membership;  
  
F-320 LOCAL 505

THE BCGEU WILL:

- bestow upon Brother Karl Wolfe the union's highest honour of life membership;
THE BCGEU WILL:

- bestow upon Sister Roseann Dusome the union's highest honour of life membership;
  
Passed

THE BCGEU WILL:

- grant its highest honour of life membership to Sister Susan Bird;
  
Passed

THE BCGEU WILL:

- grant its highest honour of life membership to Sister Frances (Frankie) Kelley;
  
Passed

THE BCGEU WILL:

- grant its highest honour of life membership to Sister Jane Stewart;
  
Passed

THE BCGEU WILL:

- grant its highest honour of life membership to Sister Susan (Sue) Powell;
  
Passed

THE BCGEU WILL:

- grant its highest honour of life membership to Brother Chris Dabrowski;
  
Passed

THE BCGEU WILL:

- grant its highest honour of life membership to Brother Matt Salli;
F-328  LOCAL 605

THE BCGEU WILL:

§ grant its highest honour of life membership to Sister Jo Ann Fowler;

Passed

F-329  LOCAL 702

THE BCGEU WILL:

§ bestow upon Brother Stu Seifert the union's highest honour of life membership;

Passed

F-330  LOCAL 703

THE BCGEU WILL:

§ bestow upon Sister Judi Filion the union's highest honour of life membership;

Passed

F-331  LOCAL 709

THE BCGEU WILL:

§ bestow upon Brother William Winegarden the union's highest honour of life membership;

Passed

F-332  LOCAL 709

THE BCGEU WILL:

§ bestow upon Brother Ken Soroka the union's highest honour of life membership;

Passed

F-333  COMPONENT 10

THE BCGEU WILL:

§ bestow upon Brother David Cumming the union's highest honour of life membership;

Passed
THE BCGEU WILL:

§ bestow upon Sister Kathy Nicholls the union's highest honour of life membership;  
Passed

THE BCGEU WILL:

§ grant its highest honour of life membership to Sister Linda Sonmor;  
Passed

THE BCGEU WILL:

§ grant its highest honour of life membership to Sister Lori Joaquin;  
Passed

THE BCGEU WILL:

§ grant its highest honour of life membership to Sister Susan Wilkie;  
Passed

THE BCGEU WILL:

§ grant its highest honour of life membership to Sister Pamela St. Thomas;  
Passed

THE BCGEU WILL:

§ bestow upon Sister Susan Stroud the union's highest honour of life membership;  
Passed

THE BCGEU WILL:

§ bestow upon Brother Bruce Cline the union's highest honour of life membership;  
Passed
F-341 COMPONENT 17
THE BCGEU WILL:

- bestow upon Brother James Swank the union's highest honour of life membership;  
  Passed

F-342 COMPONENT 17
THE BCGEU WILL:

- bestow upon Brother Mark Gaehring the union's highest honour of life membership;  
  Passed

F-343 LOCAL 2008
THE BCGEU WILL:

- confer its highest honour of life membership to Brother Donald Ballard;  
  Passed

F-344 LOCAL 2010
THE BCGEU WILL:

- bestow upon Brother Hank Glover the union's highest honour of life membership;  
  Passed

F-345 COMPONENT 20
THE BCGEU WILL:

- bestow upon Brother Daniel Belisle the union's highest honour of life membership;  
  Passed

F-346 LOCAL 703
THE BCGEU WILL:

- bestow upon Brother Larry Dea the union's highest honour of life membership;  
  Passed
BCGEU ENERGY POLICY PAPER

THE BCGEU WILL:

- continue to take action to reduce the union's own greenhouse emissions;
- reaffirm the general principles laid out in past resolutions on energy policy – sustainability, reducing GHG emissions, conservation, public ownership, just transition for workers, and develop renewables;
- develop a plan to engage with BCGEU members on energy and climate issues with the goal of refining the union's approach to energy policy;
- re-energize and enhance ongoing efforts to educate BCGEU members on climate change and emerging sustainability initiatives.

Passed
EXECUTIVE & ADMINISTRATIVE COMMITTEE REPORTS

June 14-17, 2017
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We’re coming up to being a century old. The BCGEU can trace its historical roots back to 1919. As you’d expect, we’ve grown by leaps and bounds. We’ve evolved with changing times. Nowadays, we’re focused on leading change. We’re diverse, progressive, nimble and, more than ever, in touch with our membership, their issues and their communities.
DIVERSITY, STRENGTH, SOLIDARITY

As we approach our 2019 centennial, we’re enjoying a growth spurt. We’re the fastest growing, and one of the most diverse unions in B.C. We’re diverse in the varied work our members perform and in our cultural and ethnic range.

We started out as a small association run mostly by men. Today, our membership is almost 70 per cent women and 73,000 members strong. In 2014, we elected our first woman president.

There’s strength in diversity and numbers. We’re in a stronger position than ever as we negotiate collective agreements with employers. Our strong ties with other labour organizations and community partners further strengthen our position as we advocate for members’ rights.

BCGEU members can celebrate the many goals we’ve met — goals established by successive leaders over the decades. Our future is bright and exciting.

The BCGEU began as an association of civil service workers in 1919. We became a government employees’ association in 1942. We re-formed as the B.C. Government Employees’ Union in 1969 - gaining legal bargaining rights in 1974.

As government’s have chipped away at public service jobs, and privatized even more, we’ve always fought back. We’ve grown and diversified our ranks by adding members in health, community social services, education, and the private sector.

In 1993, we changed our name to the B.C. Government and Service Employees’ Union to reflect the growth of our diverse membership.
GROWTH AND CHANGE

SINCE our last convention in 2014, the BCGEU has experienced a swift generational change among the membership, activists and staff. We’ve seen the retirement of a large number of local officers, stewards, OHS committee members and staff.

These retirements represent a significant loss of collective experience and union knowledge. But, we’ve seized on it as an opportunity to re-orient the way we work and employ better technology to serve the changing needs of our membership.

During the last three years, we adopted a growth and renewal strategy. We’ve made significant new investments in education, organizing, health and safety, and in re-invigorating certifications. We’re thrilled with the outcome. It has given us increased flexibility to react to change and embrace our four priorities for transformation and renewal:
IT’S a challenge all unions face — to engage with and provide value for their members. The diversity of our membership is both a strength and an opportunity. We’ve worked hard to provide relevant services to members. A union needs to be more than an insurance policy, only to be used in times of conflict. That’s why the BCGEU keeps focused on strengthening its position as a democratic, representative and authentic voice of working people. We’re doing this in a variety of ways:

- **Bargaining and grievances** – The BCGEU’s negotiations department is responsible for labour code collective agreements in 10 sectors — covering more than 38,000 members. The department negotiates settlements, administers collective agreements, job evaluation plans, and job classification changes for members. Area office field staff negotiate too — some 150 independent agreements across the province.
Our field services and advocacy staff provide valuable services for members. They advocate for workplace rights by processing grievances, representing members in arbitrations, and in their workers’ compensation claims. Thousands of grievances and hundreds of arbitration cases have been processed since 2014. Additionally, the BCGEU has won members settlements worth millions of dollars during this period. We’re pretty proud of this.

- **Pensions** – BCGEU members participate in three main defined benefit pension plans, two other defined benefit plans (Central One and United Way), a target benefit plan and a significant number of Group RRSP arrangements. The three main defined benefit plans have been jointly trusteed since 2001 – the Public Service Pension Plan (PSPP), the Municipal Pension Plan (MPP) and the College Pension Plan (CPP). That gives us a say in how they’re administered. These plans are currently over 100 per cent funded as of their last actuarial valuation. That’s great news for members.

- **Bringing the union to members** – Member outreach is important. Members at our 2014 convention instructed us to purchase an RV. We applied BCGEU branding and sent the vehicle around the province with elected leaders and staff in tow to meet with members in their communities and workplaces. The BCGEU RV has also participated in public events, like the Victoria Pride parade, to increase
the union’s visibility during high-profile happenings. It also serves as a mobile office to support our workplace organizing drives.

We care about our members’ families too. That’s why we’ve organized a series of family events around the province. We believe our outreach efforts are working. BCGEU conferences are attracting participants who’ve not previously attended union events.

► **New education streams** – We have implemented a new three-pronged education stream to provide leadership training for activists and to engage members. The *Learning for Leadership* stream provides ongoing training for stewards, local officers and senior elected leadership, in areas like steward training, organizing and engagement theory. The *Learning for Work and Career* stream is geared toward career development for members and their families. Courses include first aid, Food Safe, computer training and English-as-an-additional-language. The *Learning for Living* stream is designed to include members who may not normally engage with the union, through workshops like life planning and financial literacy. In addition to area office workshops, courses have also been held in Courtenay-Campbell River, Telkwa, Salmon Arm, 100 Mile House and Barkerville.

► **Member Equity** – Our members are seeking to attain real, measurable equality in society. Our provincial executive committees provide a representative forum for young workers, women and equity-seeking groups. The equity and human rights committee is elected from members appointed to attend a human rights conference. We usually hold it following the BCGEU convention. Members represent four equity-seeking groups: workers of colour, workers with disabilities, Aboriginal workers and LGBTQI2S workers. The provincial executive women’s committee holds annual conferences around the province. The young workers’ committee held the successful *Solidarity in Action* conference in 2016 with young workers from affiliated unions.
The BCGEU leadership has renewed the union’s communications, organizing and servicing capacity. We’ve introduced information technology, engaged members and activists, and hired new technical, servicing and creative staff to carry out the union’s work:

- We’re building capacity through prudent management of members’ funds. The BCGEU is on a solid financial footing, as outlined in the annual audited financial statements mailed to members. We have a substantial and growing balance in our defence fund. This gives us tremendous strength going into sectoral bargaining in 2019.

- Over the last three years, we’ve added value to our union in other ways. We’ve built two new union-owned area offices in Prince George and Fort St. John to provide better facilities to serve members, activists and staff. Construction on a third new area office started this spring in Terrace. It’s scheduled to open in 2018.

- We’re keeping more communications work in-house with the creation of a new digital department within administrative services. It’s providing innovative design and technical expertise to operationalize new communications and data sharing capabilities. Our re-named research and interactive services department is responding to digital innovation with technologies that offer new ways of communicating with members and the public on shared concerns.

- We’ve introduced three new data administration programs. They’re anchored by Narwhal, which allows programs, like our UnionWare member software, to work seamlessly with new digital communication programs. The new programs include NationBuilder, a sophisticated email and web communication tool, and MiniVan, which allows staff and activists to instantly update members’ account information from the field.

- Our expanded organizing team has brought in over 2,300 new members to the BCGEU since 2014. Non-union workers are contacting us about joining the BCGEU. We’ve doubled the size of our organizing department and it’s paying dividends.

- New full-time and temporary field servicing staff positions are providing enhanced, timely service to union members, plus a career stream and work experience for BCGEU activists. They’ve been receiving training for staff representative positions and provide servicing continuity when staff representatives are out of the office at hearings or bargaining. The union has added new staff in the Lower Mainland, Fraser Valley, Nanaimo, Kamloops and the North Island area offices. Mentoring and work experience opportunities are also being provided by the negotiations department.

- We’re working hard to meet the challenge of establishing functioning occupational health and safety (OHS) committees in over 700 workplaces across B.C. This challenge presents an opportunity to engage with a large new group of members to provide health and safety training and an introduction to the union. We’ve recruited OHS networkers to help union members establish OHS committees in their workplaces and access training. We’ve also increased the staff of the OHS department from one to three full-time servicing representatives, and significantly increased the departmental budget. We’re also spreading the OHS word far and wide. More than 1,000 OHS reps had been put through the joint BCGEU/Public Service Agency training program by 2016. More than 600 labour code activists have also received OHS training. Since 2014, over 4,500 members have attended OHS courses through the union. We’ve has also provided training on workplace bullying, plus initiated train-the-trainer and mental health first aid courses, and hosted a two-day health and safety conference in 2015.
We’ve added a new research position in the negotiations department. This resource is providing corporate research and other valuable information to support bargaining.

We’ve established the Pattern Language project. It’s meant to give bargaining committees and negotiators core language that should be in every collective agreement. The core language also sets out key bargaining demands, such as provisions for survivors of domestic assault and ensuring employers provide accurate membership lists. This project will help coordinate bargaining in sectors where we have a lot of independent certifications, such as casinos. We’re looking forward to having standardized language in future agreements.

We’ve strengthened the role of the provincial executive as a key decision making body within the union. It’s providing more oversight and accountability on budgeting, campaigns, strategic partnerships and much more.
BCGEU has always been focused on more than just bargaining table issues. Our jobs, communities and families are directly impacted by public policies and government regulation. More than half our membership works in community social services, community health, Aboriginal services and education — sectors that receive government funding.

BCGEU members profit when we work with community coalitions to protect public services. We routinely leverage member resources to work with community partners to make B.C. a better place to live and work. Some examples of how we provide public leverage on our issues include:

- **Choose Children campaign** – B.C.’s child welfare system is chronically under-resourced. It has been the subject of several intensely critical reports by B.C.’s Representative for Children and Youth. We worked closely with our members in the Ministry for Children and Family Development (MCFD) to produce two comprehensive reports – *Choose Children*, in 2014, and *Closing the Circle*, in 2015. These reports formed the foundation of a province-wide campaign to increase services for children.

  The campaign featured billboards, transit shelter ads and short videos. It resonated with the public. As a result, the B.C. government has pledged significant additional resources to MCFD over two years. They include a commitment to hire 200 more social workers in 2016 and in 2017 to help address chronic staff shortages.

- **BC Parks campaign** – A decade of funding cuts has hit the BC Parks system hard. Beginning in 2009, only 10 full-time senior park ranger staff were left to service 14 million hectares of parks and protected areas. The BCGEU launched a continuing campaign – featuring billboards, videos, social media, newspaper advertising, earned news and op-eds. We partnered with environmental organizations, like the Wilderness Committee, Sierra Club, Canadian Parks and Wilderness Society and others, to push for more funding.
In response, the B.C. Liberal government announced a significant financial lift for BC Parks this year – including $26 million to hire 25 new full-time park rangers and five community liaison rangers; $23 million for an expansion of campsites in B.C. parks; and $10 million to establish a BC Parks Foundation.

**Child and Senior Care** – The BCGEU has led provincial campaigns to promote publicly funded, affordable, quality child care for over a decade. We’ve promoted a $10/day childcare plan that’s endorsed by thousands of individuals, organizations, businesses, and, at least, one major political party.

Despite the growing senior population, government funding for essential home care services has stagnated. This has left seniors with few resources to remain in their homes for as long as possible. That’s why we initiated the Seniors Deserve Better campaign to build grassroots momentum for increased resources to allow B.C. seniors to live with dignity. In March, the government announced more than $500M of funding for seniors’ care. This was a direct result of our campaign.

**Aboriginal solidarity** – We’ve forged an ongoing relationship with Aboriginal organizations, like the Union of B.C. Indian Chiefs. The BCGEU commemorates annual National Aboriginal Day and begins every major union function with a public acknowledgement that the event is being held on unceded Aboriginal territory. Our equity and human rights committee includes two representatives from the Aboriginal community. As well, a BCGEU staff member is designated as the union’s Aboriginal liaison.

In 2016, we signed a solidarity accord, affirming our support of the *Save the Fraser Declaration*. The accord, created under Indigenous People’s
law, was signed by representatives of well over 100 First Nations. It bans tar sands transport through their traditional territories. The BCGEU has also publicly opposed the construction of the Site C mega-dam project in response to a resolution from our 2014 convention.

- **Responsible Marijuana Retail Alliance** – The BCGEU is preparing for the legalization of marijuana use in Canada. We believe a safe, age-controlled sales environment is needed. We’ve formed a strategic alliance with the Private Liquor Store Association of B.C. to support the sale of legal, non-medical marijuana through the existing network of liquor stores across the province. This will preserve public safety and ensure the continuation of family supporting jobs.

- We are also broadening our role within the labour movement through initiatives, such as: our successful campaign to elect Aaron Ekman as Secretary-Treasurer of the BC Federation of Labour; providing financial support for striking teachers by way of an interest-free loan of up to $3 million during their bargaining dispute with the B.C. government; and representation on the CLC Canadian Council and BC Fed committees, including the public-sector bargaining committee.

- We’re engaging in important issues that affect our members. One example is the fentanyl crisis. We’ve devised a campaign to document our members’ experiences with the drug crisis and sponsored a province-wide forum called *Fentanyl in the workplace: taking care of yourself so you can take care of others.* Members participated in a video conference event on April 27 at BCGEU area offices.
LABOUR organizations have historically been at the forefront of social justice movements in the fight for women’s rights, health care and pension benefits, living wage campaigns and solidarity with working people around the world. We’re no exception. The BCGEU’s social justice roots are deep and strong.

As the global economy expands unchecked, jobs are being outsourced to low-wage economies. Our economy has been negatively impacted in many sectors from the influx of cheap goods and services. Low-tax policies for the richest individuals and corporations have concentrated wealth in fewer hands. We all know the result — increased economic and social inequality in society.

The labour movement, and the BCGEU in particular, has been at the forefront of efforts to address inequality. We’re committed to creating a more level playing field for all citizens of the world and working toward this in a number of ways:

► International solidarity – The BCGEU has engaged in international solidarity projects for decades. In 2014, convention delegates approved an increase in the annual funding formula for the Diane L. Wood International Solidarity and Humanity Fund – to 20 cents per member per month. We make contributions to 24 organizations in 20 countries for projects that improve conditions for workers and their families. Currently, the BCGEU supports projects that advocate for workers’ rights, women’s rights, basic health care, LGBTQI2S rights, and much more. The fund also occasionally provides emergency funding to areas in crisis - including donations to help with Syrian refugees, the Nepal earthquake and Haiti’s Hurricane Matthew.

► Housing affordability – The BCGEU has advocated against regressive taxes to fund transit and housing. We’ve promoted progressive policy options that benefit working people, spoken out about the affordable housing crisis, and proposed the funding of transit and housing with a land value capture tax.

► Civil liberties – The BCGEU initiated and led a national movement to oppose the warrantless surveillance agenda and attack on privacy rights ushered in by the federal government’s Bill C-51. We built a coalition of organizations, including the B.C. Civil Liberties Association and Leadnow.ca, to organize over 70 rallies in a national day of action.
Strategic partnerships – We have a proud history of working with community organizations and advocacy groups on a broad range of social justice issues. Senior elected officers and staff participate on numerous external committees and provincial coalitions that are aligned with our members’ interests. The BCGEU also provides the equivalent of approximately 83 cents per member per month in financial and in-kind support to promote our shared objectives through our strategic partnership network.

Political action – We’ve always fought for our members’ legal bargaining rights. From the Solidarity movement in the 1980’s, which almost led to a general strike due to the anti-union policies of the Social Credit government; to the Fight Back campaign of the 2000’s. We continue to push back on the B.C. Liberal government’s attack on public services and collective bargaining rights.

The union’s political action committee was created at the 2014 convention. It works to build the union’s political action capacity at all levels. The committee focuses on providing information to BCGEU members on important issues. We also act to increase voter turnout in municipal, provincial and federal elections.

The committee surveyed members in the 2015 federal election and the 2017 provincial election to identify their most important election issues. From those results, we compiled research and created member outreach plans for these elections. We organized phone banks and created issue-based microsites to provide members with help to inform their vote.

Growth, renewal and change have provided the context for our work since 2014. At the same time, we’ve kept a sharp focus on delivering the key services that union members rely on every day - collective bargaining and strengthening members’ rights in the workplace. The BCGEU is in a strong position to support and defend our members as we prepare for significant bargaining challenges in 2019 and enter the second century of our union.
BROTHERS AND SISTERS,

On behalf of our Executives and members I am pleased to report for the BC Ferry & Marine Workers’ Union (BCFMWU).

We have had a very busy three years. Much of 2014 was spent preparing for our convention and Bargaining Conference. This would be the first time in over 12 years that BCFMWU and BC Ferries Inc. would meet to negotiate an agreement.

At our Bargaining Conference and Constitutional convention in April 2015 we heard from our members what their priorities were and the direction they wanted to see our Union take.

In June 2015 I had the honour of being elected as Provincial President, along with Brother Brian Lalli, Provincial Secretary-Treasurer, Brother Kevin Lee, Provincial 1st Vice President, Sister Shawna Walsh, Provincial 2nd Vice President, Brother Nick Schmand, Deas Dock Component President and Brother Eduardo Munoz, Ships’ Officers’ Component President.

The work began right away to prepare our bargaining team for negotiations with the Company. We had a couple of months once the full team was in place to set out our proposals, priorities and strategies. Our Union received much welcomed assistance in these crucial planning stages from BCGEU.

For only the second time in our Union’s history a negotiated settlement was reached without the assistance of a third party. I am very proud of our bargaining team, staff and members for this accomplishment. We increased benefits, increased wage rates for all members and fixed historic wage inequities.

As Provincial President, another of my priorities was to forge a stronger affiliate relationship with BCGEU. Thanks to Sister Smith and Brother Finch that has certainly happened over the last couple of years. We are fortunate to have Sister Skidmore as our Executive liaison. Sussanne has been a constant support to our Union.

BCFMWU supports our members on BCGEU committees such as Young Workers, Political Action, Occupational Health and Safety, Equity and Human Rights and Finance. Our Unions have joined forces on several occasions to raise awareness on issues that are important to us and to Canadian Unions.

BCFMWU reached an agreement with BCGEU on WorkSafe/WCB claim management which was a very important issue for our members. Now, our members can tap into the knowledge and expertise of the BCGEU Claims Management experts at the initial stages of their WorkSafe/WCB appeals.

In order to assist in our succession plan for our Union, BCGEU has agreed to share their educational capability with us. Three of our members are participating in a Labour Relations Officer training program at the Burnaby office. BCFMWU is looking to the future and how we can best support and service our members. Thanks to BCGEU for helping us with our plans.

Again, I would like to thank Sister Smith, Brother Finch and Sister Skidmore for their support, friendship and solidarity. Also, to the BCGEU staff members who have been so helpful to our Union Office, much appreciated.

I wish you well on your 50th convention and look forward to many more years of affiliation and solidarity.

In solidarity,

Graeme Johnston  
Provincial President.
THE CEU represents approximately 2600 union members that work in the various WCB office throughout B.C.

Like public sector unions, the WCB is covered by PSEC (Public Sector Employer Council) guidelines, so we went through the same Bargaining cycles and wage restrictions that BCGEU did. In our 2014 round the WCB was coming after our members’ hours of work, seeking to expand to a seven day work week. As you can imagine that angered people quite a bit, especially as the Board had limited information on “why” they needed such a broad expansion that would affect every job. We went to a strike vote and achieved a 93 per cent YES. After only two weeks of job action, the Board was quick to return to the bargaining table and a suitable agreement was reached.

Contentious rounds of bargaining like our last two (2012 bargaining had a 96 per cent strike vote) are hard on the membership. We have had some senior management changes at the WCB in the last year and hopefully with those changes 2019 bargaining will be smoother.

Every 18 months all the Unions representing WCB’s across Canada have a multi-union conference where we discuss items that are affecting our memberships and strategize on possible bargaining agendas. The 2015 conference was hosted by the CEU. We had representatives from NUPGE – Nova Scotia, Newfoundland, PEI, and Saskatchewan; and CUPE representatives – Ontario and Manitoba, in attendance. It is always educating to share notes with other provinces, as what is happening in one, will eventually come to another in some form. These forums allow some advance planning and sharing of strategies to mitigate the effects, or even stop some change.

In 2015 we also had some change on our CEU executive Board and in our office. Frank Lanzarotta, who served as VP for 26 years stepped down as a move towards retirement. Adele Peters successfully ran to replace him in this position. We also had a retirement for our Business Manager, Susan Epp, after eight years in that role. Replacing Susan is Kristy Child as the new Business Manager. New blood in our ranks will bring fresh ideas and we are looking forward to renewed energy in the office!
REPORTS OF PROVINCIAL EXECUTIVE COMMITTEES
THE mandate of the constitution and structure committee ("committee") includes the following:

- Reviewing and recommending amendments to component and local bylaws to ensure consistency with the BCGEU Constitution and Bylaws.
- Recommending potential constitutional amendments to the provincial executive for consideration by the triennial constitutional convention ("convention").

