

# Constitution

#1

CUPE BC WILL:

Amend Article 4.14 (a) to read:

Resolutions and constitutional amendments to be introduced for consideration at the Convention shall be signed by the President and Secretary of an affiliated organization or Chair of a Committee, and be authorized by that organization or Committee. They shall be received by the Secretary-Treasurer of CUPE BC not later than sixty days prior to the opening of the Convention. **If the deadline for resolution submission falls on a Saturday, Sunday or Statutory Holiday, it shall automatically be moved to 12:00 pm (noon) on the next business day.**

BECAUSE:

- Concerns have been raised when the deadline falls on a weekend; and
- Having a deadline for submission on a working day makes more sense.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#2

CUPE BC WILL:

Amend the articles 4.1 and 5.2 (g) of the constitution to read:

4.2 A Regular Convention of CUPE BC shall be held ~~annually~~ **every two years** at the time and place determined by the Executive. **CUPE BC Convention shall fall on opposite years of the CUPE National Convention.** Notice of such Convention shall be forwarded to all affiliated organizations at least four months prior to the date of such Convention. **This shall be effective in 2020, and full elections for executive board and trustees will occur at the 2020 convention.**  
And;

5.1 (g) There shall be three Trustees elected by the CUPE BC Convention. One Trustee shall be elected ~~each year~~ at Convention and shall serve a ~~three~~ **six** year term of office. In the case of vacancies occurring, the CUPE BC Convention shall elect Trustees to fill the unexpired terms of office in order to preserve overlapping terms of office.

BECAUSE:

- CUPE BC spends 5 months a year planning on convention each year which reduces our capacity to support locals and CUPE members.
- CUPE Locals collectively spend roughly 1.5 million each year on sending delegates to convention every year.
- Locals can use that saved money for their own initiatives and increase education for members
- Holding provincial convention on years opposite from CUPE National provides locals one CUPE convention each year to plan and budget for.
- CUPE National, Hospital Employees Union, BC Federation of Labour and many other unions hold conventions every two or three years.

CUPE Local 459

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Environment

#3

CUPE BC WILL:

Lobby the Provincial government to direct BC Hydro to pay compensation to the communities affected by Site C dam by funding public education, social services and other community needs.

BECAUSE:

- CUPE's role environmentally is to push back against the economic and political forces responsible for the current environmental crisis. At the same time, we all inhabit the same planet and have a duty to be better environmental citizens; and
- The negative impact the development of Site C is having and will continue to have on communities in the area; and
- The negative impact the dam will have on all lands upriver from the Site C dam;
- The negative impact downriver should a disaster/spill of any kind in the rivers lakes and other water ways; and
- The loss of irreplaceable agricultural lands, (former and current) will have a significant environmental impact; and
- The conflicting interests of the different First Nations in the region have created schisms.

Kootenay District Council  
CUPE BC Environment Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#4

CUPE BC WILL:

Audit and quantify the carbon emissions from travel, electrical energy use and waste to determine the “Carbon Footprint” of Conventions.

Purchase ethical Carbon Offsets at \$20 per tonne to make CUPE BC Conventions carbon neutral.

BECAUSE:

- CUPE’s role environmentally is to push back against the economic and political forces responsible for the current environmental crisis. At the same time, we all inhabit the same planet and have a duty to be better environmental citizens; and
- Following resolution #94 at the 2011 Convention, CUPE National adopted a National Environmental Policy in 2012 calling on CUPE to take all steps possible to lower its carbon footprint to slow climate change; and
- The offsetting process recommends lowering the carbon footprint, rather than just offsetting emissions; and
- Some offsets could be used to directly benefit CUPE BC, CUPE Districts and CUPE locals.

Kootenay District Council  
CUPE BC Environment Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#5

CUPE BC WILL:

Develop a Green Statement to be read out at all CUPE BC meetings and events and encourage locals to use the Green Statement at all their events.

BECAUSE:

- CUPE’s role environmentally is to push back against the economic and political forces responsible for the current environmental crisis. At the same time, we all inhabit the same planet and have a duty to be better environmental citizens; and
- The Environment must be in the forefront of everyone’s work, for without a healthy environment, our efforts at labour relations are for naught.

Kootenay District Council  
CUPE BC Environment Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#6

CUPE BC WILL:

Encourage its members to Boycott all Nestlé products.

BECAUSE:

- CUPE's role environmentally is to push back against the economic and political forces responsible for the current environmental crisis. At the same time, we all inhabit the same planet and have a duty to be better environmental citizens; and
- Eighty-three per cent of Canada's bottled water exports come from B.C. Single-use bottled water. It is wasteful and permanently removes water from communities.
- Droughts, flooding and forest fires pose a risk to clean water in B.C. Climate change means more droughts and less groundwater recharge. We must protect and prioritize water resources for drinking, sanitation and local food production over industrial and commercial uses.
- As a first step to truly protecting water, Nestlé and other bottled water companies should no longer be allowed to take water from local watersheds to export out of the region for profit. The B.C. government must review water rates for other industries immediately, consult with the public and obtain free, prior and informed consent from Indigenous communities on the review.
- Groundwater resources are finite. Droughts, climate change and over-extraction continue to impact our limited water sources. At this pace, communities will not have enough for their future needs.
- Water is a human right, commons and a public trust, to be shared, protected, carefully managed, and enjoyed by all who live around it – not a source of profit.

