



STEPPING UP

Electing workplace stewards

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provincial

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Local 467/MoveUp



New challenges for a new executive

The work of our newly elected executive has begun in earnest. We've been meeting as a group and planning our moves forward since our election at the BCGEU triennial convention in mid-June. We took some time out to attend Pride parades around the province, and meet members at their worksites. Summer is a great time for visiting new and old friends and for catching up. However, this summer, like so many of you, we watched the destructive force of the wildfires and worried about the safety of our members.

A few final thoughts about our convention. I've been attending BCGEU conventions since 1997. This one felt very different. I loved the positive energy and respectful debate. We felt unified in a way I'd not experienced before at convention. Delegates listened to each other and looked to the bigger picture when considering resolutions. I came away feeling hopeful and excited about the next three years and beyond.

It's now fall and what's next? Lots — new areas of internal focus and growth, and a new provincial government to work with. We're looking forward to having a government who listens after 16 years of Liberal rule. We have so many shared values with the NDP: poverty reduction, affordable housing and child care, concerns about the fentanyl crisis and seniors' issues. The issues that affect you — our members. We'll be raising these issues and more with the new government at every opportunity.

"I'm always grateful the BCGEU is my union. We have a lot of work ahead and I'm eager to begin."

We'll also be focusing on our preparations for bargaining in 2019. We'll be in bargaining representing the interests of 60,000 of the BCGEU's 73,000 members. And we'll be more than ready when the time comes. We're armed with more resources than ever before, more staff, better communications, and a more united and engaged membership.

We'll begin holding bargaining conferences in the coming months to identify priorities and strategies for a variety of sectors including the public service, health, community social services and education. Bargaining is tough, no matter who's in government. We'll be pressing for contracts that allow members to catch up and realise some gains — to make the lives of BCGEU members better.

Steward elections are coming up and you can read all about our new educational efforts aimed at steward development in this issue. We want a steward in every workplace — an ambitious goal, but we'll get there! Next year, we'll be holding local and component elections. We'll continue to support vibrant, effective executives in every local.

I've seen lots of unions across Canada and some internationally. I'm always grateful the BCGEU is my union. We have a lot of work ahead and I'm eager to begin.



Steward election time: Step up for your co-workers

It was a no-brainer really. Ronda Vilene grew up in a union family, so when her office at Okanagan College needed a steward, she knew exactly what to do.

“I just thought it was time that I stepped up and contributed,” she said.

Vilene is one of hundreds of stewards in BCGEU worksites around B.C. They're elected by their co-workers every three years. Elections will be held this fall. While many stewards will be acclaimed, the election process is an important process that affirms our union's democratic structure.

We're committed to providing ongoing support and the best training possible for BCGEU stewards. After the election this fall, stewards will be invited to a pilot project, a one day STEP UP course. After that, they'll be enrolled in the new steward fundamentals course in early 2018.

Unions like ours couldn't function without the hard work of stewards. They serve an essential function in labour relations by representing co-workers to management and helping to solve workplace problems.

They measure their impact and effectiveness in their workplace and on their co-workers in many ways. One

great success for Vilene was changing a member's negative views of the union.

“I took the opportunity to find out why the member felt this way. I was able to get the member to see the positives of belonging to the union,” she said.

“Unions like ours couldn't function without the hard work of stewards. They serve an essential function in labour relations...”

For Megan Washington, a steward for six years at the Starlight Casino in New Westminster, it was winning substantial back wages for co-workers.

“It felt great and made a real difference,” she said.

All of our union leaders came from the steward ranks. Many stewards say their experience helped them gain confidence to have challenging conversations with employers, solve problems with members and, become a leader in the workplace.

Check out the BCGEU website: www.bcgau.ca for more information about steward elections, STEP UP! and other steward learning opportunities.

**BCGEU MEMBERS!
WE WANT YOU
TO BE A UNION STEWARD**



**FOR MORE INFORMATION
GO TO BCGEU.CA/STEWARDS**

A good steward often displays natural leadership traits, such as:

- A sense of fairness
- Diplomacy and excellent communication skills
- Confidence, and assertiveness when required
- Curiosity and openness
- Attentive listening
- A commitment to equity, inclusion and justice

With training and support, a good steward will be able to:

- Negotiate and resolve problems
- Develop a basic understanding of a collective agreement
- Nurture support for the union in the workplace
- Represent workers and their interests to management
- Show leadership by engaging and organizing co-workers
- Earn the respect and appreciation of co-workers and managers



Well over half a million hectares of British Columbia burned this summer, causing smoky conditions across the province.