In addition, the committee is responsible for implementing changes to the BCGEU Constitution and Bylaws as voted on by convention.

Finally, during the past year, the committee worked in close collaboration with the structural review subcommittee ("subcommittee") constituted pursuant to Resolution D-183 of the 2014 convention in reviewing the structure of the BCGEU and developing recommendations to the provincial executive and resolutions to the 2017 convention.

LOCAL AND COMPONENT BYLAW REVIEW

Over the past three years, the committee has reviewed and approved changes to many sets of component and local bylaws.

Included in this effort were component bylaws for components 3, 4, 7, 8, and 10 and various sets of local bylaws, including locals from components 3, 5, 7, and 12. Changes included both housekeeping changes to ensure continued compliance with the BCGEU Constitution and Bylaws as well as more substantive changes.

CONSTITUTIONAL AMENDMENTS

The committee has worked over the period since the 2014 convention to develop practical and useful potential amendments to the BCGEU Constitution and Bylaws. Many of these have been approved by the provincial executive and are now the subject of resolutions for consideration by the 2017 convention, including resolutions concerning the following:

- Revision of Article 7 of the BCGEU constitution to ensure the consistent application of principles of procedural fairness and natural justice to the BCGEU’s internal discipline procedures.
- Revision to Article 8 of the BCGEU constitution to provide a time frame for determination of membership numbers for convention delegate selection purposes.
- Revision of Article 10.18 of the BCGEU constitution to provide for an increase in basic strike pay for members.
- Revision of BCGEU bylaw Section 2 to ensure more practical and flexible nomination periods apply to interim elections and elections of bargaining committees at new certifications.

COLLABORATION WITH STRUCTURAL REVIEW SUBCOMMITTEE

The committee has also worked closely with the subcommittee in considering broad BCGEU structural issues, and has participated in developing recommendations to the provincial executive regarding resolutions to the 2017 convention which would create additional community and workplace union bodies as well as formalize the use of bargaining and sector committees.

Members of the committee: Paul Finch (treasurer and chair), Mike Clarke (EVP and vice chair), Crystal Brunet-Laughlin (304), Sandra Faulkner (411), Kusam Doal (503), Brad Irons (603), Cindy Battersby (707), Rory Smith (C10 vice president), Ron Jetko (1201), Matt Damario (C12 first vice chair), Kelly Grohs (2001), Susanne Bellefontaine (812), Thom Yachnin (secretary).
AFTER our last convention, your union’s education and scholarship committees merged. The committee is now comprised of representatives of each area cross-component committee (CCC), elected as education liaisons. Committee members connect locals in all areas to the education officer, providing input and feedback on courses and training needs. They also initiate workshops and weekend education fairs for the general membership through their area CCCs. In the last year, we have made a particular effort to reach beyond just the communities where we have an area office and have held education fairs and workshops in Courtenay, Campbell River, Surrey, Chilliwack, Abbotsford, 100 Mile House and even Barkerville.

As well, the education and scholarship committee is mandated to:

► Promote awareness of BCGEU education programs at all levels of the union;

► Recommend to the provincial executive policy development on union education;

► Recommend actions to ensure that the goals and objectives of the union’s education policy are being achieved in the delivery of BCGEU education courses;

► Recommend the revision of existing courses and/or development of new courses as and when required, pursuant to the BCGEU education initiatives;

► Evaluate the Canadian Labour Congress and the B.C. Federation of Labour sponsored education programs to determine their suitability for BCGEU participants;

► Recommend actions to the provincial executive to assist stewards, activists and local officers to meet the needs of BCGEU members; and

► Liaise with other provincial executive committees for input into education programs as required.
Members of the committee help shape discussions of our evolving education program. As a result, we are providing a much wider variety of learning opportunities beyond our traditional education offerings. For example, as the fentanyl and high-potency opioid crisis spread across our province, the committee supported vital member education on related issues, including the impacts of critical incident trauma on frontline workers. Workshops of general interest, from financial literacy, life planning, and Alzheimer’s disease to fun topics like paper flower making and bicycle maintenance are proving popular with members and their families. The committee developed a colouring book that represents the work of members in each of our components, available to members at area offices and at community events such as Labour Day picnics.

We are also now making a concerted effort to meet our members’ professional development interests. Initial offerings have included Food Safe, basic computer skills, first aid training, and a pilot program of English as an additional language classes for our new members at River Rock Casino in Richmond. Consultations are underway with components to determine more specific professional development needs for our diverse membership.

The heart of our education activities continues to be training for BCGEU workplace leaders - everyone from stewards to local officers and senior leaders. With our stewards’ training at its core, the committee has considered the changing needs of our activists and the challenges they face. Accordingly, the committee is set to oversee a significant renewal of transformation of our leadership education.

The committee also oversees our union’s scholarship program for members and their families, annually awarding $45,000 to post-secondary students, with $3,000 for full-time students and $2,000 for part-time students. The committee promotes the scholarship program in their areas, establishes the eligibility criteria, selects successful applicants - making every effort to ensure representation among the successful applicants from all regions of the province - and arranges for the presentation of the awards.

Each year, the committee also decides on a topic for an essay question for applicants to answer. Since 2014, the questions have been:

- What is the purpose of a union?
- What are the benefits of a strong labour movement in Canada?
- With today’s diverse workforce, what can unions do to be more inclusive in encouraging leadership opportunities for equity groups such as workers of colour, workers with a disability, LGBTQ, Aboriginal and women?
- Describe how and why occupational health and safety is important to all workers and the union.
- What are the benefits of belonging to the BCGEU?

From 2014 to 2016, our union awarded 48 scholarships and, by this convention, will have awarded a minimum of 15 more.
The committee would like to thank Lynda Morrice, former education officer, for her commitment and guidance to the committee.

**Members of the committee:** Brenda Brown (chair), Janice Cochrane (area 01), Lori Isaac (area 01), Nancy Dwyer (area 02), Billy Smith (area 03), Chad Blackey (area 04), Cherie Delaine (area 04), Trever Garrett (area 04), Chris Jack (area 04), LaVerne Bernier (area 05), Linda Rowley (area 06), Greg Fjetland (area 07), Kevin Staneland (area 08), Tom Babott (area 09), Rob Schwarzer (area 09), Kathy Fossum (area 10), Hank Glover (area 10), Brian Goetz (area 11), Elizabeth Sharp (area 11), Jennifer Tkachuk (area 11), Christine Fuller (area 12), John Ross (area 12), James Cavalluzzo (secretary).
ENVIRONMENT COMMITTEE

- Promotes environmental awareness and responsibility;
- Works with other unions and organizations to find areas of cooperation on environmental matters;
- Provides a forum for opinions and voice for members;
- Evaluates and comments on government policy;
- Provides policy advice and recommendations to the provincial executive on environmental matters;
- Defends the interests of our members;
- Monitors environmental issues;
- Promotes institutional change; and
- Ensures the BCGEU makes educating the membership about the environment and climate change a priority.

Since the creation of the committee at our 2005 constitutional convention, the provincial executive environment committee has focused on an array of environmental initiatives and campaigns. The committee has been the impetus for discussion and educational opportunities and has reached out to the broader BCGEU membership.

The committee has met on average twice a year. Conference calls and video conferencing have been used as needed.

GREENING OUR UNION

Environmental and climate change issues are important to the BCGEU so greening our union is a priority. The BCGEU has an environment officer whose mandate is to reduce the union’s carbon footprint, working with staff in all offices to reduce, reuse and recycle. The environment officer monitors the union’s carbon footprint on an annual basis by tracking and analyzing data with a focus on six areas: energy use, air emissions, water use, solid waste, procurement and sustainable business practices.

Since our last convention, the union began printing its quarterly publication *The Provincial* on 100 per cent recycled paper, focused on buying local products, and is exploring installing electric car charging stations at some of its offices.

CLIMATE CHANGE

Environmental issues are high on the BCGEU’s agenda. Climate change, which is a threat to all of us, is a particular concern. Significant reductions in greenhouse gases are required to slow and reverse the warming trend in our atmosphere.

As such, the BCGEU has embarked on a long-term campaign to fight climate change by taking action to reduce our own carbon footprint. In 2015, the BCGEU commissioned the development of a greenhouse gas emissions management plan for the union, which is now complete and ready for implementation. The plan will guide the establishment of policies for planning and operational decision making so that the environment and the goal of carbon neutrality are key considerations in the construction of new buildings, renovations of existing buildings, employee travel, and the procurement of goods and services.

The committee has also wrestled with how to fairly and effectively respond to current provincial policy on energy, and has engaged with members to discuss difficult issues. The committee made several recommendations to the provincial executive in this area, including on pipelines, hydraulic fracturing and Site C.
GREEN JOBS BC

The BCGEU plays a central role in Green Jobs BC (GJBC), a partnership between labour and environmental groups that works towards building a green economy in B.C. Committee members attended public forums hosted by GJBC, and supported the development and distribution of a resource for municipal politicians on policies to support green jobs at the municipal level. In 2016, committee members attended a one-and-a-half day conference organized by GJBC. Called Jobs Today, Jobs Tomorrow, the conference was an inspiring exploration of existing good green jobs in B.C. and the many possibilities for green job creation in the future.
BC FEDERATION OF LABOUR CLIMATE CHANGE WORKING GROUP

The committee chair and secretary sit on this working group on climate issues with our affiliates at the BC Federation of Labour. Notably, in response to the exclusion of labour representatives from the Premier’s Climate Leadership Team, the group wrote to the Premier calling on the Federation to be included in all consultation processes and government tables where climate change is discussed.

The working group has also begun the difficult conversation about Just Transition and embedding Just Transition principles and plans into labour’s support to move to a low-carbon economy.

As well, the Federation offered its climate change course *Union Activism for a Green Economy* at CLC Winter School in 2016, and two committee members attended.

SUSTAINABLE COMMUNITIES INITIATIVE

The chair of the environment committee meets regularly with other unions and local municipal politicians in the metro Vancouver area to discuss regional issues.

**Members of the committee:** Brenda Brown (chair), Sherry Ogasawara (co-chair), Chris Jack (104), Dorothy Bartsoff (312), Lara Stroud (512), Glenda Hunter (702), Bev Anderson (806), Lana Vincent (1003), Matt Damario (1203), DJ Pohl (1204 YW), Pam St. Thomas (1209-past member) James Moe (2006), George Butcher (resource person), Colleen Forshaw (environment officer), Megan Scott (secretary).
THE BCGEU equity and human rights committee has been very active since 2014. Since 2014, the committee has worked hard to develop a more streamlined approach of maintaining our growing number of equity network members who self-identify as being a member of one of the four equity groups. It has shown good results in recruiting new activists, sharing information and sharing...
education opportunities and turnout to events in the various areas of the province.

NETWORKS, DIGITAL AND SOCIAL MEDIA:
As the union has transitioned into the use of digital systems such as NationBuilder and the use of social media, the increased ability of the committee to reach out to the larger membership has assisted in better understanding the needs and interests of the members.

The equity and human rights Facebook page has also seen a growing number of followers and allies. Equity network Facebook pages were established for our equity members to share information. Due to the growing interest, we have opened the group to allow allies and activists to join which has increased the amount of information sharing.

As more members see the work of the union through the use of digital and social media we have also seen an increase in new stewards, local activists, activists assisting in organizing efforts, which has begun to reflect the diversity of the union.

CONFERENCES:
The committee has also been proactive in identifying new activists to attend conferences such as the CLC Rise Up!, Pathways to Reconciliation, the BC Fed Diversity, and the Trans History.

COMMUNITY ENGAGEMENT:
We have also been successful in gathering more activists to participate in activities in the community and cross-component activities around the province.

Other events the union has participated in include:
- National Aboriginal Day
- Fusion Festival
- Talking Stick Festival
- Earth Day
- Women’s Memorial March and other women’s marches and vigils
- Aboriginal Veterans Day
- Bright New Day Reconciliation Circles
- Remembrance Day
- Diwali and Vaisakhi

Recognition of commemorative dates:
- Black History Month
- Lunar New Year
- Human Rights Day
- International Day of Persons with Disabilities
- Pride
- International Migrants Day
ABORIGINAL SUPPORT AND PARTNERSHIPS:

Over the past three years, the union has made it common practice to invite First Nations representatives to provide traditional welcomes at significant events such as educational sessions, steward and activists’ events and conferences. The union has also been developing relationships with Aboriginal leaders and communities. Meetings with First Nations leaders have taken place to begin developing a working relationship with plans to develop a strategy for how we can work better together.

The union has released a report on Aboriginal child welfare in B.C. that received support from the Aboriginal leadership in B.C. The union and the First Nations leadership have worked together to help our members at Native Courtworkers to achieve parity with comparable mainstream workers. This was a very big win for our members. When working closely with the First Nations communities we will have greater success in ending discriminatory benefit and wages that are common in Aboriginal organizations due to government funding policies.

The Aboriginal liaison has been working closely with members and staff in understanding protocols, culture, history and rights of Aboriginal peoples. The union has also been successful in organizing new groups of workers from Aboriginal organizations. A notable organizing campaign was a new group in the Fraser Valley that provides child welfare services to local First Nations bringing well over 100 new members into the sector. The union is also proud to show support on issues such the murdered and missing Indigenous women and girls inquiry, and environmental issues such as Site C, opposition to pipelines with First Nations consent, Save the Fraser, and many others.

LGBTQ ISSUES AND SUPPORT:

The committee has brought forward as recommendations that the union make available non-gender specific washrooms and nametags at conferences and other events, which allows members to choose their preferred pronoun. We have also seen growing support around the province from members to join in Pride marches and events taking place in their communities, many for the first time.
The union has also been participating with the Public Service Agency in reviewing ways in which they can better accommodate the needs of transgender persons in the workplace through the union management steering committee on employment equity (UMSCEE).

**MEMBERSHIP DIVERSITY:**

The equity survey of the union’s membership that was undertaken resulted in very good feedback. Members answered questions such as which equity group they identify, age, language, workplace issues as well as questions relating to the diversity in the union among others.

The results of the survey have been presented broadly across the union and other unions and has been very well received. The survey findings have given us the ability to identify ways to better support our equity members throughout the larger membership and identify educational needs and seek out new activists.

The union is now including the equity questionnaire in education sessions, new member packages, conference packages, and on the BCGEU website. This has also assisted in increasing the number of self-identified members of one or more of the equity networks. As the network grows so do the opportunities for spreading information, not only in the union, but also within the public. This has helped in raising awareness, increasing the union’s profile within communities and within groups who may not be familiar with unions.

The union has been developing language that will be included in proposals that will help accommodate our growing membership of equity members.

**Members of the committee:** Sussanne Skidmore (chair), John Rogers (603) (co-chair, workers of colour representative), April Duffield (303) (Aboriginal representative), Kari Bepple (305) (LGBTQ representative), Souie Gorup (601) (Aboriginal representative), Darryl Flasch (603) (workers with disabilities representative), Andrea Johnson (workers with disabilities representative), Rosalind Humphreys (1202) (LGBTQ representative), Keith Cameron (secretary), James Cavalluzzo (assistant secretary), Earl Moloney (previous assistant secretary), Catherine Sullivan (previous secretary).
The finance committee has been tasked with an exceptional amount of work throughout the term, and has had the difficult task of interpreting and drafting policy for recommendation to the provincial executive.

Broadly, this work has been driven by two key principles as to how the union’s finances should be applied.

1. Membership Access

The expense policy has been shifted and applied to ensure that elected members can fully contribute and participate in meeting their responsibilities. The tests for an existing or new policy have been framed as:

- “If the member this applies 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”.

2. Furthering Democracy

The provincial executive, at the beginning of the term, and based on input from the treasurer’s office, adopted one new financial policy and revisions to two existing financial policies (PE Policies G-16, G-21 and G-29 - see references below). This set a clear direction that has been followed throughout, by:
assigning key decision making to senior elected groups, instead of vested in individuals, and

ensuring decisions regarding finances are even more transparent and democratic.

The committee met 17 times during 2014, 2015 & 2016 with two of those meetings being video conferences. 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 2014 CONSTITUTIONAL CONVENTION DECISIONS

Composite Finance Resolution #1 tasked the committee to develop and recommend for approval by the provincial executive, a policy to provide a “day of rest” leave of absence when activists perform union business on a day that they are not scheduled to work. The policy was to determine such things as 1) which union business activities qualify, and 2) whether or not the “day of rest” leaves of absence should be forfeited or should be paid out if a member cannot schedule the leave in a certain time frame.

The chair appointed a subcommittee which produced two sequential reports soliciting feedback from the provincial executive and components.
Based on input received, the committee recommended a one-year pilot project, PE Policy G-30, which extended a member’s leave period by the number of days that they were required to perform union business on a regular day of rest. The pilot project was limited to component executive meetings and activist education or training.

Following the provincial executive’s July 22, 2015 adoption of the policy, the committee monitored the use of the policy.

The committee considered a February 2016 arbitration award on a HEU/HEABC union leave lieu day grievance and a legal opinion that, based on the reasoning of that arbitration award, most BCGEU members were not entitled to the leave provisions of PE Policy G-30.

There was also a concern that by continuing to claim leaves under the provisions of PE Policy G-30, the union would have opened itself up to having employers approve or deny leaves based on the nature of the union business. Currently, the union refuses to tell employers why members require leave beyond saying it is for union business.

The committee recommended that PE Policy G-30 be ended. The provincial executive adopted that recommendation on April 11, 2016.

Substitute Finance Resolution #B-52 tasked the committee to review financial policy to allow the option of providing, on the direction of the component or local, a method of recognition of activists.

Financial manual 9.15(b) was added to allow components to recognize those members who have served or are serving as activists by the purchase of a recognition memento up to the maximum amount as determined by the provincial executive, currently $75. Each component will develop its own criteria for when such recognition is warranted and will ensure that motions approving the recognition of members are passed by the component executive and that those motions are recorded in component executive meeting minutes.

Resolution D-202 tasked the union with conducting a feasibility study to determine if it would be financially viable to establish a substance abuse centre for the use of BCGEU and affiliate union/members. This issue was referred to the committee by the president.

The committee undertook a preliminary feasibility study outlining current addiction treatment approaches in B.C. and providing two potential addiction treatment centre options: inpatient and outpatient, and forwarded the report on to the provincial executive with the recommendation that no further action be taken. The committee was of the opinion that it is not financially viable for the union to establish a substance abuse centre for the use of BCGEU and affiliate unions/members. The provincial executive adopted the committee’s recommendation.

Resolution A-12 tasked the union with ensuring that headquarters pay expenses when the union appoints or assigns a member to a committee to represent the union as a whole.

The committee included this issue on the agenda of the 2014 component treasurers’ workshop for discussion and plans to insert headquarters’ responsibility for these expenses in PE Policy G-20 in an upcoming revision.

Substitute Resolution A-20, which was referred, by convention, to the provincial executive, requested that financial manual Article 9.4 Accommodation be amended to allow members to be reimbursed for the cost of using a recreational vehicle in lieu of a hotel.

FM 9.4 was amended to allow members, using their private recreational vehicle for accommodation, to be reimbursed up to $55 per day per overnight stay, un-receipted, when appropriate details are provided. In those cases where hook-up charges exceed that maximum, a member is entitled to be reimbursed a maximum of $80 per day per overnight stay if they provide detailed receipts for those hook-up charges.

Resolution D-111, which was referred, by convention, to the provincial executive, requested that the union allow the option to
past chairs to mentor new local chairs for a period of one year into their first term because it is important that new local chairs have mentoring, support and knowledge of the local they are representing. The provincial executive passed the motion and referred it to the committee.

The committee decided that no action was required since components already have the option to arrange for the mentorship of new local chairs should it be requested or required. The committee agreed that costs related to such mentoring would be paid by each component.

The committee ensured that the union’s operating budgets reflect the following convention decisions;

- Amended Resolution A-5 - Increase the per capita funding to the BCGEU Diane L. Wood International Solidarity and Humanity Fund from $0.15 per member per month to $0.20 per member per month effective July 1, 2014.
- Resolution from the floor - Increase the provincial executive honorariums from $3,200 per year to $3,500 per year.
- Resolution A-1 - Reduce the remittance to the Defence Fund from members’ dues from 6.06 per cent of gross dues to 3 per cent effective January 1, 2015.

- The committee ensured that the union’s financial manual ‘A’ was amended to reflect the following convention decisions;

  - **Resolution A-15** – Increase the incidental expenses maximum rate from $10 to $15 per night effective July 1, 2014.
  - **Resolution A-17** – Increase the good and welfare rate from $60 to $75 effective July 1, 2014.

- The committee monitored donations for the May 10, 2014 Slocan Lake tragedy
which were pledged at the 2014 convention. In the end, headquarters and a number of components, based on provincial executive and component executive motions, donated funds to the Lifesaving Society BC & Yukon Branch in memory of the victims of the tragedy.

MONITORING THE FINANCIAL POSITION OF THE UNION

Monthly financial statements of the union are reviewed at each committee meeting prior to presentation for adoption by the provincial executive. The committee reviews Defence Fund and General Fund investment portfolio market values and investment decisions prior to most provincial executive meetings.

The union’s annual audited consolidated financial statements are reviewed prior to presentation for adoption by the provincial executive.

The committee monitors the receipt of financial statements, supporting financial records and annual donation reports from components, locals and cross-component committees to ensure that the statements, records donation reports are filed in accordance with financial policy and reviewed on a regular basis.

The committee monitors the progress of the component audits and the timing of annual reimbursements to cross-component committees.

BUDGET REVIEW AND DEVELOPMENT

The committee provides early input into the development of the union’s annual operating budget.

The union’s draft annual operating budget and draft mid-year budget revisions are reviewed prior to presentation for adoption by the provincial executive, and are monitored on an ongoing basis.

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

UPDATING FINANCIAL POLICIES AND PROCEDURES

The committee, as issues arise, reviews headquarters and component financial procedures to ensure they support union financial policies and recommends revisions to the travel expense policy and the rates for good and welfare, private dwelling accommodation, meal allowances, incidental expenses and automobile expenses.

It initiates and 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;

- Revised FM Schedule A rates for emergency financial assistance, automobile expenses, meal allowances, and the maximum amount for recognition of component service for a component executive member leaving office to allow for the costs associated with the rise in Canada’s Consumer Price Index.

- Raised FM Schedule A rate for bicycle expenses from $0.15 per kilometre to $0.25 per kilometre as part of a green initiative and to create a greater incentive for members to travel to union events by bicycle.

- Amended FM Article 4.2 to more accurately and clearly lay out the requirements for submitting component financial records to the union’s treasurer.

- Amended FM Article 6.3 Reimbursement of Local Expenses to provide components the option of reimbursing their locals by the electronic transfer of component funds, as arranged by the component treasurer with the component’s chartered bank or credit union. The component treasurer will ensure that all other component signing officers are advised of planned electronic transfers to locals.

- Amended FM Article 7.2(c) CCC Imprest Accounts to clarify that headquarters shall reimburse area young workers designates for their expenses to attend CCC meetings.

- Amended FM Article 8.5 Emergency Financial Assistance

  - to allow the payment of $550 to be made to a member in the event of the death of the member’s dependent child, as recognized by other benefit plans, and
to require that emergency financial assistance application form FA-111 be submitted within three months of an event in order for any payment to be made.

- Added FM Article 9.5(d) Meal Allowances to provide meal allowance reimbursement options for members traveling to the United States of America on union business.

- Added FM Article 9.6(d) Incidental Expenses to provide reimbursement options for members traveling to the United States of America on union business.

- Amended FM Article 9.7 Travel Expenses to clarify that:
  - members are expected to travel by public transportation when travelling outside their normal work location (usually by air) when attending union business, and
  - when the union pays directly for extra costs associated with the member choosing to drive their private vehicle, (for example parking costs at the event location), those costs will be deducted from the amount a member would otherwise be entitled to claim based on the airfare equivalent estimate form.