CUPE BC Environment Committee

Convention: CARRIED \_\_\_\_\_

DEFEATED \_\_\_\_\_

#7

CUPE BC WILL:

Lobby the BC Provincial Government to insist that bitumen from Alberta be refined at the place of extraction; and

Ask CUPE National to lobby the Federal Government to insist that the bitumen from Alberta be refined at the place of extraction.

BECAUSE:

- CUPE's role environmentally is to push back against the economic and political forces responsible for the current environmental crisis. At the same time, we all inhabit the same planet and have a duty to be better environmental citizens; and
- Refining the bitumen in Alberta will benefit those Canadian workers and their families as good and well-paying jobs will be created at the Alberta fuel refinery;
- Transporting bitumen overseas would put British Columbia's coast lines, waterways, forest and wildlife at risk for serious oil contamination; and
- Overseas refineries have a reputation of ignoring all kinds of rules regarding worker safety, worker rights and pollution.

Kootenay District Council  
CUPE BC Environment Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#8

CUPE BC WILL:

Oppose the BC government's decision to continue the use and export of LNG.

BECAUSE:

- CUPE's role environmentally is to push back against the economic and political forces responsible for the current environmental crisis. At the same time, we all inhabit the same planet and have a duty to be better environmental citizens; and
- The liquefaction and export of LNG pose an unacceptable risk to salmon and other ocean life; and
- The LNG liquefaction process is a large contributor to the increases in greenhouse gas emissions; and
- The BC landscape offers the ability to utilize many other clean energy resources. (ie. wind, solar, tidal, geothermal, etc.)

Kootenay District Council  
CUPE BC Environment Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Health

#9

CUPE BC WILL:

Lobby the provincial government for funding in the community health sector and, in doing so, specifically reference the issues of workload and emotional distress experienced by our members.

BECAUSE:

- Excessive workload is directly related to increased illness, which increases costs to the system; and
- We are working with fewer frontline staff without backfill, a situation that contributes to excessive workload, thus creating emotional distress; and
- Client services are suffering from reduced staffing levels, which create longer wait lists that, along with ongoing office closures, increase emotional distress for both members and clients; and
- Emotional distress can be caused by or may lead to bullying and harassment, which in turn could lead to incidents of violence in the workplace.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#10

CUPE BC WILL:

Lobby the provincial government to ban paid plasma in British Columbia.

BECAUSE:

- Privatizing the blood system is bad for all Canadians. It increases risk to blood safety and weakens voluntary blood donor programs, which jeopardizes the national blood supply.
- Private companies should not profit from health care; and
- Public systems cost less, cover everyone, are safer and deliver more; and
- Ontario, Alberta and Quebec have already banned paid plasma; and
- This is an urgent matter because a private plasma clinic wants to open in B.C. right now.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Human Rights & Equity

#11

CUPE BC WILL:

Commit to strengthening relations and our support for migrant-led campaigns advocating for the rights of migrant workers; create opportunities at all levels of the union, and in our communities, to demand positive changes to the Temporary Foreign Workers Programs (TFWP) that would:

- Allow migrant workers access to permanent resident's status;
- Allow migrant workers access to open work permits and labour mobility;
- Allow migrant workers to access the Labour Relations Board
- Ensure migrant workers have access to all social benefits;
- Ensure genuine enforcement of labour standards and basic human rights.

BECAUSE:

- Past changes to the Temporary Foreign Workers Programs created new vulnerabilities by closing down existing paths to citizenship for some workers, and by maintaining and reinforcing the already precarious and vulnerable working conditions for other migrant workers in Canada; and
- Migrant workers deserve the ability to say no to work that harms them. A Parliamentary Standing Committee has already recommended that the government "take immediate steps to eliminate the requirement for an employer specific work permit"; and
- Migrant workers across the country are organizing communities and leading important campaigns to ensure their rights on recognized;
- Respect for human and labour rights, permanent resident status, freedom of mobility and full access to services are the only way to ensure the welfare of migrant workers are respected in Canada; and
- Temporary work programs, including the TFWP, serve to divide the working class, undermine unionization, drive down wage rates and reduce working conditions of all workers; and
- Instead of temporary work programs, Canada need skills training and apprenticeships, a living wage and income security, investment in public services, a robust immigration program and permanent residency upon arrival for all foreign workers.

CUPE Local 951

CUPE BC International Solidarity Committee

Convention: CARRIED \_\_\_\_\_

DEFEATED \_\_\_\_\_

#12

CUPE BC WILL:

Through CUPE National, lobby the federal government to end the practice of detaining migrants without charge.