An unprecedented summer of wildfires: share your thoughts

This fire season will not soon be forgotten. Whether you were affected by an evacuation order, spent time greeting and helping evacuees arriving in your community, or watched in horror as thousands of fellow British Columbians were driven from their homes.

This fire season will long be remembered, for all the wrong reasons. In mid-August, the province's chief fire information officer confirmed 2017 has been the worst wildfire season on record in B.C. As of mid-September, the 1,193,200 hectares torched surpassed the previous record set in 1958, according to government records.

We can all thank the more than 2,000 BCGEU members who fought the fires — members who make up the province's wildfire crews and provincial emergency teams. Joining them were more crews from out of province. In all, nearly 4,000 firefighters were called upon to contain the destruction. Without their hard work and experience, we can only imagine how much worse the damage and devastation would have been.

We also can't forget about the efforts of our BCGEU members in admin-

istrative services who supported the firefighting activities.

Rebuilding after such a devastating fire can be almost as challenging as fleeing from one. This is why the BCGEU joined with national affiliates at NUPGE to pledge \$100,000 to the Red Cross for wildfire relief efforts across the province.

We want to hear from you. Were you involved in fighting wildfires this fire season in any capacity, on the front line, logistics, or administrative?

"We were pleased to contribute to the relief effort for B.C. residents affected by wildfires," said BCGEU president Stephanie Smith. "BCGEU members and their families live in the affected communities and we share a responsibility to provide humanitarian services for all British Columbians impacted by this natural disaster."

We want to hear from you. Were you involved in fighting wildfires this fire season in any capacity, on the front

line, logistics, or administrative? If your answer is yes, please take the online survey we've set up at www.bcgeu.ca/wildfire-season-2017. We want to capture your experiences, concerns, and anything else you want to share about the summer fires.

"With a wildfire season this devastating, crews and the systems that support them will have faced a huge stress test. We need to make sure that we're responding to the challenges that surfaced, and hearing from all members about their experience on the front lines of a major natural disaster," said George Buis, vice president of component 20 (environmental technical and operational).

"That's why we've set up this survey, to allow crews from all across the province to directly tell us what worked, what didn't, and how the union can help support members in the next really bad fire season."

If you have any difficulties submitting your survey response or want to submit additional photos, videos or other testimonials with your submission, please get in touch with us at campaigns@bcgeu.ca.



Sound financial management for today and tomorrow

news



BCGEU's audited financial statements in the last issue of *The Provincial* tell a positive story about the finances of our union. Ensuring every member receives a copy of the statements is about more than simply transparency. It informs our collective voice and decision making.

While publishing our audited financial statements is important, they don't tell the whole story. Our commitment to our membership is to regularly explain the strategic direction of our annual budgeting process, and what these financials mean for all of us as members and for the union as a whole.

In June we held a successful triennial convention, where hundreds of delegates from around the province were elected to set the direction of our union for the next three years. Included in that convention were some significant financial resolutions, as well as some from past conventions, that informed our union's mid-year budget review this fall.