- Added FM Article 9.7(i) Travel Expenses to allow members travelling on public transit to attend union functions to be reimbursed for the cost of public transit without having to submit receipts.

- Added FM Article 9.16(d) Personal Effects/Expenses to allow components to reimburse members for the cost of additional business usage insurance when it is warranted due to the frequency with which a member is required to use their private vehicle for union business.

- Amended FM Article 10 Component Capital Assets to increase the threshold for the original cost of component capital assets from $500 to $1,000 based on a request from a component and to reduce the tracking paper work components are required to submit to the union’s treasurer.

- Amended PE Policy G-16 Donations

  - to clarify that cross-component committee donations are subject to restrictions laid out in the listing of allowable and non-allowable CCC expenses [FA-825], and

  - to set authorization limits for general fund / headquarters donations.

- Within the confines of a budget approved by the provincial executive,

  - the president or treasurer may authorize donations up to a maximum of $2,500 for any one organization,

  - the executive committee up to $5,000,

  - with all other donations requiring pre-approval by the provincial executive.

- Amended PE Policy G-20 Responsibility for Expenses to add guidance for a number of union activities.

- Amended PE Policy G-21 Political Contributions

  - to clarify that an application by a component to disburse headquarters funds may be supported by a commitment to transfer component funds to headquarters to offset all or a portion of the contribution, and

  - to set authorization limits for general fund / headquarters contributions.

  - Within the confines of a budget approved by the provincial executive,

    - the director of research and interactive services may authorize the purchase of tickets for political fund raising up to a maximum of $500 for any one event,

    - the president or treasurer may authorize political contributions up to a maximum of $2,500 for any one organization,

    - the executive committee up to $5,000,

    - with all other contributions requiring pre-approval by the provincial executive.

- Amended PE Policy G-25 Special Group Meals to clarify the circumstances under which the union covers the cost for meals which exceed the union’s standard meal allowance rates.
- Created PE Policy G-28 Request for Flight Change to clarify under what conditions members may request changes to a scheduled flight.

- Created PE Policy G-29 Fightback Campaigns and Coalitions to set approval authorization and reporting requirements for headquarter funding of fightback campaigns (including component member-to-member (M2M) campaigns), contributions to other organizations, and other expenditures.

Within the confines of a budget approved by the provincial executive,

- the director of research and interactive services may authorize standard headquarter funding of component M2M campaigns (headquarters pays for leave of absence costs to an annual maximum of eight days of leave per local, to be allocated by the local with the component paying for all other M2M costs including travel costs),

- provincial executive may authorize headquarter M2M campaigns,

- executive committee may authorize joint headquarters/component funding for other campaigns,

- strategic partnership contributions to other organizations are either approved by the provincial executive, often through an executive committee’s list of proposed contributions to particular organizations, or

  - the president or treasurer may authorize funding up to a maximum of $2,500 for any one organization,
  - the executive committee up to $5,000,
  - with all other funding pre-approved by the provincial executive,

- other expenditures
the president or treasurer may authorize other expenditures up to a maximum of $2,500,

- the executive committee up to $5,000,
- with all other expenditures requiring pre-approved by the provincial executive.

At the end of each year, the provincial executive meeting is presented a report which documents fightback campaign and coalition expenditures made during the year.

Created PE Policy G-31 RV Bookings and Expenses to provide guidance on booking procedures and to specify which type of RV charges are paid by headquarters and components.

Created PE Policies G-32 Education Fund and G-33 Scholarship Endowment and thereby authorized the establishment of an internally administered education fund, and an externally administered scholarship endowment.

Created PE Policy G-34 Appointees to Outside Boards, Agencies or Committees
- to codify a 2012 decision of the provincial executive regarding Resolution A-34 of the 2011 convention which requires members and staff to remit any stipend, honoraria or attendance per diems to the union and not retain it themselves, until such time as they retire from their BCGEU position, and
- to allow members appointed to serve on boards who act as chairpersons or vice chairpersons to request leaves of absence for their required duties, to a maximum not exceeding the compensation remitted by the board, on which they serve, to the union.

Created a framework for developing additional dependent care arrangements for members attending union functions which includes
- continued entitlement for members to be reimbursement for dependent care arranged at their own residencies (as envisioned by FM 9.13)
- headquarters to arrange and provide dependent care for attendees to major conferences and/or functions,
- headquarters, through its convention, conferences and travel department, assisting with providing child care at component or local meetings and training/workshops, and
- the option for components to pre-approve alternate arrangements for dependent care at component or local meetings, training/workshops.

INTERPRETING FINANCIAL POLICIES AND PROCEDURES
Since the last convention, arising from component, member or staff inquiries, the committee has provided the following significant interpretations of financial policies and procedures;

Regarding the revised $1,000 minimum for capital purchases, the committee agreed that, under FM 9.10 Component Monthly Communication Expenses, components have the authority to purchase cell phones for executive members provided that decisions are documented in the minutes of component executive meetings.

The committee reviewed a case of a member seeking reimbursement for the cost of hiring a replacement worker while they attended steward training. The member, through a home sharing caregiver contract, provide services to adults. The member, while off on union business, was required to hire another caregiver to take care of the adults in their home and was seeking reimbursement for dependent/family care expenses.

The committee considered its previous determination that, for the purposes of the financial manual, dependent children should include foster children under the care of a member but does not believe that adults being provided services under a home sharing caregiver contracts are similar to children in a foster care arrangement.

The committee decided that the home sharing caregiver contract is akin to self-
employment and that the member’s costs associated with securing coverage while on union business are not reimbursable.

The committee decided that gift cards, which can be used for food or coffee at a grocery store or coffee shop, can be appropriate for good and welfare gifts in many circumstances, but believes that cash cards, which can be used for anything including alcohol, are not an appropriate gifts since it is too close to just giving cash. The committee agreed that components can come up with their own procedures on how good and welfare expenditures are to be handled.

The committee decided the practice of bulk buying gift certificates for good and welfare was not a practical or authorized approach to handling good and welfare as reimbursement for such costs requires the name of the recipient and reason for payment and this would not be possible for bulk purchases of gift cards.

The committee decided that the union’s financial policies do not and should not allow funds to be expended to recognize the retirement of rank-and-file members.

The committee decided that the union will not reimburse the cost of using non-traditional taxi services, such as Uber, except as an extraordinary expense, under unusual circumstances, subject to approved by the committee.

The committee decided to allow cross-component committees to share the four days of headquarter-paid leave of absence between the two positions of CCC chairs and treasurers as required.

STEWARSHIP AND REGULATORY MATTERS

The committee recommends the annual appointment of the union’s auditor to the provincial executive.

The committee receives updates on significant financial issues including the union’s progress in negotiating significant financial agreements, the revision of Defence Fund and General Fund investment policies, annual property assessment values and appeals, the proposed 2014 loan to the BC Teachers’ Federation, the union’s annual capital expenditure budget, and office building construction.

The committee posts final component audited financial statements on the union’s intranet available to provincial executive and staff.

The committee receives regular reports from the component steering committee including reports on annual component dues allocations agreed to at meetings of component provincial executive representatives.

The committee arranges for the collection of outstanding travel advances and other monies or assets owed to the union and components.

It reviews and, where appropriate, approves FM Article 1.3 Extraordinary Expenses and FM Article 9.16 Personal Effects/Expenses reimbursement claims, and reviews the application of PE Policy G-3 Union Leave of Absence with respect to the extra day of rest leaves of absence.

The committee monitors cross-component committee compliance with the financial manual and the financial policies contained within PE Policy J-9 Cross-component Committee. The committee updates, maintains, and provides interpretation of the policy’s Listing of allowable and non-allowable expenses for CCCs, FA-825.

The committee recommended and 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 currently being developed.

The committee monitors the use of airfare equivalent estimate form (FA-733) and considered a number of travel issues including the issue of non-unionized airline carriers rates being quoted on the form. The committee agreed that the union should continue reviewing current practices and expand into non-unionized
carriers for the safety and convenience of our members. While it is preferable to use unionized airlines, it is not always possible to travel with Air Canada and the use of alternate airlines is reasonable. The union remains committed to providing high quality travel options for the membership at reasonable costs. The committee confirmed that members do not have the option of flying from the nearest airport serviced by our unionized carrier, Air Canada. Members are required to fly from the airport closest to their home except when alternate airports are warranted due to recurrent bad weather issues.

The committee agreed that cross-component committees do not require dedicated computers but recommended that an audit be done to ensure that sufficient area office computers are available for cross-component committee executive members.

The committee arranged for the updating of component leave of absence procedures through consultation with component vice presidents and treasurers.

Based on a request by a component, the committee arranged for the finance department to investigate an employer’s possible overbilling for leave of absence invoices. In the end, the committee was satisfied that overbilling had not occurred.

The committee recommended procedures for inviting lifetime members to activist appreciation events which would ensure that current activists and first-year life members are given priority when space is limited. In addition, cross-component committees were asked to contact headquarters for assistance if they are having difficulties finding or funding facilities large enough to hold activist recognition events.

President Smith asked the committee to consider a member’s request that the union set up a hardship fund. The committee, recognizing the union’s long-held position, supported by past conventions, that it is not the role of the union to use member dues to assist members experiencing financial hardship, believes that setting up a hardship fund would require convention approval.

The committee developed agendas and attended annual component treasurers’ workshops held on October 20 & 21, 2014, June 8 & 9, 2015, July 5 & 6, 2016 and January 24 & 25, 2017. After each workshop, the committee reviews feedback from attendees.

The former members of the committee deserve recognition for their contributions since the last constitutional convention. Those members are Stephanie Smith, Mike Clarke, George Buis, Louise Hood, Lori Joaquin, Catherine Sullivan and Dan Cahill.

Respectfully submitted: Paul Finch (chair), Mike Nuyens (vice chairperson), Doug Kinna, Dave MacDonald, Andrea Duncan, Salli Rye, Richard Schaeffer, Kimberlee MacGregor, Scott De Long, Maria Middlemiss, Brent Camilleri, Sian Raphael (assistant secretary), Mary Rowles (resource person), Peter Mehling (secretary).
A total of 5062 new grievances were filed with the union during the period June 1, 2014 to December 31, 2016. Of these, only 140 or 3 per cent were referred to one of the grievance appeal procedures with the union.

Grievance appeal committee decisions are the result of quasi-judicial hearings, based on factual evidence, collective agreement language and jurisprudence. The committee for any given panel is composed of three elected officers with a staff representative assigned as a secretary.

The BCGEU constitution provides for two levels of appeal -- an area grievance appeal committee and the provincial executive grievance appeal committee. At the 46th constitutional convention in June 2005, delegates passed a resolution stipulating that a grievor who appeals from an area grievance appeal committee to the provincial executive grievance appeal committee must set out the grounds for contesting the correctness of the original decision when applying for leave to have their appeal reconsidered.

Since the last convention report, the area grievance appeal committees heard a total of 151 appeals.

The provincial executive grievance appeal committee heard a total of 26 appeals. Of this total 19 were appeals of decisions made by the area grievance committees. A further seven were appeals regarding classification or decisions by the advocacy department.

The disposition of the 26 appeals filed with the provincial executive grievance appeal committee is as follows:

- 24 appeals were dismissed
- 2 referred to advocacy

The committee would like to thank the area grievance appeal committees and staff for their work.

Executive vice presidents who co-chaired the provincial executive grievance appeal committees were Brenda Brown, Sussanne Skidmore, Mike Nuyens, Mike Clarke.

**Members of the committee:** Dean Purdy (101), Andrea Duncan (303), Pamela Pye (303), Sherry Ogasawara (411), Salli Rye (402), Kimberlee MacGregor (504), Doug Kinna (601), Richard Schaeffer (703), Carla Dempsey (801), Scott De Long (801), Rory Smith (1004), Maria Middlemiss (1201), Matt Damario (1203), Dave MacDonald (1703), George Buis (2005), Thom Yachnin (advocacy appeals), Doug Dykens and Mary Rowles (area office appeals), Emet Davis (classification appeals).
The international solidarity committee ensures that the BCGEU stands in solidarity with workers around the world. This happens in several ways.

**DIANE L. WOOD INTERNATIONAL SOLIDARITY AND HUMANITY FUND**

The fund is made up of 20 cents per month from each member’s dues. The committee makes recommendations to the provincial executive twice a year to allocate funds to organizations around the world who are striving to improve the conditions for workers and their families. Groups submit applications detailing the project, their budget and what reporting they will provide. Currently, funds are distributed to 24 different organizations in 20 different countries, supporting projects for workers’ rights, women’s rights, basic health care, LGBTQ+ rights, and many others.

**EMERGENCY APPEALS**

Occasionally there are natural disasters that require immediate assistance. The committee makes recommendations to the provincial executive regarding funding for these crises. Since 2014, we have made donations to help with the earthquake in Nepal, the Syrian refugee crisis, and Hurricane Matthew in Haiti.

**URGENT ACTIONS, STATEMENTS AND RESOLUTIONS**

Trade unionists or activists in other countries are threatened on a daily basis, and sometimes our partners ask us to help. By showing authorities the international community is aware of the situation and watching developments, we can save lives and improve conditions. In the 2014-2017 period, we sent over a dozen letters regarding jailed trade unionists, endangered human rights activists and other anti-union activities. Three resolutions were prepared for the BC Federation of Labour convention, and another three for the NUPGE convention.
EDUCATION AND COMMUNICATION

Our members, and all British Columbians, need to understand the importance of international solidarity, and that what happens in other countries affects us here. To this end, the committee produced three articles in *The Provincial* magazine, and gave 10 presentations and workshops in this reporting period. The international solidarity page on the website is updated regularly. We partner with other solidarity organizations across Canada, such as the Colombia Working Group of Common Frontiers. We are also working on a campaign to pressure Canadian manufacturer, Gildan, to improve its working conditions in Honduras.

MEETING WITH PARTNERS

An important part of ensuring international partnerships are respectful and deep is taking the time to meet with partners, both in Canada and abroad. Since 2014, we have had seven meetings with partner groups who were visiting Canada, and we have done three monitoring visits to international partners.

Members of the committee: Mike Clarke (co-chair), Andrea Duncan (co-chair), Ken Kay (103), Richard Ziemianski (401), Ana Trejs (509), Ron Storm (601), Greg Fjetland (707), Ho Ying Kui (803), Masoud Aminzavvar (803), Scott Bumphrey (1001), Maria Middlemiss (C12 VP), Nadine Gagnon (1703), Thierry Rouget (2002), Jason Blackman (703) (YW), Megan Ashbury (Unifor Intersol cmtee rep), Britt Skinner (Unifor Intersol cmtee rep), Doug Dykens (secretary), Megan Ashbury (assistant secretary).

For more information: [http://www.bcgeu.ca/campaign/international-solidarity](http://www.bcgeu.ca/campaign/international-solidarity)

ORGANIZATIONS SUPPORTED BY THE BCGEU

Here are some of the organizations we support through our BCGEU international solidarity committee:

**Africa** – The Stephen Lewis Foundation provides care at a community level to women with AIDS, orphans and other AIDS-affected children.

**Canada** – On Radio Labour, daily internet newscasts on international labour issues reach 50,000 people each month from the website, and another 2600 from webcasts on Facebook.

**Canada** – Rainbow Railroad provides safe passage to LGBTQ activists around the world escaping persecution and violence.

**Canada** – The Maquila Solidarity Network is an invaluable source of educational and policy resources for the international garment industry and its workers around the world.

**Colombia** – NOMADESC (*Asociación para la Investigación y la Acción Social*, or Social Research and Action Association) manages a network of human rights training and organizing in rural communities.

**Cuba** – Blind workers access jobs and accessibility devices through our partnership with ANCI (*Asociación Nacional del Ciego*, or Cuban Association for the Blind)

**El Salvador** – In rural areas, women’s rights training and rural health organizing is provided by APSIES (*Asociación para la Salud y el Servicio Intercomunal del Salvador* - Salvadoran Association for Integrated Health and Social Services).

**Ethiopia** – Facilitating young women getting an education through scholarships and housing is the main focus of the project with Partners in the Horn of Africa.

**Guatemala** – Our new partner CCDA (*Comite Campesino del Altiplano* - Campesino Committee of the Highlands) fights against privatization of natural resources, including water and land.

**Guatemala/Haiti** – STIMMA (Short Term Medical Missions Abroad) takes Canadians abroad to provide medical and community support to vulnerable communities.

**Honduras** – CODEMUH (*Colectiva de Mujeres Hondureñas* - Honduran Women’s Collective) provides occupational health and safety training and assistance to women garment factory workers.

**India** – ACORN International organizes informal workers: wastepickers, domestic workers, rickshaw pullers, hawkers, and street sellers.
India – East Meets West supports a childcare centre in Kolkata, initiative of a BCGEU member in Kelowna.

Iran – Unionized workers are under threat in Iran, and our new partners Free Them Now support activists who have been jailed.

Nicaragua – MEC – Managua (Movimiento de Mujeres Maria Elena Cuadra - Movement of Working and Unemployed Women) offers legal training and assistance to women garment factory workers.

Philippines – KILUSAN (KILUSAN para sa Pambansang Demokrasya – KILUSAN Movement for National Democracy) is a national organization made up of member organizations from various sectors, such as workers, women, fisherfolk, youth, etc. One of their regional chapters, KILUSAN- Cebu, is the main body to oversee the projects we support there – organizing fisherfolk and a youth project with the Young Workers’ League.

Philippines: We also support Hanjin shipyard organizing in Subic, Philippines where the ships are being built. This project is being implemented by Workers for People’s Liberation.

Philippines: We support a daycare in Malabon, metro Manila, which is implemented by KAISAKA-Malabon, a local branch of the national women’s organization.

Russia – Our new partners, the Russian LGBT Network provides safe spaces for LGBTQ activists in Russia, as well as organizing high-profile events to raise awareness.

Syria – The Kobane Reconstruction Project has basic infrastructure projects going directly to support women and children in Kobane, one of the worst hit areas.

Tanzania – Seva Canada combines networks of women’s microfinance training and community eyecare outreach workers.

Thailand/Burma – The BLSO (Burmese Labour Solidarity Organization) manages a safe drop-in solidarity centre for migrant Burmese workers near the Burma Thailand border.

Zambia – The VIDEA (Victoria International Development Education Association) and their partners Women for Change support capacity building to women’s and youth groups, legal aid organizations, and other community organizations.
Ad Hoc committee on Membership

The Ad Hoc committee on Membership met through to recommend policy regarding recruitment and retention of activists and to review programs that could improve members’ identification and communication with the BCGEU.

The committee reviewed polling data on member satisfaction with education, collective agreements, stewards and staff representatives and provided suggestions to staff designing the new website and member portal. Committee members discussed BCGEU use of social media for communication with members and discussed campaigns recommended by Labour Institute participants that could address union visibility, and member engagement.

The committee initiated a significant report from BCGEU staff researcher Simon Kelly who analyzed 245 BCGEU contracts, and reported on existing language regarding the right to orient new employees. This information, and examples of best language available, were shared with the negotiations department.

The committee proposed that BCGEU business cards be made available for any stewards who want them, and these are available at the area offices. The steward name can be added, along with contact information for the area office.

The committee also initiated a poster project and asked staff to design a template for use by stewards or occupational health and safety committee members. The poster has space for a photo, and contact information and can be put up in any workplace. The template is available at the area offices.

Members of the committee included co-chairs Mike Clarke and Sussanne Skidmore, Ralph Perrich, Hank Glover, Ryan Richard, Theo Bolstad, Lea Oliver-Cross, Michelle Davis, Mike Connolly, Aleisha Coles and Steven Kitcher.
OCCUPATIONAL HEALTH & SAFETY COMMITTEE

- Promotes OHS awareness at all levels of the union;
- Reviews, develops and recommends union policy in OHS;
- Assists in identifying problem areas needing priority attention or action plan;
- Recommends, promotes and assists in the development of OHS collective bargaining proposals and resolutions at convention;
- Reviews and makes recommendations concerning OHS training needs and assists in the budgeting process for training;
- Acts as a resource for the OHS officers;
- Acts as a contact group for and receives and acts on information and requests from component OHS committees;
- Receives and reviews major problems referred from reviews of worksite reports and exchanges information regarding OHS issues and coordinates OHS activities of all components and areas;
- Maintains an awareness of the WCB compensation system;
- Accepts membership input.

WORKERS COMPENSATION BOARD (WCB) POLICY AND REGULATION REVIEW

Every worker in B.C. has a legislated right to a safe workplace. Yet in 2015, the most recently posted numbers by WCB, show over 200 worker fatalities were reported (187 were accepted by WorkSafeBC). Although these numbers will vary from year to year, the average fatalities per year from 2001 to 2016 is over 200 annually. Employers are responsible for ensuring their workers have
a safe and healthy physical and psychological workplace. The number one cause of death in the workplace for 2016 was asbestos-related illnesses. These asbestos-related fatalities are from exposures from years past usually, but now recognized and compensated by WCB. B.C. is still amounting to one worker death every two days in our province which accumulates to a lot still to be done to protect workers.

The committee also wrote submissions on numerous regulation changes proposed by WCB. We wrote in support of the WCB proposal to strengthen incident investigations requirements. This policy change implemented the two-part investigation, the 48-hour and the 30-day full report. This helps to protect our members by having immediate interim measures adopted to mitigate workplace hazards and risks. We also wrote in support of WCB’s consultation on the joint committee evaluation tool and new committee member orientation training. If approved, the proposed new section 3.26 of the Regulation will require an annual written evaluation for each of an employer’s joint health and safety committees. The orientation training will be above and beyond the legislation language in regards to education leave that states a committee member is entitled to eight hours of OHS education annually. We await the final decisions from the WCB on these regulation changes.

**OHS EDUCATION**

The committee continues to oversee the work of the BCGEU OHS education program. The OHS education program continues with increased numbers of courses and participants. In the last three years more than 4,500 committee members attended their annual health and safety training in communities around the province. Currently, sessions have been scheduled from January to December and all courses have been updated with the regulation changes. Committee members are being encouraged and reminded to take their annual training entitlement through regular e-bulletins and the course schedule is posted on the BCGEU website. A train-the-trainer course is held annually in September with over 20 new facilitators trained to deliver the health and safety courses. A facilitator’s workshop is scheduled every two years for continuous quality improvement of our facilitators.

Committee members identified a need for mental health awareness and education for our members. The PE OHS committee completed a two-day mental health first aid course in 2016. This course was highly touted and the committee then recommended that this be offered to our members. BCGEU OHS officers were trained to deliver this course in 2017 by the Canadian Mental Health Association (CMHA) with the vision of offering this course to our members.

The committee motioned a recommendation to the provincial executive to consider being a sponsor at the Bottom Line Conference in 2017. The BCGEU was able to promote the awareness of the union at this event. The CMHA’s annual national Bottom Line Conference brings together business leaders, union representatives, policy makers, researchers, and workers to improve mental health in Canadian workplaces. The BCGEU donated as a gold sponsor for the conference. The committee also contributed to the exhibitor’s booth BCGEU set up to pass on information on mental health.

**DAY OF MOURNING AND LOBBYING PARLIAMENT**

On April 28, BCGEU members honour these fallen workers by participating in the annual Day of Mourning ceremonies held around the province. For 13 years, the provincial executive OHS committee, along with other unions and the BC Federation of Labour, have persistently advocated for improvements to health and safety and to compensation legislation. We lobbied the government in 2016 for stronger regulations on violence in the workplace, further participation of health and safety worker representatives on their committees, effective enforcement and stronger requirements when working with asbestos, and to have April 28, Day of Mourning, recognized by the government.

**OHS COMMITTEE RECRUITMENT**

In every workplace with more than 20 workers, the employer is required by the *Workers’ Compensation Act* and by collective
agreements to have a joint OHS committee and, in smaller workplaces, a worker representative. The legal requirement for an OHS committee guarantees workers the right to participate in health and safety at the workplace. Committee members are appointed by the union to serve a three-year term. The present three-year term started December 1, 2016. Working with the local chairs, local area offices and OHS networkers the recruitment campaign to appoint and reappoint union OHS committee members started early in 2016. To help promote the campaign, a new technology was adopted to try and make the task easier for activists. A recruitment poster and a new handbook for committee members were also developed. Although the appointment process was not perfect across the province, we are reviewing what can be done to ease the process in the coming years. The database is being updated to register all new OHS committee members and to record the health and safety courses they have taken. The committee recognizes the valuable contribution that our OHS committee members and worker representatives make to ensure that the workplace is safe for all workers.

COMMUNICATIONS
The PE OHS committee developed Day of Mourning posters and a new BCGEU OHS pin signifying the Day’s meaning. These posters were distributed to worksites and the pins were handed out at events. The OHS committee handbook was updated and made available to all workers. A magnet with information on violence in the workplace was developed. A pocket card on understanding the right to refuse unsafe work was created as well. All OHS course information and schedules, materials, and resources are on the BCGEU website under the OHS drop box.

OHS CONFERENCE 2015, “MAKING WORKPLACE SAFETY A HABIT”
On June 19 and 20 of 2015, the provincial executive held a two-day health and safety conference with the Compensation Employees’ Union and other affiliates. All participants were OHS committee members at their respective worksites. The goal of the conference was to send committee members back to their workplaces with increased skills and knowledge and with renewed commitment and enthusiasm for the important work they do. The conference provided the opportunity for the attendees to hear about bullying and harassment changes in regulations and to gain legislation updates. The conference was interactive and a chance for the participants to share their successes and challenges and to develop effective strategies and renewed education to assist them in upgrading their local committees. With the success of the conference, both the BCGEU and the Compensation Employees’ Union have recognized the need to continue with the conference, which has been scheduled for the fall of 2017.

The OHS committee is empowered to continue the important work of ensuring all workplaces with BCGEU members are safe.

Members of the committee: Mike Nuyens (EVP, chair), Tony Tessari (105), Pamela Pye (303), Sherry Ogasawara (411), Kimberlee MacGregor (504), Judy Fox-McGuire (610), Marcel Beerkens (707), David Fox (802), Rory Smith (1004), Jeff Morgan (1202), Trevor Bodill (1703), Amanda Sloan (YW), Antonia Murray (CEU), Jan Florian (BCFMWWU), Liz Avery (GWU), Wendy Mah (secretary), Brandon Thistle (secretary). The committee thanks these former members: James Swank, Richard Frick, Rick Barnett, Leah French, Sandy Bojechko, Stu Seifert, Scott Delong, Keith Jansons, Connie Randrup-Wheatley, Sheila Moir.

REPORTS OF PROVINCIAL EXECUTIVE COMMITTEES
The terms of reference of the political action committee are to identify and recommend to the provincial executive:

- Union policy, political actions and initiatives, as well as potential alliances appropriate to advancing the workplace and community interests of BCGEU members, including lobbying, impacts of public policy, defending workers’ interests, coalition building and related activity;

- Ways to integrate political action in all aspects of the union;

- Education and communication for our members on BCGEU political action strategies for member engagement and mobilization, on a consistent and ongoing basis;

- Provide advice and feedback to the provincial executive on effective lobbying, member engagement, and mobilization on federal, provincial and local issues;

- Advises the provincial executive on the promotion of cooperation with coalition partners, community groups, and other allies for the purpose of common political action; and

- Advises the provincial executive on liaising with progressive political parties to influence platform development and campaign strategies.

The political action committee is a new committee created at our 2014 convention to build the BCGEU’s political action capacity at all levels. The committee has taken this work seriously, making recommendations on local government, provincial and federal elections and by-elections, surveying the BCGEU’s membership twice, and providing input into the spending of the political action fund.

Overall, the committee has focused their work on providing the information and education BCGEU members need to both ensure that they show up to the polls on voting day and cast their ballot, and to help them make their own choices about which party or candidate they support.

The committee has met on average twice per year since convention, as well as by conference call. One of the meetings took place in Victoria, where the committee members were able to attend Question Period at the legislature.

**Surveys**

The committee has surveyed the BCGEU’s membership twice - in 2015, members were asked to identify their most important federal election issue, and in 2017, members were asked to choose their most important provincial election issue.

These surveys were used to plan our political action outreach to BCGEU members, ensuring that our political action campaigns were focused on the issues that really matter to our members.

**Elections**

There were many elections during the committee’s term, including a local government election, a federal election, a provincial election, two provincial by-elections, a transit referendum and several local government by-elections.

The committee worked to approve our member outreach plans for these elections, using a variety of methods. From phone banks to support BCGEU members running for local government office, to letters mailed during local government by-elections, to our more involved “voter activation” plan for the 2017 provincial election, the committee remained focused on increasing the number of BCGEU members who turn out to vote.
MEMBER EDUCATION

During the 2015 federal and 2017 provincial elections, the political action committee worked to provide BCGEU members with information on the issues that were important to them. After surveying our membership to confirm their issues, the committee worked to provide members with information - often from coalition partners like the BC Health Coalition - to help them choose the party or candidate that would best represent their views on these issues. In the 2015 federal election, this included setting up eight separate microsites (single-issue websites) on a wide variety of issues.

COMPLIANCE

The committee also made recommendations to ensure that the BCGEU remained compliant with Elections Canada, Elections BC and CRTC rules. This included registering the BCGEU as a third party with Elections BC and as an election advertising sponsor with Elections BC.

Members of the committee: Brenda Brown (co-chair), Mike Nuyens (co-chair), Brian Campbell (103), Chris Mikulasik (311), Verity Howarth (404), Cherie Delainey (503), Sue Powell (602), Amber Keane (703), Scott DeLong (801), Kelly McDonald (1006), James Coccola (1201), Sue Frith (1204), Richard Frick (2007), Garnett Renning (BC Ferry & Marine Workers’ Union), Mike Eso (secretary), Katie Riecken (assistant secretary). The committee thanks these former members: Annie Ferguson, Judy Fox-McGuire and Jessica Sharpe.
RESOLUTIONS COMMITTEE

Since the BCGEU’s last constitutional convention, the committee has prepared and reviewed resolutions for NUPGE, the Canadian Labour Congress and the BC Federation of Labour.

In the fall of 2014 and then again in the fall of 2016, the committee dealt with resolutions to the BC Federation of Labour convention. In 2016, the committee processed resolutions to the NUPGE convention. This year, the committee dealt with resolutions to the CLC convention and processed resolutions to the 2017 BCGEU constitutional convention.

Members of the committee:
Mike Nuyens (chair), Dean Purdy (C1 vice president), Kari Bepple (305), Patricia Dossett (404), Keith Stone (503), Sue Powell (602), John Ross (712), John Cantlon (1010), Matt Damario (1203), Mary Rowles (secretary), Emet Davis (assistant secretary).
WOMEN’S COMMITTEE

TERMS OF REFERENCE:

- Promotes the awareness of women’s issues within the union;
- Encourages the participation of women at all levels of union activities;
- Recommends to the provincial executive the elimination of specifically identified systemic barriers to full participation of women in the union;
- Promotes, through the education committee, and other provincial executive committees, the continuing education of our members on areas of gender equity and rights within the union;
- Develops bargaining proposals on issues of concern to women;
- Recommends educational programs which address the needs of women;
- Reviews union policies, practices and positions with a life/work balance lens and amend as required; and
- Develops and submits resolutions to the provincial executive for BCGEU and labour affiliates.

The provincial executive women’s committee encourages the meaningful participation of women in our union, throughout the broader labour movement and in our communities. In 2014, the committee reviewed and revised its terms of reference, and in 2015 participated in a visioning exercise. These planning activities helped chart a course—to educate and inform; learn and grow; advocate and take action—over the next three years and six meetings together.
EDUCATING AND INFORMING

Health research findings prompted the committee to raise awareness about the prevalence of musculoskeletal injuries (MSIs) among women workers; committee members collaborated with our occupational health and safety (OHS) department to produce and disseminate educational materials about MSIs, especially within female-dominated sectors and at women’s events.

Regional women’s conferences took place in Region 2 (Surrey, October 2014), Region 3 (Kamloops, June 2015), and Region 4 (Prince George, September 2016). Conferences shared the theme “Women in the union — now more than ever.” Conference delegates were introduced to female union and political leaders from their respective regions, and participated in workshops on women and leadership, public speaking, international solidarity, BCGEU 101, and more. The popularity of regional women’s conferences has soared, engaging rank-and-file female members across components, and increasing women’s participation in the union.

The committee also undertook an ambitious documentary film project entitled “We are the union: women’s work,” released in September 2016. Reflecting on our union’s past, present and future, the documentary celebrates the work of women activists throughout BCGEU’s history,
ground-breaking gains for women workers, and our vision of greater diversity and inclusion.

**LEARNING AND GROWING**

Educational opportunities provided committee members the ability to share information more broadly within their components, locals, and cross-component committees.

In 2015, West Coast LEAF presented their report findings to the committee on the impacts of child care on the human rights of women and children. And in 2017, activists from ISHTAR transition house co-facilitated a workshop on gender equality.

In May 2016, one member from the committee travelled to Honduras and Nicaragua, as part of a delegation organized by CoDevelopment Canada, to advocate for improved working conditions and occupational health and safety for textile (maquila) workers. Later the same year, another committee member joined a delegation to Colombia, and met with women’s organizations there.

In 2016, BCGEU president Stephanie Smith joined a Canadian labour delegation to South Africa, through an alliance of community organizations in partnership with the Stephen Lewis Foundation in Canada. In a presentation to the women’s committee, she remarked on the powerful influence of grandmothers in responding to the AIDS crisis and in nurturing a generation of orphaned children.
Advocacy and Action

The PE women’s committee continued to promote and participate in annual International Women’s Day (IWD) events (March 8) in local communities; some members participated in a news conference and labour lobby of MLAs at the B.C. legislature in March 2016 around sexual assault services, child care, and raising B.C.’s minimum wage. Members also observed the National Day to End Violence Against Women (Dec. 6) across B.C. In Vancouver’s Downtown Eastside, members attended the annual Women’s Memorial March (Feb. 14) in memory of missing and murdered Indigenous women and girls.

We also lobbied municipal and federal decision makers. In 2016, the committee initiated a letter from the BCGEU to the City of Vancouver advocating for more funding and services for Chinese senior women in the Downtown Eastside. The committee also initiated a letter from the BCGEU and affiliates to Prime Minister Justin Trudeau, outlining urgent priority women’s issues, including: a national inquiry into missing and murdered Indigenous women; a national action plan on violence against women; a public $10/day childcare plan; and help for low-income seniors.

During IWD 2017, BCGEU’s community social services component hosted a gathering and dialogue for 60 members across B.C. employed in women’s services; the purpose of the meeting was to explore challenges and opportunities within the sector. Arising out of the meeting, a brief report with recommendations was prepared and sent to key provincial and federal government decision makers.
With child care being a constant barrier to women’s full participation in the workforce and union activism, the committee continued to advocate for a public system of quality, affordable child care. In 2017, the union revitalized its cantaffordchildcare.ca campaign, a satirical exposure of B.C.’s childcare crisis, aimed at promoting B.C.’s $10/day childcare plan.

**COLLABORATION**

Finally, through committee participation in the BC Federation of Labour women’s rights committee and NUPGE’s advisory committee on women’s issues, members continued to bring forward and address important women’s issues at provincial and national tables. Member representatives from these committees participated in lobby events on women’s issues, introduced trans equality policies, and collectively supported important initiatives like the “Be More Than a Bystander” initiative of Ending Violence Association of BC and the BC Lions, developed to increase the understanding of the impact of men’s violence against women.

**Committee members:** Stephanie Smith (chair), Brenda Brown (vice chair), Sussanne Skidmore (vice chair), Patty Schlafen (104), Andrea Duncan (303), Pamela Pye (303), Amanda Greenlay (304), Salli Rye (402), Ruby Driedger (404), Sherry Ogawara (411), Kimberlee MacGregor (504), Anita Sullivan (505), Sonja Haigh (611), Monica Wyllie (704), Carla Dempsey (801), Darlene Gallant (801), MJ Colquhoun (804), Lana Vincent (1003), Maria Middlemis (1201), Helen Repole (1207), Gail Furgala (1707), Colette Fauchon (2003), Adele Peters (CEU), Shawna Walsh (BCFMWU), Emet Davis (secretary), Holly Reid (assistant secretary).

The committee wishes to acknowledge former members: Jackie Eckstein, Gale Engstrom, Nicky Hamilton, Louise Hood (posthumous), Lori Joaquin, Nancy Naylor, Sue Stroud, Jennifer Peterson (BWU), and staff support Anita Zaenker and Susan Malcolm.
At the 2002 BCGEU convention, the young workers committee was created and tasked with engaging workers under the age of 30 within our union. Through conferences, workshops and other initiatives, the committee is an opportunity for young leaders in our union to reach out to others, develop their own skills and gain experience.

The committee works with young workers across our union to make policy recommendations, create space and opportunity for young voices to be heard and represented in the union as well as discuss issues specific to young workers, and build our overall capacity as a union to improve the lives of our members. Each component executive and cross-component committee, as well as most local executives, have a seat designated for a young worker to help in this process to provide an opportunity for experience, networking, growth and learning for young workers.

Currently the young workers committee is well represented on components and local executives. This ensures that we have the capacity to recruit, mentor and build up the future young workers needed to sustain our continual transition while retaining the knowledge and skill to continue our work. Since the last convention the committee has helped to grow the number of workers under the age of 30 working on local executives from 50 to 81.

The committee also helps to empower young workers in each area to gain access to funding to put on union events, training and education sessions as well as social events for young workers. The committee is currently looking to improve these opportunities and the process in which the positions are filled in order to ensure consistency and further democracy within our union.

In April of 2016 the committee held its largest conference to date with 70 attendees including young worker affiliates from the B.C. Ferry and Marine Workers’ Union and the Compensation Employees’ Union. The theme was “Solidarity in Action” and workshops included: running for elected office, tokenism and coalition building, engagement tactics and anti-apathy, campaign tools and the importance of voting, organizing, environmental issues, civil disobedience, and mental health and addiction within the labour movement. The conference was unique in that it was organized and executed almost entirely by young workers committee members. The conference focused on young worker guests, speakers and organizations that were relevant and relatable - a conference planning model praised and adopted by other BCGEU committees. The conference was extremely successful in developing networking, facilitation and mentorship.
skills as well as empowering our young workers to take on important tasks independently.

The committee is also currently working to recruit and train BCGEU young worker activists as facilitators for the BCFED’s “Alive After 5” program. Designed to inform young members of the workforce on their occupational health and safety rights, “Alive After 5” workshops are held in high schools and employment programs across the province.

The young workers committee has done a significant amount of work increasing our presence, visibility, networking and providing support to other young workers. Young workers have represented BCGEU at the OPSEU National Youth Day conference, the first ever CLC National Young Worker Summit, the BCFED convention, the NUPGE convention, as well as our own conference. Many of our young workers not only actively participated in these events but facilitated courses, sat on panels and have become labour leaders whose names are now known throughout the labour movement.

Through the provincial executive young worker committee, we offer various opportunities to attend training, conferences and conventions. The purpose of this is to provide experience, education, networking and exposure for the young workers of the BCGEU as well as ensuring that they have a voice, that their issues are heard and that they are represented equally. Every year we send young workers to the CLC Winter School and Camp Jubilee put on by the BCFED. We have young workers involved in the BCFED young worker committee as well as the CLC young worker advisory committee. Committees are expected to provide regular feedback reports, recommendations and information shares. Additionally, the BCFED has included young workers in their Workers’ Action Center project, which provides advocacy to workers who face problems in their worksites but do not yet have union representation. The BCFED coordinates Grant’s Law sit-ins every year raising awareness and advocating for legislation improving the safety of workers in honor of Grant De Patie, who was killed on the job while working alone at an Esso gas station. In 2016 the event was held at a Mac’s gas station as this employer lobbies to water down Grant’s Law. We were able to expand the sit-ins into additional communities and have watched the awareness and participation grow.

Camp Jubilee is operated by the BCFED and for one weekend each year they open it up to young workers from all affiliated unions. This is an opportunity for young workers to learn about occupational health and safety, political action, organizing and other topics. Each year the BCGEU young workers committee recommends sending five to seven young workers to Camp Jubilee and encourages components to send additional members.

The CLC National Young Worker Summit was an exciting and politically charged event for BCGEU young workers to have taken part in. The conference brought together 500 diverse participants from across the country. The sessions had varying levels of engagement and provided significant opportunity for up-skilling and networking. The conference initiated, for the first time, connections between NUPGE components and its young workers for the purpose of developing young worker agendas, facilitating communication and cross-pollination. One of the themes of the conference was speaking truth to power and young workers witnessed first-hand how this works. The use of technology and social media throughout the conference was very impressive. The conference did a very good job of creating an environment of understanding and inclusion.
around diversity and progressive gender language. Learning outcomes included gender and inclusivity awareness (which was much welcomed), ally building and oppression training.

This has been an incredibly productive and successful term for the young workers committee and, as a result, we continue to grow and be more representative of the BCGEU membership. It is this growth and development that allows us to take on more challenges and issues facing young workers. It is our plan to build and learn from the success of this term to ensure that we remain a relevant and powerful committee.

Members of the committee: Sussanne Skidmore (chair), Ken Kay (103), Renata Saat (305), Branden Florio (503), Kevan Ram (604), Karilysa (Kari) Michaels (704) (BC Fed YW rep), Darlene Gallant (801), Geoff Michalewicz (1005), James Coccola (1201) (BC Fed YW rep), DJ Pohl (1204) (CLC YW rep), Tori Reid (1207), Megan Washington (1703), Dax Bourke (2010), Will Beale (secretary). Affiliates: vacant (Brewery Winery Workers & Distillery Workers L300), Mary Jane Lentz, (Compensation Employees’ Union).
The ad hoc committee to review life membership was established to review and evaluate the terms and criteria of BCGEU life membership, and particularly to determine whether changes to criteria following the 2014 triennial convention were understood and applied by all components and locals. Further, the committee wished to determine whether the criteria was still appropriate for the purposes of locals and components. At the request of the ad hoc committee, component vice presidents were surveyed on these questions; they were also asked to review criteria for life membership with their respective local chairs and to inquire about the clarity and appropriateness of that criteria for their locals. Following this consultation process, it was determined that no additional changes would be proposed to the criteria for life membership for the 2017 triennial convention.

Members of the committee: Doug Kinna (chair), Richard Schaeffer (703), Maria Middlemiss (1201), George Buis (2005), Emet Davis (staff).
The conference has been a long time in the making. Its roots are in convention Resolution D-176, passed in 2005, which resolved to hold a conference devoted to issues facing members in administrative services. Planning began in the summer of 2016, with a view to holding the conference in 2017 in Vancouver.

We’ve settled on dates - Sunday, October 1 through Tuesday, October 3, 2017 - and a conference name: File This.

The conference will bring together BCGEU members in administrative services from components 3, 7, 8, 10, 12 and 17. Affiliates are also being encouraged to send members who perform administrative duties.

We expect roughly 150 participants, with an emphasis on attracting members who are eager to become involved in union activities, but haven’t attended a function in the past.

The itinerary will feature guest speakers, workshops and conclude with a world café. Topics are expected to include stress management and OHS, ergonomics, bullying & harassment, conflict resolution, the challenges of overwork, and time management.

Planning will continue through the summer months of 2017.

Members of the committee: Maria Middlemiss (co-chair), Matt Damario (co-chair), Cindy Battersby (707), Charmaine Fines (802), Sheila Knight (1201).
BCGEU now represents 27,838 members in the public service, plus 43,518 members in the broader public sector and the private sector. These occupational groups include education, health, financial institutions, highways, local governments, casinos, child care, and community services.

The negotiations department is responsible for most multi-employer and large independent collective agreements. Our area offices negotiate an increasing number of independent certifications. Since the 2014 convention, bargaining committees and staff have completed more than 189 agreements. Some of them for a second time during the time frame. The area offices concluded 140 agreements while the negotiations staff completed an additional 40. Contract talks are continuing for several bargaining units, including a number of first collective agreements at very large certifications, such as the River Rock and Hard Rock casinos.

Over the past three years, BCGEU bargaining committees, together with staff, have shown a capacity to bargain hard and to reach good settlements. It takes patience and skill. But, patience ran out at some worksites and workers had to strike to secure a fair agreement.

In 2014, Native Courtworkers went on strike. In the end, they secured a $10,000 increase in annual wages after experiencing years of discrimination in salaries. That summer, our members showed solidarity with the BC Teachers’ Federation in their contract dispute with the provincial government. Two hundred BCGEU members honoured teachers’ picket lines at their worksites and stayed off the job during actions held between May and September.

In July 2015, workers at the City of Fort St. John found themselves in a difficult round of bargaining and went on the picket line for five days. The members succeeded in getting management to agree to participate in a relationship enhancement program offered by the B.C. Labour Relations Board. It allowed us to resolve management’s longstanding and open disrespect of workers and lack of workplace communication.

Island Crisis Care Society workers went on strike in February of 2016. They were ultimately able to conclude an agreement with several key assurances: that seniority would be credited during leave for illness, that the employer couldn’t unreasonably deny a worker’s request to move from regular to casual positions, and that longstanding unfairness in shift scheduling would end.

In April 2016, Mainroad workers were locked out for several days. In early 2017, a small group of women working at the Justice Institute bookstore spent five weeks on the picket line during the winter storms. They settled for increases of 12 per cent over a three-year term, plus
retroactivity and a signing bonus. While the agreement falls short of the standard in other post-secondary bookstores, it does represent progress. These workers have a determination to continue to work towards workplace respect, dignity and fair wages. Throughout all these disputes, the BCGEU was proud to support our members in their efforts to improve their contracts. We also supported workers in other unions striving for the same thing.

HIGHWAYS

Through many rounds of negotiations, it has been our goal to secure successorship, particularly since the Liberals took power in 2001. This spring, we reached a landmark agreement. It ensures the retention of over 2,000 experienced workers to maintain roads and bridges throughout the province. Having succession rights mean successful bidders on new highway service contracts will be required to honour the terms of our collective agreements with the current workers. The BCGEU represents 2,200 workers in 28 highway maintenance service areas across B.C. To hold onto succession, we’ll have to conclude agreements as each contract area comes up for retendering. Bargaining has since begun for a few of the contract areas and will continue as others come due for retendering.

SECTOR AGREEMENTS

No large table talks for facilities, community health, public service or community social services were held during this period. However, staff and activists were busy with post-bargaining committees struck to attain goals that could only be partially addressed at the table.

Community social services concluded local issue bargaining. It highlighted ongoing shortfalls for non-provincially funded programs and services. At present, nine unique joint committees are working on distinct post-bargaining projects. These include the CSS sector committee, which meets to address sector-wide issues. As well, ongoing pilot projects are being worked on. Among them, an analysis of injuries to identify best practices that could lower injury rates. This is being done with WorkSafeBC.
Workers covered by the public service and public sector agreements received economic stability payments of .45 per cent in 2015 and .35 per cent in 2016.

The government mandate for public sector contracts settled before the last convention constrained many agencies. Employers were forced to follow suit with offers of 5.5 per cent over five years. With little room in the wage package, we were still often successful in other areas. They include securing improved benefits or allowances, new or stronger language and altering the timing of pay increases to maximize the benefit for our members. There were instances, because of the diversity of our certifications, where the government mandate did not apply.

AGENCIES FOR GOVERNMENT
At Themis Program Management, compensation increases were front-loaded. We increased the employers’ cost share of benefits, secured a signing bonus of $1,700 and got workers registered in the Public Service Pension Plan. This occurred in a manner that avoided any decrease in their take home pay. It also caused an increase in the pension contribution made by the employer.

At the BC Safety Authority, wage increases over the four-year agreement amounted to 10 per cent for some classifications and 8 per cent for others. The agreement also included a signing bonus for some classifications and improved vision care.

At Freshwater Fisheries, the bargaining committee secured a health spending account of $300, increases in pay in lieu of health benefits for auxiliaries and a signing bonus for regular employees.