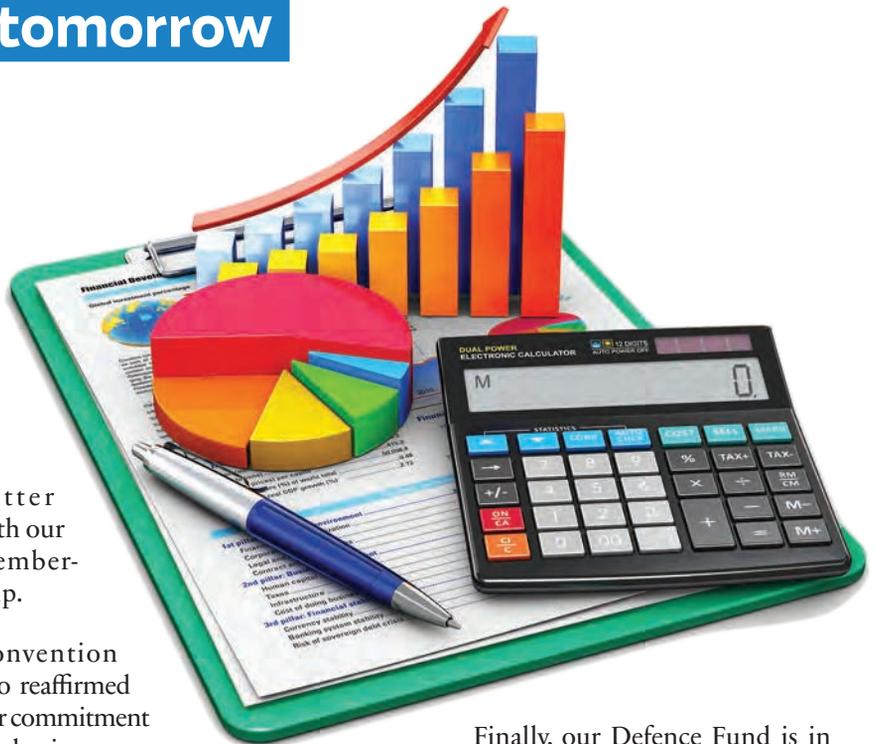
First and foremost, resolutions ratified at convention called for an increase in funding both to Component executives, and to our member-to-member campaigns. This improves the ability of local executives to visit worksites and connect with shop stewards. While this is not a replacement for our long-term goal of negotiating union meetings on employer-paid time at the worksite, it's an interim step that can also increase our ability to connect

better with our membership.

Convention also reaffirmed our commitment to the important work of international solidarity. As such, we have increased the per-member allotment to the Diane L Wood international solidarity and human rights fund that supports strategic partnerships with labour and human rights activists around the world.

Having strong finances is fundamentally about being able to guide the strategic direction of our union.

Our strategy of replacing rental buildings with purpose built area offices on land purchased by the union was reaffirmed by delegates and is increasing our ability to service members province-wide. Not only are owned buildings great equity investments, but they bring down the long-term cost of renting space. They also create much needed meeting space for our expanding member education programs as well as union and community events.



Finally, our Defence Fund is in excellent shape, valued at just over \$1,000 per member. That's why the union's provincial executive approved our treasurer's mid-year budget recommendation to cease all active contributions to the Defence Fund.

Instead, we're holding money in reserve for buildings, while dramatically increasing the amount we spend on front-line servicing to members, organizing, and occupational health and safety.

Many of you will recall our prediction of the 2015 oil price crash, and strategic decision to divest from fossil fuels in our equities portfolio. Today, we're proud to say our equities are still outperforming fossil fuel indexes, confirming the soundness of our decision to divest.

Having strong finances is fundamentally about being able to guide the strategic direction of our union. Without a healthy balance sheet, we can't invest in the resources we need to service our members, organize the unorganized, and win at the bargaining table.

Resilience and optimism shine in the Kootenays

With the BCGEU convention 2017 behind us, late summer was the time for our union's four Provincial Executive vice presidents (EVPs) to set off on their first joint trip to meet members.

Destination: Kootenays. The trip began in Castlegar and then moved to Grand Forks, Trail, Rossland, Nelson, Invermere, Fernie, Sparwood and Cranbrook.

Here's what our EVPs told us:

We heard a lot of stories. A combination of serious workplace issues and optimism.

Members told us about fighting back against employers who use intimidation tactics, who refuse to pay overtime, and who ignore the provisions of their collective agreement. These workers told us they were feeling exhausted, burned out, hopeless and discouraged.

We heard about workload issues. One worker told us vacancies go months without being filled despite the employer knowing well in advance someone is retiring.