Members at BC Housing Management secured a $600 gainsharing dividend, prorated for part-time and casual employees. Additionally, the agreement included a $500 tool allowance for the maintenance group, plus wage increases matching those in the PSEC wage mandate. The Business Practices & Consumer Protection Authority agreement included a 9 per cent wage increase over three and a half years, allowances, and extended health improvements.

Other agreements reached cover BCGEU members working at:

BC Oil & Gas Commission
BC Pavilion Corporation
Barkerville Heritage Trust  
HP Advanced Solutions  
ISM Canada  
Land Title and Survey Authority  
Legal Services Society  
Maximus  
Telus Sourcing Solutions

COMMUNITY SERVICES

Atira  
BC Aboriginal Network on Disability Society  
Community Living BC  
Greater Victoria Women’s Shelter Society  
Inter-Cultural Association  
Lower Mainland Purpose Society  
NIL/TU,O Child and Family Services  
Northern John Howard Society  
Okanagan Boys & Girls Club  
Princeton and District Community Skills Centre  
Salvation Army (Belkin/Richmond House, Stevenson House, Ocean Crest Ministries)  
Social Planning and Research Council (SPARC) BC  
Vancouver Aboriginal Friendship Centre Society  
Victoria Native Friendship Centre

CHILD CARE

The BCGEU is the union of choice for more than 1,200 childcare workers in British Columbia. We have done a lot of work to secure better wages for these undervalued workers. Employer recruitment and retention problems played a significant role at some sites resulting in offers of higher percentages at the bargaining table. Workers at UBC Childcare Services will receive 9 per cent over the five-year contract, plus ongoing retention bonus payments. Workers at U Hill KinderClub secured 9 per cent over the three-year agreement. Unfortunately, increases won are most often based on wages that start low. That means there’s more ground to cover in the future to ensure childcare workers secure a living wage.

Agreements were also reached covering workers at:

- Acorn Daycare
- Arcadian/Duncan Day Care
- Boat Daycare
- Brant Villa Daycare
- Britannia Community Services Society
- Burnaby Children’s Centre Society
- Cedar Drive Preschool
- Children’s Circle Daycare
- City Hall Childcare
- Comox Valley Children’s Daycare
- Forest Circle Society for Families
- Growing Together Child & Parent Society
- Huckleberry House Childcare Centre
- Hudson Out of School Care
- Kelowna Child Care
- Kids Cottage
- Kitsilano area Child Care Society
- Kiwassa/Harbourview Daycare

EDUCATION

Common agreement negotiations for college instructors were conducted on a co-ordinated schedule. This shortened the time for institutions to conclude agreements. Camosun, Northern Lights, Northwest, and Okanagan and Selkirk colleges fall under the common agreement. Vancouver Island and BCIT bargain outside the group. Common agreement instructors were able to negotiate increases in reimbursement for professional services. Vision care was increased at Camosun, Okanagan and Selkirk, and a process of standardizing language across the various agreements has begun. At BCIT, instructors received the same wage increases and
improvements in vision care, and set up a deferred salary plan and a job-sharing program.

A new contract was concluded for BCGEU members in the college and institutes support staff bargaining association. This includes staff at Douglas College, BCIT, Justice Institute, Kwantlen Polytechnic University, Okanagan College, Northern Lights and Northwest Community College. The employers stalled and delayed, but unions finally got them to the common table. In addition to the public sector mandated wages, the unions won improvements to the drug plan, and the creation of a committee to review the classification system.

Significant progress was made at Tsawwassen Independent School (Southpointe Academy) where the bargaining committee and staff concluded a first agreement for the 65 teachers and support staff. It provides real job security. Whereas the workers operated on year-to-year contracts prior to certification.

At WSA’NEC, the bargaining committee and staff negotiators were able to secure wage parity for teachers, bringing their salaries up to those paid in school districts. This amounted to an increase in annual pay of approximately $10,000 for teachers who make up the majority of the school employees.

New contracts were also bargained to cover the following workplaces:

Coast Tsimshian Academy
Kwantlen Student Association
Native Education College
Okanagan Students Union of UBC
People’s Law School
School Districts 59 & 81
(Kenneth Gordon House)
Vancouver Island University
York House School Society

**FINANCE, MUNICIPAL GOVERNMENT AND LIBRARIES**

BCGEU members at the District of Hudson’s Hope won a compensation package of 11.6 per cent over the three-year agreement. The probationary 90 per cent wage was also eliminated. Benefits for casual employees were increased and employer-paid sick days were maintained. Bargaining at the Regional District of Okanagan Similkameen resulted in wage increases over 9 per cent in the five-year contract.

Contracts were also negotiated for workers at the following:

Cariboo Regional District
District of Hudson’s Hope
District of Sechelt
Fort St. John Public Library
Grand Forks Credit Union
Haisla Nation Council
Public Works
Interior Savings Credit Union
Northern Savings Credit Union
Regional District of Okanagan-Similkameen
Thompson-Nicola Regional District Library System
Union Bay Credit Union

**VANCITY SAVINGS CREDIT UNION**

**GENERAL SERVICES**

Bargaining at Canada Line (ProTrans BC) was challenging. We bargained for 11 months before asking members for a strike mandate. The result was 99 per cent. We concluded an agreement with 5 per cent in wage increases over the first four years, and additional increases in the following two years that match the industry standard. Workers were also enrolled in the Public Service Pension plan. The agreement also includes statutory holiday improvements and new language on expedited arbitrations, sexual harassment, and scheduling.

We had to go to binding arbitration at Grand Villa Casino to get the employer to a settlement. The three-year agreement included a flat rate wage increase, which ranged from 2.25 per cent to 3.75 per cent depending on classification. Workers also got retroactive pay, plus increases in shift differentials and vision care. They also won the option of joining the BC target benefit plan.

Agreements were concluded for workers at:

BC Corps of Commissionaires
BC NDP Caucus Workers
BCNDP Constituency Assistants
Brookfield-Johnson Controls, aka Workplace Solutions INC

**ADMINSITRATIVE COMMITTEE REPORTS**

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We continue to face challenges when bargaining in independent health, particularly in the areas of contracting out and facility closures. Negotiators reached a five-year tentative agreement for 1,600 members at LifeLabs in the spring of 2017. The deal included a 6.5 per cent wage increase with retroactivity, increases in the shift differential, First Aid attendant and training premiums, plus language to address scheduling issues for casuals. At Carefree Society, the union secured a 7 per cent wage increase over five years, and doubled the shift differential. The new contract for BCGEU members at Salvation Army, Terrace and Southview Heights included a 4 per cent increase over three years and a signing bonus ranging from $350 to $650.

Other contracts included:

- Amica (Somerset House, Beechwood Village, Mayfair)
- Baptist Housing Society - Marion Village
- Beacon
- Broadmead Care Society
- Carefree Society
CLASSIFICATIONS

Over the past three years, the BCGEU has frequently challenged the job descriptions submitted by the employer under three sectoral agreements: health facilities, health science professionals and community social services. We’ve also supported appeals from individual members under these agreements.

In community social services staff concluded 167 appeals or reviews of new or changed jobs. Nineteen were concluded for health science professionals and 20 appeals were concluded in the community health. For facilities workers, 99 classification reviews or appeals were completed.

The transfer of BC emergency health services workers into the facilities agreement generated reviews of all job descriptions for these members. So far, 44 new job descriptions have been reviewed and concluded. A total of 84 job descriptions will be added to the existing classification system. As part of the process, we confirm each new job description with members in order to make sure they’re appropriately classified within the agreement.

A significant number of new job descriptions and classifications were reviewed for employees at Forensic Psychiatric hospital. They’re covered by either the facilities or health science professionals agreements.

The BCGEU reviewed and disputed 58 classifications in the public service agreement. We secured members total retroactive payments of $186,742.88 and annual salary increases totalling $92,850.05.

In some BCGEU worksites, jobs are evaluated by a joint committee made up of both union and employer representatives. Training sessions are held every two years using gender neutral or similar job evaluation plans.

BENCHMARK REVIEWS

In community social services, the classification and JJEP committee is working on updating benchmarks and the job evaluation plan. This will determine which classifications require comparability adjustments to move wage rates closer to community health wage rates.

The community health agreement established a joint working committee that’s conducting a benchmark review. The committee has been meeting monthly to investigate the creation of benchmarks for the medical office assistant and rehabilitation assistant positions. It’s also reviewing the health unit aide benchmark and benchmarks within the administrative series.

A significant amount of work was done on benchmark reviews for members of the public service, in particular the conservation officer service, corrections officers and sheriffs. The classification referee decided two of the jobs, detective sergeant (major investigations unit) and sergeant, would remain
at their current classification. The union was successful in reclassifying the conservation officer job. This generated a salary increase of 9.5 per cent or $5,765.47 for each of the 87 FTEs. The total annual salary improvement was $615,000 and our members received a total of $1.6 million in retroactive pay.

Three deputy sheriff benchmarks were also referred to a referee, who decided that the deputy sheriff and sergeant jobs would remain at their current classification. The union succeeded in having the staff sergeants reclassified and these workers received an increase in annual salary of 9.5 per cent or $6,424.49 for 26 FTEs; the annual salary improvement in total is $113,754, and BCGEU members also received a total of $350,000 in retroactive pay.

Correctional officer and correctional supervisor jobs were also referred to a referee, but the union was unsuccessful in securing classification changes.

Benchmark reviews are underway for three other positions in the public service: child protection worker, adult probation officer and employment assistance worker.

PENSIONS
The BCGEU is committed to making sure workers have a secure and predictable retirement income. Thousands of BCGEU members are enrolled in large defined benefit pension plans—the Municipal Pension Plan, the Public Service Pension Plan, the College Pension Plan, and in the smaller Central One and United Way plans.

Workers in a significant number of our certifications have been able to enter group RRSP arrangements. In the past three years, we’ve negotiated Themis Program Management and ProTrans workers into the Public Service Pension Plan. The Grand Villa Casino workers now have the option to join the BCGEU administered pension plan. Future hires will be automatically registered. Other groups, including City of Fort St. John Library, Union Bay Credit Union, Pooh Corner and Sunset childcares and Halcyon Assisted Living either negotiated the establishment of RRSPs or increased contributions to RRSPs.

The three main defined benefit plans – the Public Service Pension Plan (PSPP), the Municipal Pension Plan (MPP) and the College Pension Plan (CPP) — have been jointly trusteed since 2001. This model of governance provides our union with access to decision-making processes. This ensures board decisions reflect our workers’ best interests. In the college plan, Cam McRobb currently sits as chair of the board and BCGEU treasurer Paul Finch is plan partner designate. The BCGEU has four trustees on the PSPP board: Paul Finch, component 12 vice president Maria Middlemis, former BCGEU director David Vipond and staff representative Brian Schramm. David Vipond serves as chair of the board of trustees and as a director on the board of the B.C. Pension Corporation, the administrative agent for the public service plans. The BCGEU continues to act as trustee on the board of the Municipal Pension Plan representing the Council of Joint Organizations and Unions (COJOU).

The BCGEU is also aggressively lobbying for a seat at the table of those plans that are entirely employer run. In particular, the Central One plan, where financial institutions like Vancity and other credit unions continue to unilaterally make decisions that affect our members’ retirement incomes. We secured a commitment for consultation on major changes with Vancity.

The financial health of the jointly governed plans is regularly and closely audited. All plans are currently over 100 per cent funded. Nevertheless, the increasing number of retirees has put pension plans under pressure. The priority of the jointly trusteed pension boards is to first protect the defined pension benefit. That’s so the income of retirees is predictable and secure. The next priority is to secure inflation adjustments and, finally, group health benefits. Group health benefits continue to be a challenge for the major plans.

BC TARGET BENEFIT PENSION PLAN
A significant change was made in 2016 to the BCGEU administered pension plan. It was converted from a defined contribution plan to a target benefit pension plan.
Members who retire with a target benefit plan will advise the plan administrator of their impending retirement. The plan will then pay a monthly pension for the rest of their lives. This replaces the old system, whereby the member would be required to take their money out of the plan on retirement and invest it themselves.

The pooled investment of the target benefit provides greater stability and a more predictable retirement income. A member consultation process occurred over six months to explain the impact of changes. Communication tactics included a town hall meeting, individual email and phone responses, and a mail-out of personalized conversion packages. The most recent valuation of the plan showed it is adequately funded.

Current plan trustees are Megan Washington, Jim Manson, Kelly MacDonald, John Cantlon, Mike Nuyens, Lee McArthur plus staff members Peter Mehling and Laura O’Neill. BCGEU treasurer Paul Finch recently became the chair.
A smart union is a strong union. The BCGEU’s ability to grow and adapt to change depends on a robust education network.

The BCGEU has embraced education — more so now than ever before. We’ve made it a key component of building our internal capacity. That is to provide training for stewards and officers, health and safety committee members and workplace representatives. We’re making other training opportunities available through workshops of general interest, and our many conferences.

We deliver education through several departments - education, occupational health and safety, and field services.

FROM EDUCATION...

After our 2014 convention, we conducted a review of our steward education program. We developed a new course, beta-tested it and asked for feedback. Your responses helped us better adapt the final product to your needs. We eliminated the advanced steward course and replaced it with enhanced steward training, with more flexible and topical options for locals. A video - featuring our provincial executive - was produced to explain the union’s diversity and structure to activists taking this training.

We also experimented with a redesign of the traditional BCGEU leadership development course held every year at the Canadian Labour Congress’ Winter School in Harrison Hot Springs. Over the last two years, the course
has been re-envisioned as a ‘leadership lab’ for exploring urgent issues facing the labour movement and our province, country and planet. Topics have included seminars on the Site C Dam development, migrant workers, neoliberalism and austerity policies. Guest presenters have come from academia, First Nations, activist organizations and even from as far away as Chicago (the Chicago Teachers’ Union) and Brooklyn (Labor Notes magazine).

In spring 2015, our BCGEU Labour Institute celebrated its 10th year of training activists. The institute offers courses in campaigning methods, plus post-secondary-level seminars in economics, political science and history. Graduates are often tapped to work on BCGEU campaigns and political action efforts. The Labour Institute will continue to evolve, reflecting the ever-changing scope and design of campaigns and the needs of activists.

Our fall 2015 Region 2 conference brought nearly 100 activists from the lower mainland together to learn about the power of storytelling and relational organizing methods. We’ll be adding more best practices in internal and external union, and community organizing to future training for our activists.

We owe a lot to our cross-component committees. They work with their education liaisons and the education officer to offer a range of union and general interest education and presentations in their communities. Our newest offerings include self-care and cultivating resilience for care workers, solidarity with the sanctuary movement and a variety of financial literacy and life-planning seminars. We’ve also partnered with St. John Ambulance, Vancity Credit Union, the Credit Counselling Society and Okanagan College to present educational offerings. Since March of 2016 alone, over 1,200 BCGEU members (and family) have registered for workshops and courses. That
doesn’t include the hundreds of stewards and local officers taking union training!

We administer two funds, for workers in community social services and community health. The funds were negotiated at the bargaining table. They offer financial support and professional development for members impacted by contracting out, service cuts and reorganizations. The Community Social Services Labour Adjustment and Education Fund has supported 154 workers with $340,000 in funding. The Community Health Retraining Fund has supported 138 workers with $380,000 in funding. Promotional materials for the funds are now available in seven different languages. These are outstanding benefits for members in these sectors.

Our education program is responsive to the growing demand for educational opportunities for both activists and rank-and-file members.

...TO BCGEU LEARNING

As part of the reintegration into research & interactive services, BCGEU education has been redesigned to be more responsive to the existing and emerging needs of our membership. Members will soon have an even wider variety of options as well as the ability to build on earlier training. It’s important for us that member engagement with the union evolves.

BCGEU learning now offers education in three distinct streams—learning for living, working, and leadership. Core curriculum is being updated and new courses designed. We hired a second education officer in 2017, who’ll assist in developing and implementing our new vision.

LIVING – LEARNING FOR EVERYDAY

Learning for living is designed to offer general interest workshops on topics unrelated to our work or our union. From financial literacy, life planning and Alzheimer disease to topics like paper flower making and bicycle maintenance, these workshops are open to members and their families.

WORKING – LEARNING FOR WORK AND CAREER

These courses are geared towards professional and career development for members. We’re using interactive methods to survey members across components and regions to determine workshop topics of interest. Early offerings include: Food Safe, computer training, first aid training, and a pilot program of English-as-an-additional-language classes.

LEADING – LEARNING FOR LEADERSHIP

The heart of our education activities continues to be training workplace leaders. We’re talking about stewards, local officers and our senior elected leadership. We’ve been inspired by new trends in adult education. That’s why we’ve embarked on an ambitious project to refresh the entire leadership education program. With stewards training at its core, the new program will guide workplace leaders as they build a foundation in organizing, and engagement theory and methods. The enhanced stewards training will delve into technical, administrative, and more specialized skills. Stewards will be able to move along learning pathways with a clear progression to intermediate and advanced education topics. We’re excited about this new course structure.

FIELD SERVICES:

Between 2014 and 2017, more than 400 training sessions and workshops were offered at our area offices. More than 3,300 members and activists attended. The training and workshop topics included:

- Stewards’ training
- Enhanced stewards’ training
- ISM joint training
- Arbitration training
- Facing difficult management
- Updating member contact with MiniVan
- Labour management training
- Union observer training
Local chair and officer training
Grievance appeal committee training
Emergency preparedness
Balloting committee workshop
Food safe certificate workshop
Pensions seminar
Wills and power of attorney
Retirement without debt
Budgeting 101
First aid

OCCUPATIONAL HEALTH AND SAFETY:
Our occupational health and safety department has grown significantly over the past three years. We’re building internal capacity by responding to members’ workplace issues, supporting health and safety committees and building up training programs for OHS committee members and OHS workplace representatives. Workshops and courses have included:

- Workplace violence prevention
- Ergonomics
- Incident investigation
- OHS networking
- OHS strategy
- Effects of fentanyl on workplaces
- Private sector and labour code OHS training
- Anti-bullying and harassment
- Duty to accommodate and return to work

The BCGEU and the Public Service Agency (PSA) provide an effective program for government OHS committees, with full participation by employers. Registration in training programs has grown. Over 2,300 activists are involved in the BCGEU/PSA program.

OHS committee member participation has strengthened steadily at worksites governed by the labour code. More than 1,900 activists have been trained since last convention.

The BCGEU’s anti–bullying training is widely recognized. Employers recommend it and other unions have adopted it. We’ve trained over 200 members on recognizing and preventing bullying at their worksites in the past three years. Nine courses form the core curriculum for OHS committee members. They’ve just been refreshed and more than 40 BCGEU facilitators now qualified to provide training province wide.

OHS CONFERENCES
We continue to co-host a biennial OHS facilitator workshop where we introduce enhancements to our core training programs. We also partner with the Compensation Employees’ Union to co-host a joint two-day conference for members who serve as OHS committee representatives.

OHS COMMITTEE MEMBER RECRUITMENT
OHS appointees began a new three-year term in December 2016. We finished last year with over 3,000 OHS committee representatives.

NETWORKERS
We created an OHS task force of members and staff after the 2014 convention. We asked them to find ways to improve OHS programming. They developed a survey that was completed by more than 600 activists. They identified three areas of needed improvement: member engagement, OHS communication and fewer course cancellations.

The survey drove the creation of a BCGEU OHS networkers group. It’s comprised of 18 OHS activists who network with OHS representatives throughout the province. Their job is to encourage representatives to utilize their training and access courses in their communities. The networkers also relay members’ health and safety issues to BCGEU staff and update member information.

We continue to work with SafeCare BC on projects that benefit our members in the long-term care and community healthcare
sectors. Key areas of interest are violence prevention and dementia training, peer training, and the peer resource network.

We’re also focused on achieving better protection for our members affected by the fentanyl crisis in health worksites and public spaces, like libraries. Members in colleges, casinos and hotels also deal with emergency situations and overdoses. Community social service agencies report responding to multiple overdoses in a single shift. We’re working with government ministries to create high-potency narcotics risk assessments to further protect our members. We engage front-line workers in dialogue to identify steps we can take to resolve the crisis.

Our OHS staff work closely with health authorities and the provincial government to implement new regulatory requirements, such as mandatory training for new members and participation in incident investigations. We’ve made many submissions to the WCB to support improved legislation aimed at protecting the health and safety of our members. We’ve also drafted pattern language. This would improve health and safety standards for our members in the highways sector and in other components. Component 10 used this language during 2017 bargaining.
one of a union’s primary duties is to advocate for members’ rights in the workplace. We do this first by negotiating worker rights into our collective agreements. Then, we monitor the agreements through our stewards, staff representatives and advocacy department, to ensure employers are living up to their commitments.

The job of policing workplace rights takes place in several ways. They include informal problem solving, formal grievances, representing members at the labour board and appeal tribunals, and in negotiations with employers of Section 54 applications when workplace changes occur. The BCGEU also actively participates on behalf of workers in several collective agreements to ensure ill or injured workers are accommodated by the employer and can return to work.

GRIEVANCES
In the last three years, area offices have concluded more than 6,500 grievances while taking in over 5,800 new grievances from members. Of that number, 1079 grievances were transferred to our advocacy department. During that time, advocacy concluded 1,252 grievance files.

LABOUR RELATIONS BOARD
When grievances can’t be resolved with employers, we often advance them to the B.C. Labour Relations Board (LRB) for arbitration. The advocacy department also has responsibility for non-grievance file matters, including Labour Relations Board applications, misuse of managerial authority, bullying and harassment complaints, requests for legal opinions, provincial and federal court actions, employment insurance umpire appeals, policy issues and human rights complaints. The department has received 217 non-grievance files over the past three years.

Since 2014, 55 arbitration awards have been issued by the LRB. Hundreds of settlements were negotiated, resulting in a total of $4,039,594.79 being paid to members as a resolution of grievance issues. As of the end of 2016, advocacy had 421 active grievance files, including 109 involving terminations.

NOTABLE CASES
- In area 08, staff were successful in ensuring the employer fulfilled its duty to
accommodate an injured worker. It meant restoring 25 years of seniority for one member through an expedited arbitration decision.

In area 01, staff learned an employer was using 30-day hires for extended periods. In one case, temporary workers had been working for over a year, switching between clerk positions every 30 days to avoid triggering an auxiliary appointment. They were paid $14 per hour with no benefits. The union was successful in securing the employer’s agreement to credit the two women employees with auxiliary seniority, converting them to regular status and paying them $11,000 and $12,000 respectively in back wages.

An investigation of a serious sexual harassment case within the Liquor Distribution Branch resulted in the union engaging with the employer in a broader examination of the issue. We secured an agreement from the employer to conduct harassment awareness sessions on work time, delivered by the BCGEU.

Advocacy staff achieved a significant precedent in arbitration law in the case of a Royal BC Museum employee who was terminated for insubordination. The arbitrator substituted a five-day suspension for the termination and ordered significant damages amounting to $84,000. The order is significant because it departs from a previous decision titled “Kambo”, which limited the scope of severance payouts. The arbitrator noted that a formulaic approach to calculating damages in lieu doesn’t work in every situation.

The union was successful in securing more than $1.5 million in settlements for more than 50 members after their applications for long-term disability (LTD) weren’t properly processed by benefits subcontractor Fenchurch. The BCGEU obtained arbitration awards directing the Community Social Services Benefits Trust to assume the role and responsibilities of the subcontractor.

After a community social services employer neglected to enroll some of its employees in the Municipal Pension Plan, the union was successful in negotiating a mediated settlement for $50,000. The amount was divided among the affected members.

The union was successful in defeating an application by the Faculty Staff Association at BCIT to bring BCGEU instructors in the airport operations program into their bargaining unit. The arbitrator found the BCGEU bargaining unit is the right fit for the instructors as they have a community of interest with other vocational instructors at BCIT.

The BCGEU was an intervenor in a BCN raid application to represent workers in seven HSA and PEA certifications. The LRB found the application was contrary to established board policy on partial raids in the health sector. As well, the board ruled the proposal would result in a proliferation of bargaining units within the paramedical professional subsector, and would increase industrial instability with multiple bargaining agents administering the same agreement with the employer.