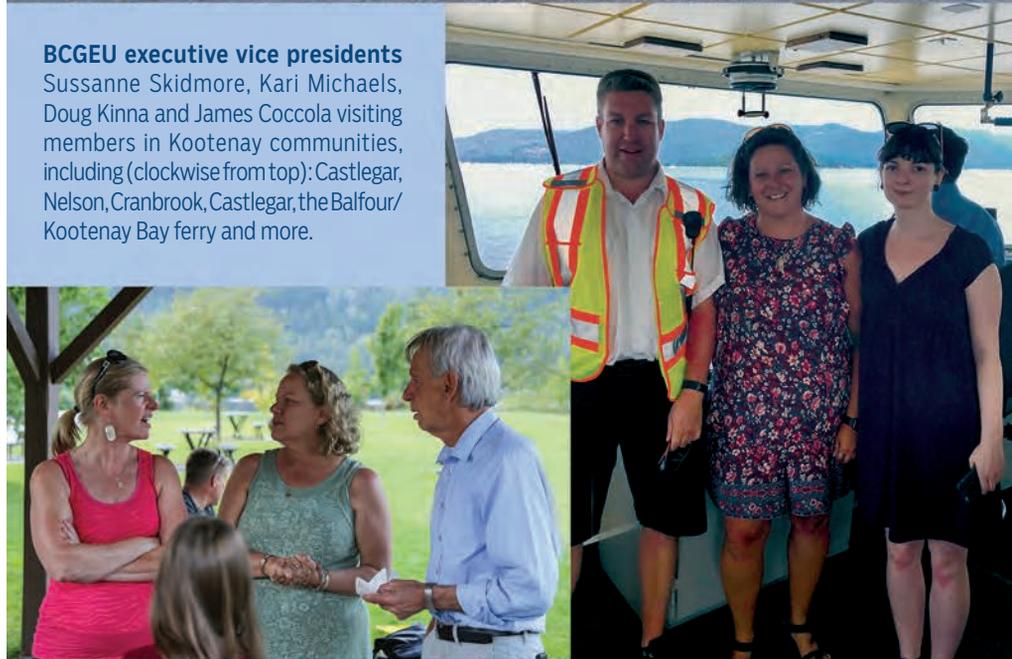
Employers, they said, rely on work being done over breaks or after hours to keep costs down.

Rest assured, we told them. Their issues will be addressed by the union. EVPs communicate issues to the president, local chairs and component VPs. They also ensure that resources are directed to worksites that need additional support.

We also encountered many optimistic members — hopeful and excited about the future. Hopeful the new B.C. government will address longstanding issues in workplaces and communities, and inject more funding into badly needed services.



BCGEU executive vice presidents Sussanne Skidmore, Kari Michaels, Doug Kinna and James Coccola visiting members in Kootenay communities, including (clockwise from top): Castlegar, Nelson, Cranbrook, Castlegar, the Balfour/Kootenay Bay ferry and more.



What most impressed us was the feeling of solidarity. Members committed to supporting each other in the workplace, especially when issues arise with the employer. They understand that disputes affect everyone and consequence impacts them collectively.

It's this sentiment, they told us, that brings them together and ensures they won't stand back quietly.

They intend to meet challenges with collective action. Their union is with them every step of the way.



New government – positive change ahead

Change is good, right? We generally think so. After weeks of post-election uncertainty, a new provincial government was sworn in this summer.

Sixteen years of cuts to vital programs and services for British Columbians had taken their toll and voters — including our members — were ready for a new era of leadership in our province that promises to put people first.

"We are very optimistic about what the future holds for premier John Horgan and a new government forged in the spirit of collaboration," said BCGEU president Stephanie Smith.

So much work to do and so many key issues to be addressed. It's refreshing to see issues that have been the focus of BCGEU campaigns included on the list of this government's priorities.

For instance, we support the much-needed increase to income and disability assistance rates, the appointment of a Minister of State for Child Care, the overdue referral of the Site C dam project to the BC Utilities Commission and the elimination

of tuition fees for adult basic education and English language learning programs. We've campaigned long and hard for these initiatives and we hope this is just a small taste of what's to come during the next four years.

As they develop legislation, we encourage the new government to draw on the expertise of working people in the province, including BCGEU members.

Still, there's lots more to do. Many issues of vital importance to BCGEU members won't be easy for the new government to resolve quickly. Among them: addressing the deadly opioid crisis, making meaningful improvements to mental health and addiction services, addressing staff shortages that are immobilizing our court system; creating affordable housing, reforming the electoral system and developing a climate change plan.

We know these changes will take longer to achieve. The BCGEU and our membership will be ready to act in support of these plans, including

when there are political attacks against difficult but important choices.

That said, we won't hesitate to urge the government to take action when they're reluctant to act.

We've got a full agenda of our own. We'll be meeting with the cabinet ministers and their staff with the goal of supporting their work on issues that matter to us. With a membership as large and diverse as ours, we have a lot of knowledge to share.

"As they develop legislation, we encourage the new government to draw on the expertise of working people in our province, including BCGEU members. We're frequently on the front lines of many of the issues this government will be addressing in the short and long terms," said Smith.

The next four years will require hard work and we're ready. Expect to see new BCGEU campaigns launching soon. We're ready to do everything we can to bring about the changes needed to improve life for all British Columbians — whoever is in government.



Dangerous work for members at Forensic Psychiatric Hospital

Violence. Could you face it every day on the job? Some BCGEU members at the Forensic Psychiatric Hospital (FPH) in Coquitlam are dealing with just that. We need it to stop.

Workers at the facility deal with extremely violent patients. They regularly face dangerous and sometimes life-threatening situations.

In the last five years, WorkSafeBC has written 102 inspection reports, served two warning letters, handled two discriminatory action complaints, issued 54 orders, and fined the facility nearly \$250,000 in penalties.

We think the Provincial Health Services Authority (PHSA) — who operates the facility — needs to do more to adequately reduce the hazards at this worksite.

“We’re very concerned about the ongoing violence at this hospital and the failure of the PHSA to take appropriate corrective and preventative actions,” said BCGEU president Stephanie Smith. “It’s just a matter of time before we see the headline that someone has been killed on the job at Forensic Psychiatric Hospital.”

Nearly 200 patients live at the hospital. The courts have deemed them either unfit to stand trial or not criminally responsible for their crimes due to mental illness. They include many of B.C.’s most notorious offenders. Many have violent histories.

Yet despite the risky working conditions, the PHSA hasn’t provided the hospital’s healthcare workers or security officers with the resources or protections necessary to manage the patients’ frequent violent outbursts.

Take this example: when corrections officers deliver individuals to the hospital they dress in full tactical body armour. That means helmets, shields, handcuffs, protective boots and vests.

Workers are routinely spit on, punched, and choked. Some have been kicked, stabbed in the neck and chest, and sexually assaulted. Verbal and mental abuse — in the form of death threats — is also common.

Not so for the security staff, health care workers and others employed at the facility. They receive the patients, and work with them every day thereafter, dressed only in civilian clothes — with no protection.

Workers are routinely spit on, punched, and choked. Some have been kicked, stabbed in the neck and chest, and sexually assaulted. Verbal and mental abuse — in the form of death threats — is also common.

Some workers have needed to take leave due to post-traumatic stress disorder. Still, the situation persists and

the PHSA doesn’t react.

In late June, Stephanie Smith outlined the increasingly dangerous working conditions at the facility in a presentation to the PHSA’s board.

She shared with them something a member had communicated to her: “each day I wonder, will this be the day I get hurt at work?”

Smith called on the PHSA to take immediate, urgent action to address violence and worker safety, and implement long-term measures.

She urged the board to work more closely with the BCGEU and its members at the hospital

“For months, we’ve been urging the PHSA to provide suitable protections for staff on par with similar hospitals across Canada, such as body armour, blocking pads, restraint chairs and meal pass-through doors for those in seclusion,” said Smith.

“It’s unacceptable to continue allowing health care workers to be exposed to potentially violent patients without such protection.”

The BCGEU represents over 270 members at the Forensic Psychiatric Hospital, including health care workers, forensic security officers, dietary staff, social workers and administrative staff.



MENTAL HEALTH WELLNESS – The BCGEU's occupational health and safety (OHS) staff team has received mental health first aid training and is offering the course to select OHS committee members. The union hopes to expand the program over time.



Mental health first aid takes the center stage

Mental health services and awareness are getting a much needed boost in B.C. on a number of fronts.

The new B.C. government has appointed the first ever Minister for Mental Health and Addictions. The minister has committed to bringing in new initiatives aimed at prevention and improving access to mental health services.

That's not all. B.C. health authorities have announced they'll adopt the national standard for psychological health and safety in the workplace developed by the Mental Health Commission of Canada (MHCC).

This standard guides employers on ways to promote and implement mental health wellness at the workplace. It's meant to protect employees' mental health in the same way that safety standards protect the physical well-being of workers.

For now, only health authorities are adopting the standard. We hope this puts pressure on other employers in B.C. to follow suit.

Wait – there's more!

The best news — and important for you — involves us. Our members have long been asking for more help to address mental health issues in the workplace. That's why the union just launched a new pilot project training course on mental health first aid.

Interested in improving mental health and safety conditions at your workplace? We encourage you to join your worksite's OHS committee.

The BCGEU's growing occupational health and safety (OHS) staff team of three has received training from the Canadian Mental Health Association to facilitate this course. To start, it's being offered to select OHS committee members. But, our hope is to expand the program over time.