Advocacy staff represented a BCGEU member at a workers’ compensation tribunal hearing, over a decision to deny the worker’s claim to benefits in 2014, involving a supervisor’s order to subdue a prison inmate who had made death threats, without backup staff. The tribunal accepted the member’s claim and awarded benefits retroactive to 2014. It said the 20-year history of unsafe and violent workplace incidents experienced by the worker provided relevant context for the claim.

**BENEFITS**

The BCGEU participates in a number of committees that work to implement negotiated benefits-related services. These include:

- **Community Health Disability Management**

  The Enhanced Disability Management Program (EDMP) is a joint program that works with employers to facilitate an employee-centred, proactive disability management program for employees with occupational and non-occupational illness or injury. It was implemented jointly by the Community Bargaining Association (CBA) and HEABC in early 2014 for members in community
health. EDMP Community Health Disability Management (CHDM) has worked jointly with the HEABC and employers to roll out the program at all CBA employer worksites across the province. Between April 2014 and September 2016, the CHDM team expanded to include 10 regional EDMP advocates who provide support to all enrolled community health members. This ensures access to appropriate benefits and rehabilitation supports to facilitate an early, sustainable return to work.

► Rehabilitation committee
  — public service

The joint rehabilitation committee reviews cases of absence from work due to illness or injury and makes recommendations for a safe and sustainable return to gainful employment. There’s an emphasis on providing accommodation to allow workers to return to their own jobs. There are also training opportunities available to access alternate placements.

► MOU #12- joint advisory committee (JAC)

The joint committee meets to review broader policy issues around the interpretation and implementation of Appendix 4 of the public service agreement, which sets out the terms of STIIP and LTD plans, as well as rehabilitation committee process.

► Early intervention - community social services

The Early Intervention Plan (EIP) in the CSS sector was negotiated in the collective agreement and is designed to assist our members during periods of illness or injury. It provides eligible members with access to therapies and treatments at an early point in their illness, allowing a safe and timely return to work.

► Broader public sector long-term disability (LTD) Appeals

Members whose collective agreements include a claims review committee (CRC) process may be assisted by the benefits department when appealing an LTD claim decision.

► Joint union/employer short term illness and injury committee (STIIP)

The goal of the committee is to quickly resolve members’ denied STIIP claims that are in excess of two weeks. This committee has been successful in resolving grievances early on when members have been off sick and thus ensuring they received sick pay while they’ve been ill.

Between 2014 and January 2017, 2,337 active cases came before various joint committees.

SECTION 54 NOTICES

Section 54 refers to a section of the B.C. Labour Code that’s activated when the “employer introduces or intends to introduce a measure, policy, practice or change that affects the terms, conditions or security of employment of a significant number of employees to whom a collective agreement applies.”

Employers are required to give at least 60-days notice to workers. Notice triggers negotiations between the union and employer to mitigate the impacts on affected workers.

In the past three years, Section 54 notices have been issued to a number of BCGEU members working in areas 04, 06, 10, 11 and 12. One of the largest group of members affected by Section 54 are employees of the Northern Health Authority, which is in the process of transitioning to an integrated care model of delivering health services to the public. In this case, the union was successful in fighting back against the employer’s new vacation policy. We’ve secured agreements that smooth transitions for members while protecting their rights under the collective agreement. This includes wage protection.

Other worksites affected by Section 54 notices over the last period include: Northwest Community College, St. Elizabeth’s, Lakeview Credit Union and Native Courtworkers. After each Section 54 has been issued, staff have worked with members and the employer to reduce layoffs and provide retraining opportunities and support for affected members.
BCGEU continues to lead other unions across B.C. when it comes to organizing new certifications. Since the last BCGEU convention, more than 2300 workers have joined us. Our organizing team is often called upon to provide training and organizing support within the labour movement — to strengthen the growth of unions in B.C.

We’ve increased our density in several sectors. In the past three years, we’ve received a large boost with the certification of Great Canadian Casinos’ two highest-earning and largest casinos in B.C. – the River Rock and Hard Rock casinos. River Rock casino was one of the BCGEU’s largest certification drives with over 650 employees. Another 450 workers have joined us from Hard Rock.

BCGEU organizers worked with a team of River Rock worker organizers who signed up co-workers in record time using a worker-to-worker approach. The organizing fight at Hard Rock was longer, requiring one-on-one persuasion. During these organizing drives, we collected workers’ data, including social relationships and internal workplace connections. Natural leaders were identified, their location mapped and we trained them to become union workplace leaders.
These leaders are called on by the organizers to spread bargaining information, deliver updates from the LRB, collect signatures on petitions concerning workplace issues and other organizing actions. During the internal organizing campaign at casinos, we identified pressing payroll issues. We pressured the employer to pay out significant awards in retroactive pay to our members.

Organizing efforts at St. Eugene Golf Resort and Casino continued after the 2013 certification drive, carrying over into a contract fight and large-scale ratification vote pulling. Our consistent union presence and worker engagement activated the non-unionized departments. Since the ratification, non-unionized workers have reached out to us. We’re working to ensure organizers, stewards and area office staff work together to connect with non-union workers at the worksite.

Labour relations wins at Starlight casino have encouraged the few remaining non-union workers at this site to contact BCGEU organizers. We’ve consolidated our support at this site through variance applications at the Labour Relations Board, adding members into the certification.

In the financial services sector, we continue to boost our membership at Vancity, with density tripling in the last 10 years. Since 2014, we’ve certified the large downtown Visa call-centre, plus the Guildford, Morgan Creek, Cedar Hills, Semiahmoo and Abbotsford branches. Our Vancity organizing drives rely heavily on the strong relationships and extensive knowledge our stewards and activists have developed over the years. We have stewards visiting the various locations to convey information about the benefits of a collective agreement. Our well-resourced efforts have proved very successful in organizing Vancity worksites. Since 2014, we’ve built an extensive map of the social relationships, patterns of worker movement, demographics and regional support levels of Vancity workers. We’ve been building our NationBuilder database with the most important worker labour-relations issues, contact information, branch details and previous union membership. This database has been pivotal in all our Vancity outreach efforts. We are currently engaged in certification drives at two Lower Mainland branches, using social mapping and activist relationships to access other non-union branches.

We’ve grown in other areas of financial services with the certification of the Bowser branch of Union Bay Credit Union and the insurance department of Westview Agencies.

We’ve also seen significant density growth in the community social services sector. When the Strive Living Society (formerly Howe Sound Rehabilitation Services Society) increased in size, we ran a large-scale organizing drive to include the expanded worksites and programs into the existing bargaining unit. Activists and stewards were given organizing training in the worker-to-worker approach. A key focus of ours is to ensure the membership grows in step with the employer, expanding density and leverage with our employers in community social services.

The BCGEU continues to increase the number of certifications with the Salvation Army. In 2014, we engaged in an extensive organizing campaign and labour board fight with the Salvation Army Center in Hope. The successful campaign has since been engaged in other Salvation Army organizing drives when reports of our success spread to other sites. As of May 2017, we’re involved in two certification campaigns in the Fraser Valley and southern Vancouver Island.

Our focus on growing density in this sector has also resulted in the successful certification of Central Okanagan Emergency Shelter Society, Milieu Family Services, Living Well Home Care Services and Sasha Services.

In 2015, we began an organizing campaign at five Xyolhemeylh (Fraser Valley Aboriginal Child and Family Services) locations. We used mapping and leadership identification to recruit members. In 2016, the workers’ organizing committee grew and we were successful in signing up a majority of workers in all five locations. The successful ratification vote took place in June 2016.

The employer objected to the inclusion of supervisors, due to their managerial duties. In response, organizers used direct-action
organizing methods, recruiting workers, community stakeholders, Indigenous allies and elders, to hold a rally to pressure the employer to allow supervisors to join the union. The labour board ultimately upheld the exclusions. Still, the momentum of the internal organizing effort carried into the contract process.

Working with negotiators, the organizing department initiated a comprehensive campaign. It included major media coverage in the *Globe & Mail* and network television newscasts, social media posts, news releases and media availability sessions. We also made overtures to Aboriginal elders to discuss appropriate interactions during contract talks. The employer, their bargaining representative and the Ministry of Child and Family Development have felt the pressure generated by this direct action organizing. We expect it will shape the results for our members seeking improved working conditions.

Health is a growth sector for the BCGEU. In 2015, we initiated a major organizing drive with LifeLabs to include employees formerly employed by B.C. Biomedical. We employed focus groups, issue surveys and advanced digital campaign tactics. We tracked worker data in NationBuilder, and used video testimonials from workers in a branded campaign website. We used high-quality online and social media advertising to drive traffic to the site.

BCGEU organizers worked with a team of LifeLabs activists to create regional outreach teams. They used a combination of large open invitation info-session, one-on-one worker meetings, house calls, phone-banks, text messaging and text-blasts as key outreach tools. To date, we’ve added over 260 new LifeLabs members. This brings the total to more than 1,000 members across B.C.

The LifeLabs organizing taught us a few things. The training of activist-organizers and the sophistication of our digital campaign increased the department’s capacity. These lessons are being carried over to other large-scale organizing campaigns. Since the campaign, remaining non-union employees have reached out to us. Planning is underway to engage with workers and bring the remaining departments into the LifeLabs bargaining unit.

In 2014, we engaged in a fightback campaign against a raid by the BCN at Broadmead Care. While bargaining their collective agreement, the BCN used RNs at the site to sign up BCGEU members. It was an effort to prevent the employer from consolidating all staff into the BCGEU bargaining unit. Our organizers created an inoculation and persuasion campaign. We worked with the bargaining committee to persuade most of the workers to revoke their signed BCN cards. The campaign was an enormous success. The BCN raid attempt was defeated and a collective agreement was successfully ratified.

In August of 2014, we engaged in a certification drive at Retirement Concepts – Auburn Seniors Residence of Chilliwack. Thanks to our persuasive organizing efforts, we succeeded with a 100 per cent ‘yes’ vote. It was solid, textbook union and it has led to the certification of White Rock Seniors Village, Alexander Mackie Housing Society, Osprey Care, Marrion Village, Living Well Home Care, We Care Home Health Services and Trillium at Craigdarroch.

We’re currently campaigning with workers at a large private school in south Vancouver, four community social service organizations in the Lower Mainland and a large social services society in Victoria. Success in these campaigns will further consolidate our presence in these occupational sectors.

A high percentage of workers in our target areas speak languages in addition to English. We’ve used BCGEU activists with language skills and cultural knowledge in our outreach efforts. We’ve also translated our communications materials into other languages to ensure greater penetration of union information.

More activists from varying ethnic backgrounds have been identified as a result of our organizing efforts. This has broadened the union’s diversity and language skills. We have more activists now who speak Mandarin, Cantonese, Punjabi and Tagalog.
The BCGEU has also continued our enhanced handover process. The process is what occurs when organizers and servicing staff work together as a new certification moves into the collective agreement negotiating phase, for the first time. This cooperation allows us to organize members beyond certification and build internal capacity to conclude agreements. It also allows the union to maintain relationships with leaders from certification drives and develop them into strong bargaining committee members, when we can.

### NEW CERTIFICATIONS

<table>
<thead>
<tr>
<th>Name</th>
<th>Sector</th>
<th>Date Certified</th>
<th>Total Active Members</th>
<th>Local</th>
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<tr>
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<td>Food Services</td>
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<td>Financial Institutions</td>
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REACHING OUR MEMBERS

AN INTERACTIVE VISION

Increasingly, the BCGEU expects interactivity from organizations in which we participate.

Whether receiving live information through social media, learning from education offerings or joining in a campaign, we’re working to engage with BCGEU members to deepen their involvement and investment in our union.

This desire for interactivity, along with changes to the media landscape, have changed the way we work to be most effective. In 2016, we revisioned our research, campaigns and communications function to meet the changing technological landscape and re-organized the department as research and interactive services (RIS).

Incredible new technologies allow us to increase our internal capacity and be more responsive to members’ needs, based on their communication preferences. For example, there’s significantly less traffic to websites, often because content is so broad that it’s difficult to locate relevant information. As well, text messaging has become the preferred means of contact for many members. With more people using mobile devices, email has evolved from a rich medium with sophisticated design, back to its simple text roots. By limiting our use of broadcast email to issues of union-wide importance, and targeted emails for other union news, we’re customizing emails based on the individual preferences of members.

At the same time, many commemorative dates, union events, and campaign promotions have shifted over to BCGEU’s social media platforms, since members are most likely to go there for current news and events. On social media, members will find the latest updates from senior elected officers and digital shareables that highlight our diverse and inclusive union.
There’s increasing collaboration across departments – specialists in digital development and social media working together on projects like the redesign of our union website, which will stream visits to more quickly provide members with the information they need. Web development has been taken in-house, to be more responsive to constant technology changes, control costs, customize features and incorporate all systems. With a young dynamic design and development team in place, the BCGEU is making great strides to improve web and database systems at the union.

**POWER IN (BINARY) NUMBERS**

As we’ve developed our online presence, many of our campaigns have taken on a decidedly digital focus. Working with BCGEU’s IT digital team to develop infrastructure on platforms such as NationBuilder, RIS campaigners have bolstered our grassroots campaigning methods with the latest in online campaigns strategy.

The union’s Narwhal data warehouse allows us to build and deploy applications, which interact with our member data more quickly and easily by using the latest technology to input data. In response to a 2014 convention resolution, the union designed and launched a unified online space for members to communicate with each other about common workplace issues from a distinctive union perspective. The member discussion forum was originally released to a focus group of members in 2016. It was redesigned with a new user interface early in 2017. Other applications in development include our member portal, MiniVan, an online expense system, online grievance forms and NationBuilder events — all being delivered from a new bcgeu.ca website. We conducted a series of focus groups and testing with component representatives during the development of the member discussion forum, member portal and website, to ensure activists’ suggestions were incorporated into the design.

The member portal will give our members direct access to union tools and information. The portal will have tools for activists, stewards and OHS representatives. The online expense system will enable our members and staff to conveniently submit a claim and track the payment progress. It will save time by eliminating the need to mail or submit claims in person for approval and should reduce numerical errors since claim amounts are auto-calculated. The portal will also host an online store to purchase BCGEU-branded apparel.

**INTERACTIVE CAMPAIGNS**

**PRIVACY COALITION**

Terrorism has two goals: to make us live in fear and to provoke a response that limits our freedoms. This was precisely the motivation behind the federal government’s Bill C-51, Canada’s “secret policy legislation.” In response, we mobilized a coalition of organizers and a national day of action, with more than 70 participating cities across Canada, involving tens of thousands of protesters. It drew significant media attention.

**LOCAL CREWS KNOW LOCAL ROADS**

As highway maintenance contracts came up for retendering, it became apparent the Ministry of Transportation and Infrastructure didn’t plan to require successorship for union workers should the maintenance contractor change. The BCGEU’s *local crews know local roads* campaign was one of the first to make use of targeted social media ads and a microsite petition to enlist supporters, both members and non-members. It played a significant role in highway maintenance members’ successful fight to restore successorship rights - providing job security for our highways members for up to 15 additional years.

**PRISON SAFETY NOW**

How many people can you keep a close eye on at one time? If it’s less than 72, you can understand why correctional officers in B.C. are concerned about safety at work. Since 2001, the inmate-to-officer ratio in B.C. prisons has soared from 20:1 to as high as 72:1. Despite their mandate to keep B.C. workers safe on the job, WorkSafeBC is limited by legislation and cannot address ratios in prisons. With a multi-faceted approach – billboards, online advertising, targeted email, member outreach, rallies, media pressure, and meetings with government – the *prison safety now* campaign has exposed critical safety issues in B.C. prisons.
SENIORS DESERVE BETTER

Despite the growth of B.C.’s senior population, funding for essential home care services has stagnated. More care is needed, but resources just aren’t there. BCGEU’s seniors deserve better campaign used sophisticated tactics to build online and grassroots momentum, drawing attention to the crisis facing seniors, their families and workers in the sector. Numerous community meetings were organized and news media focused on the issue in the months leading up to the May provincial election. The pressure worked, and in March 2017 the B.C. government announced an additional $500 million in funding, specifically to address seniors’ issues, including staffing, care hours and funding for long-term care homes.

WE VOTE!

Democracy is the hallmark of unionism, and nothing says democracy like politics. BCGEU encourages political engagement at all levels of government. Members have told us they want straightforward information to help them make informed voting choices. In advance of recent federal and provincial elections, our union surveyed members to determine which issues were important to them. Then we referred them to independent online resources to learn more about their priority issues and the positions of each political party. Knowledge is power.

CAN’T AFFORD CHILD CARE

Our union has led provincial campaigns to promote publicly funded, affordable, quality child care for more than a decade. That’s because B.C.’s childcare crisis is one of the most widespread economic hardships working families face. The situation is outrageous, as we showed in our satirical campaign videos. But there’s a solution: a $10/day childcare plan that has been endorsed by thousands of individuals, organizations and businesses — including our union. BCGEU’s can’t afford child care campaign directly promotes and supports the $10/day campaign.

MAKING OUR CASE

When lobbying on behalf of BCGEU members, evidence-based research is the most persuasive way to work with government to create change. Original research has continued to inform the union’s work on public policy. It plays a major role in our campaigns to advance our interests, helping the union become more relevant to our members.

CHOOSE CHILDREN

B.C.’s child welfare system is chronically under-resourced to deal with the myriad problems facing youth and families in our province. But how do we prove it to decision makers?

In 2014, BCGEU researchers and campaigners engaged members in child welfare agencies in dynamic and frank discussions about the problems they face at work. From those meetings and a series of surveys, the Choose Children report, a comprehensive review of B.C.’s child welfare system, was developed. The report was released in the fall of 2014, in conjunction with billboards, transit shelters, and short videos, generating widespread public attention. It resulted in the B.C. government’s commitment to hire 200 additional social workers.

The second phase of the campaign focused specifically on Aboriginal child and family services. Using similar research methods, a follow-up report, Closing the Circle, was released in 2015 with public endorsements from numerous provincial and national First Nations leaders. The B.C. government responded with a commitment to hire an additional 100 child protection workers. Further, the BCGEU and the Ministry of Child and Family Development have participated in regular meetings over the past several years to respond to challenges plaguing the sector.

THE RESPONSIBLE MARIJUANA RETAIL ALLIANCE

One of the largest media splashes initiated by the BCGEU in the last three years was the announcement in December 2015 that the union was partnering with the Private Liquor Store Association of B.C. Together, we pledged to support the sale of legal, non-medical marijuana through existing liquor distribution channels. Our news conference packed a meeting room at BCGEU headquarters with reporters and news cameras eager to learn more about our proposal.
B.C. liquor stores are a safe, age-controlled environment with an exceptional record of ID checking and represent the most socially responsible means of selling legal marijuana in B.C. The story resonated throughout the remainder of 2015 and 2016, and into 2017, with numerous news articles and op-eds published in the *Vancouver Sun* and the *Times Colonist*.

**B.C.’S FENTANYL CRISIS**

B.C.’s opioid crisis has arguably been the most serious public health emergency over the past year, with 914 documented overdose deaths and thousands of toxic-state overdoses in 2016. The emergency situation continues in 2017, generating countless heart-wrenching personal news media stories.

The fentanyl crisis has deeply affected BCGEU members across the province and in virtually every occupational sector, as first-responders have heroically intervened to save lives, often with inadequate employer resources. In response, our union’s research and interactive services, occupational health and safety and field services departments collaborated on our *stop the fentanyl crisis* campaign. Using online communications tools and community meetings, members described their experiences and identified what they need in order to be fully supported in their work and communities. Our union has provided educational training and continues to advocate in worksites and by lobbying for safer working conditions, vital life-saving resources, education and counselling for members.

**BCGEU IN THE NEWS**

Despite the growing popularity and impact of digital and online media, traditional media remains very important, especially among political decision makers. Our union continues to be an important voice within mainstream print and broadcast media on behalf of working people in the province, with the president and other senior elected officers quoted in hundreds of news stories over the past three years. The BCGEU is on the record on a range of issues — from our analysis of B.C. budgets to the experience of workplace violence, from organizing wins and high profile negotiations to arbitration awards.

Through the media, BCGEU has exposed problems in B.C.’s child welfare system, the crisis in seniors’ care, the impact of sheriff shortages, violence in prisons, and more. We’ve advocated for $10 a day child care, fair taxation, marijuana in liquor stores, animal welfare, as well as environmental, economic and social justice to benefit all working people in the province.

**SUBMISSIONS TO GOVERNMENT**

The BCGEU has made annual submissions to and undertaken consultations with various government committees, including select standing committees (health, children and youth, and finance), the special committee to review the *Freedom of Information and Protection*
of Privacy Act, and the private career training institutions agency.

These submissions and consultations provide an opportunity to go on record about issues of importance to members and to influence policy-makers’ key decisions.

Our 2016 submission to the select standing committee on finance’s budget consultations drew the attention of Victoria Times Colonist columnist Les Leyne. He referred to the BCGEU as “one of the biggest and most politically active unions” and described our submission as “fearlessly [telling] the government exactly where to get the money needed for its list of things that need doing.”

STRATEGIC PARTNERSHIPS

The labour movement has a proud history of working in coalition with community organizations and non-profit groups on a broad range of social justice issues. Together, we’ve fought against injustice and inequality to improve people’s working conditions and everyday lives. We’ve participated in campaigns, coalitions and committees; provided financial support on progressive research, campaigns, events, and projects; and contributed in-kind resources and expertise.

Over the past three years, RIS staff and activists have collaborated with the Canadian Labour Congress (CLC) on its together fairness works campaign to promote fair wages, benefits, and unionization; the National Union of Public and General Employees’ (NUPGE) fairness express national bus tour to promote public services, good jobs, tax fairness and labour rights; and numerous standing committees and campaigns with the B.C. Federation of Labour, including its fight for $15 to raise B.C.’s minimum wage, and better can happen here, its provincial election campaign.
The BCGEU continues to have strong working relationships with numerous external organizations and groups, including the Canadian Centre for Policy Alternatives; the B.C. Health Coalition; the B.C. Poverty Reduction Coalition; First Call B.C. Child and Youth Advocacy Coalition; Living Wage for Families Campaign; Metro Vancouver Alliance; Columbia Institute; BC Labour Heritage Centre, and many others.

We consider community engagement to be strategic partnerships: reciprocal relationships based on shared values and interests. This is the foundation of solidarity.

MEMBER ENGAGEMENT AND OUTREACH

In the past three years we’ve seen a significant increase in member outreach by elected leaders and staff – taking the union to worksites, connecting with activists and engaging members and families at BCGEU events.

In 2015, the president made good on her commitment to visit all 12 areas of the province within the first year of her term. Meetings were organized with local officers in every administrative area, bringing together executive members to discuss common issues. Worksite visits took place in Kitimat, Campbell River, Smithers, Haida Gwaii, Old Valemont, Prince Rupert and more – engaging members, activists and elected officers, providing valuable feedback on improving member services.

Officers, executive vice presidents and provincial executive members have travelled to rural and urban worksites, meeting members where they live and work – in government offices, community social services agencies, health facilities and service organizations, credit unions, casinos and many other worksites.

Cross-component committees continue with outreach work to members and families, local activists and area office staff. Weekend education fairs offer general interest workshops and each committee hosts annual activist appreciation events, which have drawn record numbers of activists over the past several years.

In Victoria, local 1201 organized a reconciliation event with Aboriginal peoples. The lower mainland area office organized a Philippine Independence Day celebration, drawing 85 guests for food, socializing and musical performances in Tagalog and English.

The winter holiday party in the west Kootenay drew over 100 children and their parents. Other family events were held around the province at popular venues, like the Prince George Railway and Forestry Museum, the Prince George Exploration Museum, the Fort St. John North Peace Museum and the Royal BC Museum in Victoria, providing local members the opportunity to discuss union issues and socialize with elected leaders.