So far, our OHS staff representatives have piloted courses in Vancouver, Burnaby and Victoria to 77 OHS committee members. The feedback has been great.

The next step is to review the courses. We want to determine what worked, what didn't, and explore how to move forward. In the long run, we want all OHS committee members to have the opportunity to take the course. We are working to ensure mental health is a priority at our worksites across the province.

Interested in improving mental health and safety conditions at your workplace? We encourage you to join your worksite's OHS committee. It's rewarding work that ensures your employer is following all safety regulations. OHS committee members also press for changes that promote physical and mental health at the workplace.

To join an OHS committee, contact your local chairperson or our OHS staff at ohs@bcgeu.ca.

Need more encouragement? Two BCGEU members who participated in the mental health first aid course gave us a glowing testimonial about their experience in the course. You can watch it on our BCGEU YouTube page at <https://www.youtube.com/user/BCGEUonline>.



(left) Robert Gagnon on the road from Prince George to Victoria.
(right) Robert is greeted in Burnaby HQ by BCGEU members.

Corrections officer walks for PTSD awareness

Robert Gagnon isn't someone who craves public attention. In fact, before he began his walk for PTSD awareness from Prince George to Victoria on June 28, the B.C. corrections officer and former corporal in Canada's armed forces spent much of his time indoors. He was avoiding others — a common symptom for people suffering from post-traumatic stress disorder (PTSD).

In an interview with *The Provincial*, Gagnon told us the inspiration for his walk came from the people working in Canada's military and corrections systems — those who suffer the condition in silence.

"Many people living with PTSD don't want to talk about it," Gagnon said. "They don't say anything for fear of being labelled. I wanted to do the walk for them, as well as myself."

Once Gagnon committed to doing the walk, the hard work began. This included six months of training to condition his body so he could walk more than 30 kilometres a day. There was also work to be done on the actual planning of the walk.

Still, one can never plan for everything. His journey put him right in the path of summer wildfires ravaging B.C.'s interior.

Then, there was the police roadblock in Clinton. Instead of having to make a lengthy detour, Gagnon was able to move through the area — with a little help from the police.

When I walked around the final corner I dropped my backpack. It was like dropping my burden, seeing the legislature in front of me.

"I talked to the police officer about my walk for PTSD and he agreed to escort us through a section of the wildfire route," Gagnon said. "When I started walking again on the other side of Cache Creek, the ground was completely torched, all black, like the worst grass fire you've ever seen."

As word of his walk spread, BCGEU members stepped up to support Gagnon. They hosted workplace events and accompanied him on his walk.

"The BCGEU was absolutely phenomenal about supporting my walk,"

said Gagnon. "I was getting calls from BCGEU members wanting to help, and the union coordinated media and worksite visits along the way, so I could focus on walking."

"Robert's courageous decision to shine a light on PTSD and bring it out of the shadows helps focus attention on first responders working in very stressful environments," said BCGEU president Stephanie Smith. "The BCGEU is proud to help his effort to increase support and treatment for public service workers who live with this condition."

By the end of the walk in Victoria, Gagnon had raised \$18,400 for the Veterans Ranch in Quesnel and the Honour House in New Westminster.

"When I walked around the final corner I dropped my backpack. It was like dropping my burden, seeing the legislature in front of me. Having cabinet ministers come out to ask my opinion on PTSD spoke volumes to me. My message is this: it doesn't matter what's going on in your life, there's always a light at the end of the tunnel. Get your body moving and you'll start good things happening in your life."



Indigenous relationship-building and new artwork for 2017

Reconciliation. It's a process we're working toward in Canada. Our union is also committed to moving forward on the path of redressing the legacy of residential schools and advancing reconciliation.

This June in recognition of National Aboriginal Day, we released our new Indigenous artwork. The BCGEU commissioned original art from Simone Diamond, an inspiring young Quw'utsun (Cowichan) artist. She created a wonderful design for us that reflects the work we're doing to strengthen our partnerships with Indigenous peoples, our unwavering support for their inherent rights and our perseverance despite obstacles.

Diamond's artwork depicts a person with open hands and represents the welcoming of others. A butterfly symbolizes change and transformation. An eagle points to good things to come. A salmon signifies dependability. An orca represents unity, kindness, compassion and intelligence and the wolf is a teacher of cooperation, protectiveness and loyalty.

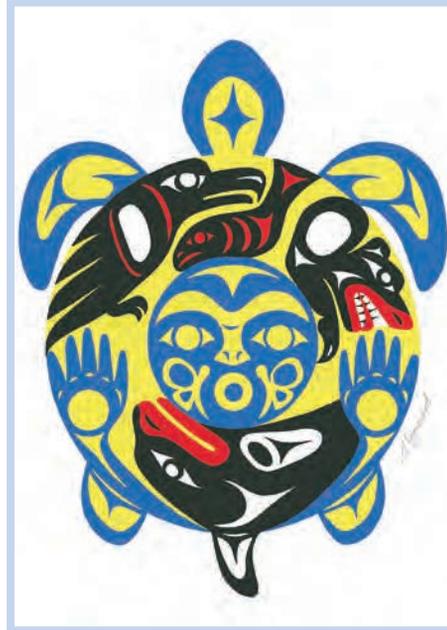
We're so incredibly proud of the great strides BCGEU members have taken over the past year to strengthen relationships with our allies in Aboriginal communities across B.C.

Here's a snapshot of what we've done:

- welcomed employees at Fraser Valley Aboriginal Child and Family Services (Xyolhemeylh) to our union
- continued our support for the Inquiry into the Murdered and Missing Indigenous Women and Girls and applied to participate in the inquiry



(top) President Stephanie Smith, EVP Sussanne Skidmore and BCGEU activists at the Trout Lake National Aboriginal Day event. (right) Mask dancer performs at Trout Lake. (below) The new BCGEU Aboriginal Day motif.



- instituted the acknowledgement of traditional territories at all our local meetings and events
- supported members in inviting each other to participate in truth and reconciliation workshops at our union halls
- elected new Indigenous representatives who will guide the work of the union over the next three years
- celebrated National Aboriginal Day as a proud sponsor of the Vancouver Aboriginal Friendship Center's pancake breakfast. We also participated in the day-long festival at Vancouver's Trout Lake
- supported the reconciliation and environmental protection work of numerous Indigenous organizations and groups through the BCGEU's strategic partnership program

There's more work to do and we look forward to another year of building stronger relationships with Indigenous members and their communities.

We look forward to the next year in continuing the momentum we have gathered and being able to report new and exciting endeavours and accomplishments as we build stronger relationships as friends and allies with our Indigenous members and communities.



BCGEU elected officials, activists and allies gathered this summer to join Pride celebrations across the province. Photos taken at Vancouver Pride and Nanaimo Pride (bottom left).



Photos from the 2017 Labour Day celebrations in Surrey and Victoria, B.C.





Welcoming Vancity Hastings Community Branch to the BCGEU

We love it when employee groups ask to join the BCGEU. That's exactly what happened earlier this year when workers at Vancity Hastings Community Branch approached us about becoming unionized.

In less than one month, a majority of branch employees signed BCGEU membership cards. It gets even better. Within a few weeks of that they voted overwhelmingly in favour of joining us — adding themselves to the nearly 800 other Vancity employees who are already BCGEU members.

We wanted to better understand why they joined the BCGEU — why it mattered them. Over and over again they told us they wanted the fairness that comes with being a union member.

We learned that they rarely had wage increases and had concerns about raising issues with their employer. Some were fearful about speaking up against disrespect on the job. They also wanted the same rights and benefits as their already unionized co-workers.

We'll do our best to prove they made the right choice. We hope more Vancity employees will join the BCGEU in the coming months, especially when workers at non-union branches see the wages, respect and fairness their peers have won.

Our union now represents over 30 per cent of Vancity employees across the province. By joining us, the workers at the Hastings Community Branch have strengthened their bargaining position against their employer.

This is why unions matter.

Summer "school" at the BCGEU

Imagine spending the summer school semester this way — working as a researcher in BCGEU's research and interactive services (RIS) department. That's exactly what two Simon Fraser University (SFU) students did between May and August.

Thanks to these students, our union was able to begin new projects related to public service delivery in B.C.

Emily Hannah is completing a Master of Public Policy at SFU's School of Public Policy. She analyzed how the former B.C. government spent public money on suppliers and contracted out services. Her research examined government money transfers from 2001-2015, under the previous Liberal government.