Local activists also represent the BCGEU at the annual miners’ memorial weekend in Cumberland, at Labour Day and Pride events, International Women’s Day, Day of Mourning, National Aboriginal Day, and Remembrance Day events across the province. We also host summer BBQs, family swim days and skating parties for members and their families.

BCGEU ON THE ROAD

Acting on a 2014 convention resolution, the BCGEU has used a recreational vehicle to support workplace tours by elected leaders including the president, treasurer, executive vice presidents, component vice presidents and component executives.

The RV has pulled into communities in every area of the province, from Castlegar and New Denver to Fort Nelson, Chetwynd, Dawson Creek and Tumbler Ridge; from Duncan to Kaslo and Burns Lake to Victoria. It has supported visits to a wide range of workplaces across the province, including Service B.C. offices, highway maintenance yards, health facilities, LDB branches, correctional facilities and community social service agencies. Elected officers have also travelled to Chetwynd, Tumbler Ridge and Fort St. John to hold information sessions on our health and safety program, OHS networkers and campaigns.

After renting a recreational vehicle for a year to assess our needs, the union moved in 2015 to purchase our own RV – a 33 ft. 2014 Newmar Bay Star, weighing 18,000 lbs, with three slide-outs and a stage box that can be used
The RV can accommodate small meetings, hosting as many as 12 people.

The BCGEU RV has also played an important role in BCGEU’s organizing activities, especially during prolonged organizing drives at casinos, where it was used to establish a union presence at St. Eugene’s Golf Resort and Casino near Cranbrook, as well as the Hard Rock and River Rock casinos on the lower mainland.

To date, the RV has travelled over 35,000 kilometres – bringing union hospitality, education and information to our members. It’s particularly welcome in the smallest B.C. communities like Lillooet, Hagensborg, Alexis Creek, and Burns Lake, where members live and work too far from the area office to regularly participate in union events.

The BCGEU RV has also significantly increased our visibility in members’ home communities and at solidarity events – appearing at Pride and Labour Day events in Prince George, Victoria, Vancouver and Kelowna.

MODERNIZING OUR UNION ADMINISTRATION

FILE REGISTRY

Our records managers track all the union’s vital records. This year, we’ve begun moving all paper records to digital archives – building systems to scan, organize, catalogue, track and store all information electronically. This will reduce the need for offsite paper storage and allow for fast lookup and retrieval of records.

DATA INTEGRITY AND SECURITY

Our membership records procedures have incorporated new technology to improve our overall data collection and maintenance – from new member cards to monthly dues loads, member mailings, membership lists, member events and training – to streamline accuracy and improve efficiency.

In 2016, the BCGEU developed a customized data management system that integrates data collected from various sources across the union. The ability to synchronize data across platforms will significantly improve data accuracy and efficiency. Security of data is a key priority for the BCGEU’s digital infrastructure. IT services constantly reviews computer and network policy, applying the top security standards into every new system in production. The computer server, web development and network infrastructure undergo audits to ensure compliance with current security standards.

Exciting new technologies have also allowed the union to undertake its first online voting initiative. Most BCGEU components agreed to use an electronic voting system to elect component equity delegates to convention. Interactive services and digital department staff sent emails to roughly 39,000 members, asking them to sign up if they identify as a member of an equity group. Although a handful of members reported difficulty accessing the program, 69 candidates stood for election and 23 equity delegates were elected to attend convention.

The union has also expanded its use of new technologies and online systems to simplify registration processes for events, conferences and education programs.

BUILDING AND FACILITIES MANAGEMENT

Over the last three years the union has added two new, union-owned buildings to provide better facilities to serve members, activists and staff in Prince George and Fort St. John.

Construction on a third new area office started this spring in Terrace and is scheduled to open in 2018. The building will be one storey, 4650 square feet, and features large meeting rooms, a local activist office, server and office space for staff.

Investments in the union’s facilities aren’t only valuable financial assets, they’re also key gathering places for BCGEU members and their families. This is important as we expand our educational offerings and family events, many of which are hosted in our union halls.

CONVENTIONS, CONFERENCES AND TRAVEL ADMINISTRATION

Technology plays an essential role in ensuring union events run smoothly – including the BCGEU triennial constitutional convention,
affiliates’ conventions, conferences and delegations to working sessions and general travel administration. Members and delegates attending functions are now able to register online, which results in a more efficient process. The department currently has two full-time staff who co-ordinate union travel. Our registration records show soaring popularity of BCGEU conferences, events and educational offerings—particularly among rank-and-file members—with registrations frequently exceeding available spaces within days.

ENVIRONMENT OFFICER

A key component of our commitment to environmental sustainability is to reduce the union’s carbon footprint. The environment officer works with staff and union leadership to reduce, reuse and recycle, by monitoring the union’s carbon footprint and tracking data in six main areas: energy use, air emissions, water use, solid waste, procurement and sustainable business.

The union monitors and adjusts our distribution procedures on an ongoing basis. The use of electronic mail and SharePoint continues to reduce paper usage and postage costs.
HUMAN RESOURCES

HUMAN Resources assists with the staffing plans for all departments and area offices through oversight of the job selection process, recruitment and scheduling in both support and servicing units.

Many of our long serving, highly skilled and dedicated staff have retired in the last few years. Coordinating a succession plan to ensure continuity of the union’s work has been a key focus over the last three years – dedicating additional resources to recruitment and training initiatives for regular and temporary staff.

The work experience program has continued to be a valuable part of our plan – allowing us to assess candidates’ ability to perform staff representative work. The training portion embraces three levels of basic training which exposes candidates to a variety of skill development areas to prepare them for temporary staff representative work.

We’ve also made a concerted effort to provide refresher training for regular servicing and support staff. We rely on internal staff expertise to facilitate training but also include external specialists as needed. Staff are also supported to enrol in external skill development courses.

Human Resources also provides oversight for negotiation and administration of staff collective agreements, labour relations, pension, compensation, benefits, disability management and occupational health and safety.
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<tr>
<th>Department / Position</th>
<th>Servicing Staff</th>
<th>Support Staff</th>
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<tr>
<td>President</td>
<td>Stephanie Smith</td>
<td>Debbie Campbell</td>
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<tr>
<td>Executive Assistant to the President:</td>
<td>Brian Gardiner</td>
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| **ADVOCACY, HUMAN RESOURCES, ORGANIZING AND OH&S** | | |
|---------------------------------|-----------------|
| Director                        | Thom Yachnin    | Sharlet Noronha |
|                                 | Jitesh Mistry   |               |
| Advocacy Coordinator            | Megan Ashbury   | Karla Hayes (Senior Department Clerk) |
| Staff Reps:                     | Jennifer Arnold | Jen Brown |
|                                 | Tina-Marie Bradford | Shelly Howard |
|                                 | Andrea Davis    | Christine Libera |
|                                 | Oliver Demuth   | Sandy Lyons |
|                                 | Elisabeth Finney | Jaye Skazlic |
|                                 | Erik Hoibak     | Doreen I. Smith |
|                                 | Emily Luther    | Ann Soucie |
|                                 | Ken Mooney      | Fay Sullivan |
|                                 | Rene-John Nicolas | Merna Watkins |
|                                 | Esther Ostrower |             |
|                                 | Brittany Skinner |         |
|                                 | Sheila Temple   |             |
| **WCB Appeals Officers:**       | Karen Coulter   | Karen McLean |
|                                 | Iain Macdonald  |             |
|                                 | Yvonne Ritchie  |             |
|                                 | Jason Swetlikoff|             |

<p>| Human Resources Coordinator    | Lisa Tolland    | |
| <strong>Senior HR Officer:</strong>         | Lisa Claxton    | Maureen Colbeck |
| <strong>HR Administrators:</strong>         | Sharon Penner   | Brittany Dick |
|                                 | Tereena Perfitt |             |</p>
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<td>Will Beale</td>
<td>Patrick Coghlan</td>
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<td>Ursula Clark</td>
<td>Eddie Mishra</td>
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<td>Deki Tsering</td>
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<td>Occupational Health &amp; Safety</td>
<td>Wendy Mah</td>
<td>Sherry Baker</td>
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<td>Brandon Thistle</td>
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### RESEARCH & INTERACTIVE SERVICES AND EDUCATION

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<td>Alison Jay</td>
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<tr>
<td>Research &amp; Interactive Services/Education Coordinator</td>
<td>Aaron Donovan</td>
</tr>
<tr>
<td></td>
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<td>Executive Assistant to the Treasurer:</td>
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<p>| <strong>ADMINISTRATION, FACILITIES AND FINANCE</strong> |                |              |
| Director               | Mary Rowles    | Sheri Cosco  |
| Administration Coordinator | Christopher Firstner |            |
| Admin Rep:             | Jacob Hunter   |              |
| Admin Rep:             | Colin Loewenthal |            |
| Admin Rep:             | Mark Wengranowski |          |
| File Registry:         | Gerri Inaba    |              |
| Membership Records:    | Shane Kurschenska |            |
| Membership Records:    | Lucas Damer    |              |
| Membership Records:    | Ken Macaulay   |              |
| Membership Records:    | Amir Nazary    |              |
| IT Services:           | Pam Rutledge (Senior Department Clerk) | |
| IT Services:           | Joan Choo      |              |
| IT Services:           | Kristina Kavanagh |            |
| IT Services:           | Christopher Torok |           |
| IT Services:           | Michelle Turton |          |
| Web Developer:         | Carrie Camele  |              |
| Web Designer:          | Isaac Chavez   |              |
| Web Designer:          | Ray Liu        |              |
| Web Designer:          | Jenson Luk     |              |
| Web Designer:          | Tony Morabito  |              |
| Web Designer:          | Amy Turton     |              |
| Facilities Coordinator | Denise Castonguay | Helen Cameron |
| Buildings Rep:         | Raj Gill       |              |
| Buildings Rep:         | Ryan Schmid    |              |
| Admin Rep/Environment Officer: | Colleen Forshaw |            |
| Mail Centre:           | Lorinda Banks  |              |
| Mail Centre:           | Nancy Battista |              |</p>
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**Financial Controller**
**TEMPORARY SERVICING AND SUPPORT STAFF**
FOR THE PERIOD MAY 2014 TO APRIL 28, 2017

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<td>Torgerson, Wren</td>
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<td>Turton, Amy</td>
</tr>
<tr>
<td>Lance, Carol</td>
</tr>
<tr>
<td>Wang, Xi Juan (Lucie)</td>
</tr>
<tr>
<td>Lee, Jessica</td>
</tr>
<tr>
<td>Watkins, Merna</td>
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<tr>
<td>Williams, Valerie</td>
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</table>
### SERVICING STAFF

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carol Adams</td>
<td>Linsay Buss</td>
<td>Barb Crowley</td>
<td>Nancy Gillis</td>
</tr>
<tr>
<td>Charlene Kamensek</td>
<td>Mike Orders</td>
<td>Dan Rowe</td>
<td>Catherine Sullivan</td>
</tr>
<tr>
<td>Chris Anderson</td>
<td>Dan Cahill</td>
<td>Ken Curry</td>
<td>Gary Hall</td>
</tr>
<tr>
<td>Chris Mullen</td>
<td>Esther Ostrower</td>
<td>Janet Seccia</td>
<td>David Vipond</td>
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<tr>
<td>Shelley Anderson</td>
<td>Deb Critchley</td>
<td>Dave Dillabough</td>
<td>Henny Hanegraaf</td>
</tr>
<tr>
<td>Jan O’Brien</td>
<td>Holly Page</td>
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### SUPPORT STAFF

<table>
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<th>Name</th>
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<tr>
<td>Diana Anderson</td>
<td>Peggy Evans</td>
<td>Carole Kiewitz</td>
<td>Arlene Price</td>
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<tr>
<td>Sheryl Boyd</td>
<td>Bobbi Flint</td>
<td>Jennifer Magnusson</td>
<td>Lynda Walker</td>
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<tr>
<td>Lorrie Burnell</td>
<td>Shirley Hunter</td>
<td>Susan Malcolm</td>
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</tr>
</tbody>
</table>
This report is 100% post-consumer waste printed on process chlorine free, neutral pH/acid-free paper and is made with 100% biomass energy.
Consolidated financial statements of

B.C. Government and Service Employees’ Union

December 31, 2016
B.C. Government and Service Employees’ Union
December 31, 2016

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INDEPENDENT AUDITORS’ REPORT

TO THE MEMBERS OF B.C. GOVERNMENT AND SERVICE EMPLOYEES’ UNION

We have audited the accompanying consolidated financial statements of B.C. Government and Service Employees’ Union, which comprise the consolidated balance sheet as at December 31, 2016 and the consolidated statements of revenues and expenses, changes in fund balances and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Consolidated Financial Statements
Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors’ Responsibility
Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditors’ judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion
In our opinion, the consolidated financial statements present fairly, in all material respects, the financial position of B.C. Government and Service Employees’ Union as at December 31, 2016, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Chartered Professional Accountants

Vancouver, British Columbia
May 17, 2017
B.C. Government and Service Employees’ Union
Consolidated balance sheet
As at December 31

<table>
<thead>
<tr>
<th></th>
<th>Consolidated 2016</th>
<th>Consolidated 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>4,910,224</td>
<td>5,526,958</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>5,661,652</td>
<td>5,246,747</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>724,130</td>
<td>549,752</td>
</tr>
<tr>
<td>Marketable securities (Note 3)</td>
<td>85,124,465</td>
<td>78,951,266</td>
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<tr>
<td><strong>Total Current Assets</strong></td>
<td>96,420,471</td>
<td>90,274,723</td>
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<tr>
<td>Investments (Note 4)</td>
<td>15,251</td>
<td>15,251</td>
</tr>
<tr>
<td>Amounts held in trust (Note 5)</td>
<td>2,751,765</td>
<td>2,855,438</td>
</tr>
<tr>
<td>Deposits (Note 6)</td>
<td>3,530,566</td>
<td>200,000</td>
</tr>
<tr>
<td>Equipment under capital lease (Note 7)</td>
<td>426,231</td>
<td>345,487</td>
</tr>
<tr>
<td>Property and equipment (Notes 8 and 17)</td>
<td>27,811,214</td>
<td>28,471,478</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>130,955,498</td>
<td>122,162,377</td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities (Note 9)</td>
<td>3,776,333</td>
<td>4,294,418</td>
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<tr>
<td>Due to components (Note 10)</td>
<td>266,886</td>
<td>169,609</td>
</tr>
<tr>
<td>Current portion of capital lease obligations (Note 11)</td>
<td>158,456</td>
<td>227,876</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>4,201,675</td>
<td>4,691,903</td>
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<tr>
<td>Capital lease obligations (Note 11)</td>
<td>279,212</td>
<td>142,957</td>
</tr>
<tr>
<td>Amounts held in trust (Note 5)</td>
<td>2,751,765</td>
<td>2,855,438</td>
</tr>
<tr>
<td>Supplemental leave benefits liability (Note 12)</td>
<td>8,910,433</td>
<td>9,956,595</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>16,143,085</td>
<td>17,646,893</td>
</tr>
<tr>
<td><strong>Fund balances</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Invested in property and equipment</td>
<td>27,799,777</td>
<td>28,488,067</td>
</tr>
<tr>
<td>Unrestricted</td>
<td>500,000</td>
<td>6,387,222</td>
</tr>
<tr>
<td>Internally restricted (Note 13)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fightback and campaign reserve</td>
<td>2,827,136</td>
<td>2,337,802</td>
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<tr>
<td>Area office, land and building reserve</td>
<td>8,550,358</td>
<td>-</td>
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<tr>
<td>Bargaining reserve</td>
<td>500,000</td>
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<tr>
<td>Convention reserve</td>
<td>1,200,000</td>
<td>600,000</td>
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<tr>
<td>Restricted – Defence Fund</td>
<td>73,435,142</td>
<td>66,702,393</td>
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<tr>
<td><strong>Total Fund balances</strong></td>
<td>114,812,413</td>
<td>104,515,484</td>
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<tr>
<td><strong>Total Liabilities and Fund balances</strong></td>
<td>130,955,498</td>
<td>122,162,377</td>
</tr>
</tbody>
</table>

Approved on behalf of the Provincial Executive

[Signatures]

President
Treasurer
B.C. Government and Service Employees’ Union
Consolidated statement of revenues and expenses
Year ended December 31

<table>
<thead>
<tr>
<th>Operations (General Fund and Solidarity Holdings Ltd.)</th>
<th>Defence Fund</th>
<th>Consolidated 2016</th>
<th>Consolidated 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
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**Revenues**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
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<tbody>
<tr>
<td>Members’ dues</td>
<td>$55,559,378</td>
<td>$53,511,920</td>
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<tr>
<td>Less:</td>
<td></td>
<td></td>
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<tr>
<td>Allocations to Defence Fund, 3% of dues revenue</td>
<td>$1,666,781</td>
<td>$1,666,781</td>
</tr>
<tr>
<td>Allocations to components, 6.20% of dues revenue</td>
<td>$(3,444,681)</td>
<td>$(3,444,681)</td>
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<tr>
<td><strong>Total</strong></td>
<td>$50,447,916</td>
<td>$52,114,697</td>
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<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment income, net</td>
<td>$964,346</td>
<td>$6,036,761</td>
</tr>
<tr>
<td>Rent</td>
<td>$98,424</td>
<td>$123,194</td>
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<tr>
<td>Affiliation remittances and other</td>
<td>$497,612</td>
<td>$582,862</td>
</tr>
<tr>
<td>Gain on sale of property</td>
<td>$215,038</td>
<td>$57,389,868</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$52,008,298</td>
<td>$58,747,494</td>
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**Expenses**

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<thead>
<tr>
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<th>2015</th>
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<tbody>
<tr>
<td>Salaries and employee benefits</td>
<td>$28,815,825</td>
<td>$27,086,979</td>
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<td>Building and administration</td>
<td>$7,709,323</td>
<td>$7,660,242</td>
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<tr>
<td>Affiliation fees</td>
<td>$2,319,892</td>
<td>$2,294,163</td>
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<tr>
<td>Campaigns, strategic partnerships, communications and donations</td>
<td>$1,810,528</td>
<td>$1,725,590</td>
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<tr>
<td>Education</td>
<td>$1,442,041</td>
<td>$1,642,916</td>
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<td>Provincial executive and committees</td>
<td>$1,044,011</td>
<td>$1,146,965</td>
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<td>Travel and relocation</td>
<td>$872,362</td>
<td>$962,482</td>
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<td>Conventions and conferences</td>
<td>$858,061</td>
<td>$290,186</td>
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<tr>
<td>Other member services (Note 16 and Schedule)</td>
<td>$798,068</td>
<td>$902,690</td>
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<td>Hearings, arbitration and legal</td>
<td>$723,272</td>
<td>$818,666</td>
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<td>Bargaining</td>
<td>$618,888</td>
<td>$578,310</td>
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<td>Automobile</td>
<td>$459,526</td>
<td>$456,096</td>
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<td>Professional fees</td>
<td>$450,254</td>
<td>$427,725</td>
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<td>Supplemented leave benefits (Note 12)</td>
<td>$286,119</td>
<td>$335,679</td>
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<td>Joint committee meetings</td>
<td>$235,948</td>
<td>$203,921</td>
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<td>Strike expenses</td>
<td>$6,447</td>
<td>$37,078</td>
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<tr>
<td><strong>Total</strong></td>
<td>$48,444,118</td>
<td>$46,569,688</td>
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**Excess of revenues over expenses**

<table>
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<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$3,564,180</td>
<td>$10,296,929</td>
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</tbody>
</table>

See notes to consolidated financial statements.
B.C. Government and Service Employees’ Union  
Consolidated statement of changes in fund balances  
Year ended December 31

<table>
<thead>
<tr>
<th>Operations (General Fund and Solidarity Holdings Ltd.)</th>
<th>Invested in property and equipment</th>
<th>Unrestricted</th>
<th>Internally restricted</th>
<th>Restricted Defence Fund</th>
<th>Consolidated 2016</th>
<th>Consolidated 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fund balances, beginning of year</td>
<td>28,488,067</td>
<td>6,387,222</td>
<td>2,937,802</td>
<td>66,702,393</td>
<td>104,515,484</td>
<td>93,785,548</td>
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<tr>
<td>Excess (deficiency) of revenues over expenses</td>
<td>-</td>
<td>3,574,846</td>
<td>(10,666)</td>
<td>6,732,749</td>
<td>10,296,929</td>
<td>10,820,180</td>
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<tr>
<td>Actuarial loss (Note 12)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>(90,244)</td>
</tr>
<tr>
<td>Amortization of property and equipment</td>
<td>(2,412,489)</td>
<td>2,412,489</td>
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<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Purchase of property and equipment</td>
<td>1,481,831</td>
<td>(1,481,831)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Equipment under capital leases</td>
<td>242,368</td>
<td>(242,368)</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>Interfund transfers (Note 13)</td>
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<td>-</td>
<td>-</td>
<td>-</td>
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<td>2015 Unrestricted fund balance</td>
<td>-</td>
<td>(6,000,000)</td>
<td>6,000,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>2016 Operating budget</td>
<td>-</td>
<td>(600,000)</td>
<td>600,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2016 Unrestricted fund balance</td>
<td>-</td>
<td>(3,550,358)</td>
<td>3,550,358</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Fund balances, end of year</td>
<td>27,799,777</td>
<td>500,000</td>
<td>13,077,494</td>
<td>73,435,142</td>
<td>114,812,413</td>
<td>104,515,484</td>
</tr>
</tbody>
</table>

(Note 13)
B.C. Government and Service Employees’ Union
Consolidated statement of cash flows
Year ended December 31

<table>
<thead>
<tr>
<th></th>
<th>Consolidated 2016</th>
<th>Consolidated 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>Operating activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Excess of revenues over expenses</td>
<td>10,296,929</td>
<td>10,820,180</td>
</tr>
<tr>
<td>Items not involving the outlay of funds</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amortization</td>
<td>2,370,554</td>
<td>2,135,147</td>
</tr>
<tr>
<td>Supplemental leave benefits expense (Note 12)</td>
<td>286,119</td>
<td>335,679</td>
</tr>
<tr>
<td>Unrealized loss (gain) on investments</td>
<td>(4,238,793)</td>
<td>296,831</td>
</tr>
<tr>
<td>Gain on sale of property</td>
<td>-</td>
<td>(215,038)</td>
</tr>
<tr>
<td></td>
<td>8,714,809</td>
<td>13,372,799</td>
</tr>
<tr>
<td>Net changes in operating working capital</td>
<td></td>
<td></td>
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<tr>
<td>Accounts receivable</td>
<td>(414,905)</td>
<td>(319,810)</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>(174,378)</td>
<td>(55,553)</td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>(518,085)</td>
<td>173,966</td>
</tr>
<tr>
<td>Due to affiliate</td>
<td>-</td>
<td>(269,756)</td>
</tr>
<tr>
<td>Due to components</td>
<td>97,277</td>
<td>63,601</td>
</tr>
<tr>
<td>Supplemental leave benefits liability</td>
<td>(1,332,281)</td>
<td>(1,465,432)</td>
</tr>
<tr>
<td></td>
<td>6,372,437</td>
<td>11,499,815</td>
</tr>
<tr>
<td><strong>Investing activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deposits paid on construction project (Note 6)</td>
<td>(3,330,566)</td>
<td>(200,000)</td>
</tr>
<tr>
<td>Purchase of marketable securities</td>
<td>(1,934,406)</td>
<td>(2,743,953)</td>
</tr>
<tr>
<td>Purchase of property and equipment</td>
<td>(1,481,831)</td>
<td>(7,782,926)</td>
</tr>
<tr>
<td>Proceeds on sale of property</td>
<td>-</td>
<td>467,442</td>
</tr>
<tr>
<td></td>
<td>(6,746,803)</td>
<td>(10,259,437)</td>
</tr>
<tr>
<td><strong>Financing activity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Principal repayments, capital lease obligations</td>
<td>(242,368)</td>
<td>(230,775)</td>
</tr>
<tr>
<td>Net cash inflow (outflow)</td>
<td>(616,734)</td>
<td>1,009,603</td>
</tr>
<tr>
<td>Cash position, beginning of year</td>
<td>5,526,958</td>
<td>4,517,355</td>
</tr>
<tr>
<td><strong>Cash position, end of year</strong></td>
<td>4,910,224</td>
<td>5,526,958</td>
</tr>
<tr>
<td><strong>Supplemental cash flow information</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of property and equipment by capital lease</td>
<td>309,203</td>
<td>87,042</td>
</tr>
<tr>
<td>Interest paid on capital lease obligations</td>
<td>18,786</td>
<td>30,856</td>
</tr>
</tbody>
</table>

See notes to consolidated financial statements.
1. **Nature of organization**

The B.C. Government and Service Employees’ Union (the “Union”) is a democratic union providing services to its members who work for the government of the Province of British Columbia, or its boards, agencies, commissions and Crown corporations, or in the broader public and private sectors. B.C. government workers formed a precursor organization in 1919. The Union was founded in 1942 and gained full bargaining rights under the *Labour Relations Code* of British Columbia in 1974. As a labour organization, the Union is exempt from income taxes under section 149(1)(k) of the *Income Tax Act*.