Hannah constructed a specialized database to organise and track the types of contracts the government handed out and the dollar amounts. Her database also charted changes



EMILY HANNAH

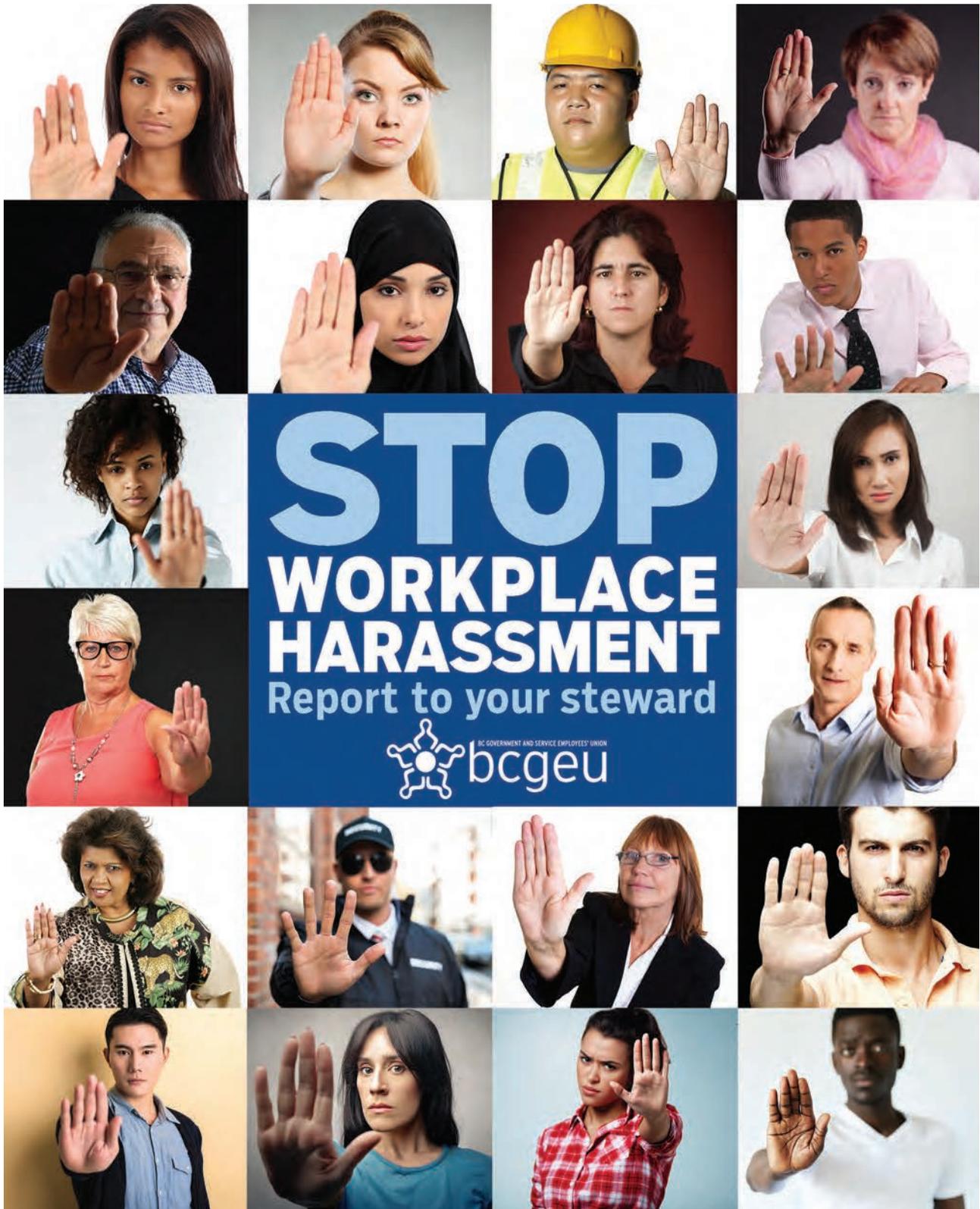
NIGEL MORGAN

in the handling of contracts over the years. This important work is a part of a larger, ongoing project RIS is undertaking to study the impact of widening government privatization.

Nigel Morgan is completing a Master of Public Health at SFU and developed a unique project during his time with us. He examined the relationship between the working conditions of community health workers and

the overall health results for clients and communities that receive home support services. Morgan's research included testimonials from BCGEU members in community health. We'll use his findings in an upcoming report on scheduling, care plans, and work practices in the sector.

We're grateful for their contributions this summer to our union and membership.



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