2. **Significant accounting policies**

These consolidated financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations (“ASNPO”) and reflect the following significant accounting policies.

(a) **Principles of consolidation**

These consolidated financial statements include the accounts of the General and Defence Funds of the Union and the Union’s wholly owned company, Solidarity Holdings Ltd. and its wholly owned subsidiary, Northern Workers United Holding Corp. All transactions and balances between the Union, Solidarity Holdings Ltd. and Northern Workers United Holding Corp. have been eliminated.

These consolidated financial statements do not include the assets, liabilities, revenues and expenses of the components and locals.

(b) **Fund accounting**

The Union prepares its consolidated financial statements using the concept of fund accounting. A description of each fund is as follows:

The Operations Fund reports the Union’s unrestricted resources, the balances and transactions of the Union’s General Fund, Solidarity Holdings Ltd. and Northern Workers United Holding Corp., and the following internally restricted reserves:

- Fightback and campaign reserve – for contingencies
- Area office, land and building reserve – for the purchase of area office land and buildings
- Bargaining reserve – for renegotiating sectoral collective agreements
- Convention reserve – for triennial constitutional conventions, next one scheduled for June 2017

The Defence Fund reports restricted resources to be used in the event of job action.

(c) **Financial instruments**

The Union initially measures its financial assets and liabilities at fair value, except for certain non-arm’s length transactions. The Union subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments and fixed income investments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in operations.

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down and any reversal of a previously recognized impairment loss would be recognized in operations. There have not been any previously recognized impairment losses.
2. **Significant accounting policies (continued)**

   (c) **Financial instruments** (continued)

   For any financial instrument that is measured at amortized cost, the instrument’s cost is adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption. These transaction costs are amortized in operations on a straight-line basis over the term of the instrument. All other transaction costs are recognized in operations in the period incurred.

   (d) **Investments**

   Investments where the Union exerts significant influence are accounted for using the cost method.

   (e) **Property and equipment**

   Property and equipment are recorded at cost less accumulated amortization. Amortization is calculated at the following annual rates:

<table>
<thead>
<tr>
<th>Property Type</th>
<th>Amortization Method</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings</td>
<td>Declining-balance basis</td>
<td>5%</td>
</tr>
<tr>
<td>Furniture and equipment</td>
<td>Straight-line basis</td>
<td>7%</td>
</tr>
<tr>
<td>Computer equipment</td>
<td>Straight-line basis</td>
<td>3%</td>
</tr>
<tr>
<td>Parking lot and road</td>
<td>Declining-balance basis</td>
<td>4%</td>
</tr>
<tr>
<td>Vehicle</td>
<td>Declining-balance basis</td>
<td>30%</td>
</tr>
</tbody>
</table>

   Equipment under capital lease is amortized on the straight-line basis over a term of three to five years.

   Leasehold improvements are amortized on the straight-line basis over the initial term of the lease (five years) and one renewal period (five years).

   (f) **Impairment of long-lived assets**

   The Union reviews property and equipment for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable as compared to expected undiscounted future cash flows.

   The Union records an impairment loss in the period when it is determined that the carrying amount of the asset exceeds the undiscounted estimate of future cash flows from the asset. Any impairment loss is measured as the difference between the carrying amount and estimated fair value of the asset.

   (g) **Revenue recognition**

   The Union follows the deferral method of accounting for members’ dues. Restricted contributions are recognized as revenue in the same year in which the related expenses are recognized. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

   Interest and investment income is recognized in the period earned. Realized gains and losses on the sale of investments are included in the determination of investment income.
2. **Significant accounting policies (continued)**

   (h) **Supplemental leave benefits**

   The Union provides supplemental leave benefits under a defined benefit plan and accurses its liability under the plan. The plan is unfunded and actuarial valuations are prepared for accounting purposes. Actuarial gains and losses arising from changes in actuarial assumptions are recognized in the consolidated balance sheet in the period incurred.

   (i) **Multi-employer pension plan**

   The Union accounts for its participation in the Public Service Pension Plan, a multi-employer contributory defined benefit plan, as if it was a defined contribution plan. This is due to the fact that the Plan records accrued liabilities and accrued assets for the Plan in aggregate with the result that there is no consistent and reliable basis for allocating the obligation, assets and cost to the individual employers participating in the Plan.

   (j) **Income taxes**

   As a not-for-profit organization, the Union is not subject to income taxes under section 149(1)(k) of the *Income Tax Act*. However, its wholly owned company follows the taxes payable method of accounting for income taxes. Under this method, current income taxes are recognized as incurred and payable in the current year.

   (k) **Measurement uncertainty**

   The preparation of consolidated financial statements in conformity with ASNPO requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the dates of the consolidated financial statements, and the reported amounts of revenues and expenses during the reported period. Areas requiring the use of estimates include the recoverability of accounts receivable, the useful lives of property and equipment, net recoverable amount of property and equipment, valuation of investments, rates of amortization, accrued liabilities and supplemental leave benefits liability. The Union believes the estimates are reasonable; however, actual results could differ from those estimates and could impact future results of operations and cash flows.
3. **Marketable securities**

The Union’s investments are comprised of equity and debt securities, and are carried at their fair value based on the quoted market prices of the securities at December 31, 2016. The composition of marketable securities, classified as current assets, is as follows:

<table>
<thead>
<tr>
<th></th>
<th>Fair value</th>
<th>Cost</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Short-term investments</strong></td>
<td>$484,438</td>
<td>$484,520</td>
<td>$364,679</td>
<td>$364,853</td>
</tr>
<tr>
<td><strong>Fixed income funds</strong></td>
<td>$28,743,550</td>
<td>$28,956,625</td>
<td>$28,129,403</td>
<td>$27,948,411</td>
</tr>
<tr>
<td><strong>Equity funds</strong></td>
<td>$55,896,477</td>
<td>$41,144,523</td>
<td>$50,457,184</td>
<td>$40,338,087</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$85,124,465</td>
<td>$70,585,668</td>
<td>$78,951,266</td>
<td>$68,651,351</td>
</tr>
</tbody>
</table>

Represented by

<table>
<thead>
<tr>
<th></th>
<th>Fair value</th>
<th>Cost</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>General Fund</strong></td>
<td>$13,860,883</td>
<td>$11,305,793</td>
<td>$12,912,904</td>
<td>$10,979,479</td>
</tr>
<tr>
<td><strong>Defence Fund</strong></td>
<td>$71,263,582</td>
<td>$59,279,875</td>
<td>$66,038,362</td>
<td>$57,671,872</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$85,124,465</td>
<td>$70,585,668</td>
<td>$78,951,266</td>
<td>$68,651,351</td>
</tr>
</tbody>
</table>

For the year ended December 31, 2016, the total realized gain on the sale of marketable securities was $647,365 (2015 – $2,934,743).

4. **Investments**

The investments noted below do not have quoted market prices in an active market and are recorded at cost.

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>Working Enterprises Ltd. (14.3%)</strong></td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td><strong>West Kootenay Labour Centre Holding Society (37.5%)</strong></td>
<td>15,250</td>
<td>15,250</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>15,251</td>
<td>15,251</td>
</tr>
</tbody>
</table>
5. **Amounts held in trust**

<table>
<thead>
<tr>
<th>Account Description</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Science Professionals Professional Development Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>For professional development of members covered by the Health Sciences Professionals collective agreement</td>
<td>11,834</td>
<td>11,834</td>
</tr>
<tr>
<td>Deferred Salary Leave Plan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>To afford employees the opportunity of taking a one-year leave of absence with partial pay by deferring salary for four years and taking leave in the fifth year</td>
<td>114,353</td>
<td>59,297</td>
</tr>
<tr>
<td>Joint Community Social Services Retraining Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>For retraining and providing professional development support for laid-off employees</td>
<td>373,872</td>
<td>448,254</td>
</tr>
<tr>
<td>Joint Community Health Retraining Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>For retraining members of the labour organizations consisting of the Community Bargaining Association, of which the Union is a member</td>
<td>2,251,706</td>
<td>2,336,053</td>
</tr>
</tbody>
</table>

Assets held in trust are liquid assets held with Canadian financial institutions.

6. **Deposits**

(a) In 2015, the Union entered into a contract to purchase land and a building under construction in Fort St. John, British Columbia, for $4,234,000 plus taxes with advance payments required as listed below. As at December 31, 2016, the building was 50% complete and payments of $3,330,566 (2015 – $200,000) were included as deposits towards construction of this building, which includes $594,567 in change orders and other costs not included in the contract and payment schedule below.

<table>
<thead>
<tr>
<th>Payment Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial deposit, paid August 26, 2015</td>
<td>200,000</td>
</tr>
<tr>
<td>Due upon 10% completion, paid February 3, 2016</td>
<td>418,000</td>
</tr>
<tr>
<td>Due upon 25% completion, paid October 25, 2016</td>
<td>1,059,000</td>
</tr>
<tr>
<td>Due upon 50% completion, paid December 15, 2016</td>
<td>1,059,000</td>
</tr>
<tr>
<td>Due upon 75% completion, paid March 29, 2017</td>
<td>1,059,000</td>
</tr>
<tr>
<td>Due upon possession date</td>
<td>439,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4,234,000</strong></td>
</tr>
</tbody>
</table>
6. **Deposits (continued)**

   (b) In 2016, the Union entered into a contract to purchase land and a building under development in Terrace, British Columbia, for $3,812,000 plus taxes with advance payments required as listed below. As at December 31, 2016, a total of $200,000 was included as a deposit towards construction of this building.

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial deposit, paid May 25, 2016</td>
<td>$200,000</td>
</tr>
<tr>
<td>Due upon 10% completion, paid February 8, 2017</td>
<td>$380,000</td>
</tr>
<tr>
<td>Due upon 25% completion</td>
<td>$953,000</td>
</tr>
<tr>
<td>Due upon 50% completion</td>
<td>$953,000</td>
</tr>
<tr>
<td>Due upon 75% completion</td>
<td>$953,000</td>
</tr>
<tr>
<td>Due upon possession date</td>
<td>$373,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$3,812,000</strong></td>
</tr>
</tbody>
</table>

7. **Equipment under capital lease**

<table>
<thead>
<tr>
<th>Description</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Accumulated amortization</td>
</tr>
<tr>
<td>Equipment under capital lease</td>
<td>$1,008,236</td>
<td>$582,005</td>
</tr>
</tbody>
</table>

8. **Property and equipment**

<table>
<thead>
<tr>
<th>Description</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Accumulated amortization</td>
</tr>
<tr>
<td>Land</td>
<td>$6,158,864</td>
<td>-</td>
</tr>
<tr>
<td>Buildings</td>
<td>$25,189,489</td>
<td>$9,223,604</td>
</tr>
<tr>
<td>Furniture and equipment</td>
<td>$8,363,623</td>
<td>$6,173,823</td>
</tr>
<tr>
<td>Computer equipment</td>
<td>$2,655,621</td>
<td>$2,256,585</td>
</tr>
<tr>
<td>Parking lot and road</td>
<td>$305,310</td>
<td>$62,474</td>
</tr>
<tr>
<td>Vehicle</td>
<td>$167,657</td>
<td>$67,901</td>
</tr>
<tr>
<td>Leasehold improvements</td>
<td>$7,851,669</td>
<td>$5,096,632</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>50,692,233</strong></td>
<td><strong>22,881,019</strong></td>
</tr>
</tbody>
</table>

No impairment losses have been identified by the Union for the year ended December 31, 2016.

9. **Government remittances**

   Included in accounts payable are government remittances payable of $30,225 (2015 – $41,628).
10. **Due to components**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dues allocations payable</td>
<td>(895,695)</td>
<td>(575,262)</td>
</tr>
<tr>
<td>Advances to cover expenses, non-interest-bearing</td>
<td>628,809</td>
<td>405,653</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>(266,886)</strong></td>
<td><strong>(169,609)</strong></td>
</tr>
</tbody>
</table>

11. **Capital lease obligations**

Future minimum lease payments on capital lease obligations are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>171,162</td>
</tr>
<tr>
<td>2018</td>
<td>106,987</td>
</tr>
<tr>
<td>2019</td>
<td>70,607</td>
</tr>
<tr>
<td>2020</td>
<td>66,317</td>
</tr>
<tr>
<td>2021</td>
<td>49,738</td>
</tr>
<tr>
<td><strong>Total minimum lease payments</strong></td>
<td><strong>464,811</strong></td>
</tr>
<tr>
<td>Imputed interest at 4.9%</td>
<td><strong>27,143</strong></td>
</tr>
<tr>
<td><strong>Current obligation</strong></td>
<td><strong>437,668</strong></td>
</tr>
<tr>
<td><strong>Long-term obligation</strong></td>
<td><strong>158,456</strong></td>
</tr>
</tbody>
</table>

Interest of $18,786 (2015 - $30,856) on account of capital leases was recognized during the year and is included in office expense. The Union’s capital lease obligations have maturity dates ranging from April 2017 to November 2021.

12. **Supplemental leave benefits liability**

The Union is committed to provide certain supplemental leave benefits under a defined benefit plan. The benefits are based on length of service and final earnings.

Every three years an actuarial valuation is performed to assess the financial position of the Plan. The last actuarial valuation, prepared in April 2015, provided the Union with the total benefits liability at December 31, 2014 and a projection of the current service costs for 2015 and total benefits obligation as at December 31, 2015 and 2016.

In March 2016, the actuaries revised their projection of the December 31, 2015 and 2016 obligation to reflect a discount rate of 2.15%, as compared to the rate of 2.45% used in their earlier report. The resulting actuarial loss of $90,244 was recognized as a separate component within the consolidated statement of changes in fund balances.

In March 2017, the actuaries further revised their projection of the December 31, 2016 obligation to reflect the benefits paid during 2015 and 2016. There was no resulting gain or loss.

The Plan is unfunded as no assets have been allocated to the plan. As a result, the plan’s obligation of $8,910,433 (2015 - $9,956,595) is also the plan’s deficit.
12. Supplemental leave benefits liability (continued)

The valuation and projection were based on the following assumptions regarding discount rates and employees’ compensation levels during their active period of employment:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discount rate</td>
<td>2.15</td>
<td>2.15</td>
</tr>
<tr>
<td>Rate of compensation and benefits increase</td>
<td>2.00</td>
<td>2.00</td>
</tr>
</tbody>
</table>

Supplemental leave benefits expense consists of the following:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current service cost</td>
<td>84,482</td>
<td>80,679</td>
</tr>
<tr>
<td>Interest cost on accrued benefit obligation</td>
<td>201,637</td>
<td>255,000</td>
</tr>
<tr>
<td>Supplemental leave benefits expense</td>
<td>286,119</td>
<td>335,679</td>
</tr>
</tbody>
</table>

Benefits paid in the year were $1,332,281 (2015 - $1,465,432).

13. Internally restricted fund balances

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fund balance, beginning of year</td>
<td>2,337,802</td>
<td>-600,000</td>
</tr>
<tr>
<td>Purchase of property and equipment</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Operating expenditures</td>
<td>(10,666)</td>
<td>-</td>
</tr>
<tr>
<td>Transfers:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2015 unrestricted fund balance</td>
<td>-</td>
<td>6,000,000</td>
</tr>
<tr>
<td>2016 operating budget</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2016 unrestricted fund balance</td>
<td>500,000</td>
<td>2,550,358</td>
</tr>
<tr>
<td>Fund balance, end of year</td>
<td>2,827,136</td>
<td>8,550,358</td>
</tr>
</tbody>
</table>

The fightback and campaign reserve includes $nil (2015 - $10,666) in reserve for political action contributions.
13. **Internally restricted fund balances (continued)**

In 2016, the Provincial Executive approved the transfer of $6,000,000 from the 2015 unrestricted fund balance to the internally restricted area office land and building reserve. In addition the Provincial Executive approved the transfer of all but $500,000 of what would otherwise have been the 2016 unrestricted fund balance to the following internally restricted reserves: $500,000 to the bargaining reserve; $500,000 to the fightback and campaign reserve and; $2,550,358 to the area office, land and building reserve.

14. **Commitments**

**Leases**

The Union is committed to operating lease payments for premises and office equipment over the next four years as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>676,061</td>
</tr>
<tr>
<td>2018</td>
<td>538,589</td>
</tr>
<tr>
<td>2019</td>
<td>383,766</td>
</tr>
<tr>
<td>2020</td>
<td>301</td>
</tr>
</tbody>
</table>

The leases have maturity dates ranging from December 2017 to February 2020.

15. **Multi-employer pension plan**

Employees of the Union are members of the Public Service Pension Plan, a multi-employer contributory defined benefit plan. The regular employer contribution for 2016 was $2,152,000 (2015 - $2,027,500) and is included in salaries and employee benefits expense.

Every three years an actuarial valuation is performed to assess the financial position of the Plan and the adequacy of plan funding. The most recent actuarial valuation for the Plan at March 31, 2014 indicated a surplus of approximately $392.0 million. The actuary does not attribute portions of the surplus to individual employers. The plan covers approximately 57,000 active employees, of which approximately 280 are employees of the Union.

16. **BCGEU Diane L. Wood International Solidarity and Humanity Fund**

The Union committed $176,160 (2015 - $173,775) to its BCGEU Diane L. Wood International Solidarity and Humanity Fund for international solidarity and development projects. As at December 31, 2016, $701 (2015 - $34,265) of committed funds have yet to be spent.

17. **Credit facility**

The Union has an available credit facility up to a maximum of $8,500,000 with interest per annum charged at prime. When drawn, security for this facility is provided by way of a charge over certain of the Union’s land and buildings. As at December 31, 2016, the amount outstanding was $nil (2015 - $nil).
18. Financial instruments

(a) Liquidity risk

Liquidity risk is the risk that the Union will encounter difficulty in meeting obligations associated with financial liabilities. The Union is exposed to liquidity risk with respect to its accounts payable and supplemental leave benefits liability. The Union’s cash on hand and cash flow from operations provides a substantial portion of the Union’s cash requirements. Additional cash requirements can be met with the sale of marketable securities, if required.

(b) Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

The Union’s exposure to credit risk with respect to its cash and marketable securities is minimized since these items are held at well-capitalized Canadian financial institutions. In addition, the government of the Province of British Columbia, with its Financial Institutions Act, has, through the Credit Union Deposit Insurance Corporation, guaranteed the full value of the Union’s cash, all of which is held at credit unions in British Columbia.

The Union’s exposure to credit risk with respect to accounts receivable is minimal since over 89% of the accounts receivable as at December 31, 2016 (2015 - 92%) are receivable from well-established employers for members’ dues deducted from members’ wages. Members’ dues are received from employers on a regular basis.

(c) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flow of a financial instrument will fluctuate due to changes in market interest rates. Interest rate risk arises from the possibility that changes in interest rates will affect the value of fixed income securities held by the Union. The value of fixed income securities will generally rise when interest rates fall and decrease when market rates rise.

(d) Market risk

Market risk arises as a result of trading in equity securities and fixed income securities. Fluctuations in the market expose the Union to a risk of loss. The Union mitigates this risk through controls to monitor and limit concentration levels.

(e) Foreign currency risk

As of December 31, 2016, 30% (2015 – 31%) of the marketable securities are invested in U.S. equities with an additional 9% (2015 – 9%) invested in other non-Canadian equities. Foreign currency risk arises due to changes in foreign currency exchange rates on the Union’s foreign securities. Effective January 20, 2017, the Union implemented a hedging strategy to reduce its exposure to foreign currency gains and losses with respect to its holdings of U.S. equities.
19. **Income taxes**

The Union’s wholly owned company has non-capital losses of $5,084,618 that may be applied to reduce taxable income in future years. The potential income tax benefit of these losses has not been recorded in these consolidated financial statements. The non-capital losses expire as follows:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2031</td>
<td>292,825</td>
</tr>
<tr>
<td>2032</td>
<td>842,626</td>
</tr>
<tr>
<td>2033</td>
<td>703,239</td>
</tr>
<tr>
<td>2034</td>
<td>842,337</td>
</tr>
<tr>
<td>2035</td>
<td>1,220,883</td>
</tr>
<tr>
<td>2036</td>
<td>1,182,708</td>
</tr>
<tr>
<td></td>
<td>5,084,618</td>
</tr>
</tbody>
</table>
B.C. Government and Service Employees’ Union  
Consolidated schedule of expenses  
Year ended December 31

<table>
<thead>
<tr>
<th></th>
<th>Consolidated 2016</th>
<th>Consolidated 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>Building and administration</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Building</td>
<td>1,570,203</td>
<td>1,729,526</td>
</tr>
<tr>
<td>Office</td>
<td>1,261,560</td>
<td>1,475,021</td>
</tr>
<tr>
<td>Telephone and utilities</td>
<td>917,153</td>
<td>865,953</td>
</tr>
<tr>
<td>Rent</td>
<td>734,363</td>
<td>591,043</td>
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<tr>
<td>Information technology</td>
<td>497,720</td>
<td>584,616</td>
</tr>
<tr>
<td>Postage</td>
<td>357,770</td>
<td>278,936</td>
</tr>
<tr>
<td>Amortization of property and equipment</td>
<td>2,142,095</td>
<td>1,908,132</td>
</tr>
<tr>
<td>Amortization of property and equipment under capital lease</td>
<td>228,459</td>
<td>227,015</td>
</tr>
<tr>
<td></td>
<td>7,709,323</td>
<td>7,660,242</td>
</tr>
<tr>
<td><strong>Campaigns, strategic partnerships, communications and donations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Campaigns, strategic partnerships and charitable donations</td>
<td>1,173,199</td>
<td>1,013,906</td>
</tr>
<tr>
<td>Internal and external communications</td>
<td>461,439</td>
<td>558,175</td>
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<tr>
<td>Political action contributions</td>
<td>175,890</td>
<td>153,509</td>
</tr>
<tr>
<td></td>
<td>1,810,528</td>
<td>1,725,590</td>
</tr>
<tr>
<td><strong>Other member services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activist recognition events</td>
<td>183,803</td>
<td>200,172</td>
</tr>
<tr>
<td>BCGEU Diane L. Wood International Solidarity and Humanity Fund (Note 16)</td>
<td>209,724</td>
<td>208,140</td>
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<tr>
<td>Workplace leadership</td>
<td>120,817</td>
<td>138,136</td>
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<tr>
<td>Membership activities</td>
<td>75,192</td>
<td>105,566</td>
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<tr>
<td>Cross component committees</td>
<td>94,036</td>
<td>100,305</td>
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<tr>
<td>Scholarships and welfare</td>
<td>87,957</td>
<td>83,800</td>
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<tr>
<td>Hospitality workers’ health and welfare benefits plan (recovery)</td>
<td>(15,073)</td>
<td>33,858</td>
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<tr>
<td>Union observers</td>
<td>34,272</td>
<td>25,588</td>
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<tr>
<td>NUPGE Social Justice Solidarity Fund</td>
<td>7,340</td>
<td>7,125</td>
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<tr>
<td></td>
<td>798,068</td>
<td>902,690</td>
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</table>