BECAUSE

- The Canadian government jailed 87,317 migrants without charges between 2006 and 2014.
- Migrants, including up to 807 children per year, are the only population in Canada who can be jailed on administrative grounds without ever being charged with a specific criminal offense.
- In 2013 alone, migrant detainees spent a collective total of 503 years behind bars. Many migrants face indefinite detention and some migrants now face mandatory detention.

CUPE Local 951

CUPE BC International Solidarity Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#13

CUPE BC WILL:

In conjunction with CUPE National will develop a tool kit to raise awareness, remove barriers and resistance to the hiring of persons with developmental and intellectual disabilities.

BECAUSE:

- They are unemployed and underemployed.
- This specific group of people with disabilities are particularly marginalized.
- This addresses stigma and discrimination.
- There is dignity in work and everyone is entitled to.

CUPE Local 951

CUPE BC Persons with Disabilities Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#14

CUPE BC WILL:

Encourage CUPE employers to adopt hiring and career advancement policies and practices that support members of equity seeking groups.

BECAUSE:

- Members of equity seeking groups are under-represented at all levels of CUPE certified workplaces.
- It will reflect the people in our community.
- Employers are not providing opportunities for equity groups.
- Employers need to recognize, identify and remove systemic and structural barriers in their organizations.
- Organizations are strengthened when a diversity of opinions and perspectives are present at all levels.
- #cupebcincludesme

CUPE Local 951

CUPE BC Workers of Colour Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#15

CUPE BC WILL:

Create a campaign to educate CUPE members and the public on rights, issues, and barriers that Workers of Colour face.

BECAUSE:

- Everyone deserves dignity. Workers of Colour in Canada face staggering levels of discrimination and violence and everyone deserves dignity, equality and respect.
- Workers of Colour report violence, harassment and discrimination when seeking housing, employment, health care and social services.
- Workers of Colour face high rates of depression due to facing on-going discrimination and violence.
- It is essential that all CUPE members stand together to guarantee a just society for all.
- Workers of Colour should not have to tolerate any racial slurs and discrimination.

CUPE Local 951

CUPE BC Workers of Colour Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#16

CUPE BC WILL:

Continue to work with CUPE National and like-minded organizations such as the BC Civil Liberties Association to ban the use of solitary confinement by the Canadian Border Services agencies.

BECAUSE:

- This practice contravenes the basic human rights of those who are forced to arrive on our shores to seek refuge.
- This is a practice that is contrary to Canadian ideals of fair treatment of all peoples.
- This practice contributed to the tragic death of those held improperly in solitary confinement.

CUPE Local 951

CUPE BC Workers of Colour Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#17

CUPE BC WILL:

Invite the Diversity Vice-Presidents annually to an admin meeting to discuss their resolutions and possibly combine and/or integrate said resolutions which will increase the contribution of diversity seeking groups within BC and in turn facilitate more efficiency at Convention.

CUPE BC Indigenous Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#18

CUPE BC WILL:

Work with the Indigenous Workers Committee to develop print and web materials to be distributed to all locals affiliated with CUPE BC. These materials will increase awareness of traditional customs.

CUPE BC Indigenous Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#19

CUPE BC WILL:

Practice territorial acknowledgement by permanently including on the mast head of *The Public Employee* magazine the following statement: "The Public Employee acknowledges that our province of British Columbia is located on the homelands of Indigenous Nations and cultures."

CUPE BC Indigenous Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#20

CUPE BC WILL:

Lobby the provincial government to recognize and honour National Indigenous Peoples Day, June 21<sup>st</sup>, as a provincial statutory holiday following suit of the Yukon and North West Territories.

CUPE BC Indigenous Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#21

CUPE BC WILL:

Lobby CUPE National to promote Collective Agreement Bargaining Language in order to reflect the changes in the BC and Canadian Human Rights Codes to specifically focus on Gender Identity and Gender Expression.

BECAUSE:

- We want clear and identifiable language in the Collective Agreements for our members.
- Visible recognition of rights for our Trans and Gender-variant members has a real impact on their well-being and inclusion in their workplace and union.
- Sexual orientation is not the same as Gender Identity and Gender Expression as per the definition of the BC Human Rights Code.

Definitions:

Gender Expression: Gender Expression is how a person presents their gender. This can include behaviour and appearance, including dress, hair, make-up, body language and voice. This can also include name and pronoun, such as he, she or they. How a person presents their gender may not necessarily reflect their gender identity.

Gender Identity: Gender Identity is a person's sense of themselves as male, female, both, in between or neither. It includes people who identify as transgender. Gender identify may be different or the same as the sex a person is assigned at birth.

CUPE BC Pink Triangle Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#22

CUPE BC WILL:

Become a sponsor for the work of the Rainbow Refugee Society by contributing funds, resources and materials in order to support their initiative.

BECAUSE:

- The Rainbow Refugee Society is a member driven, all volunteer community group that supports and advocates with people seeking refugee protection because of persecution based on sexual orientation, gender identity and HIV status.
- This organization, including Labour, are developing a multi-union action plan and formalizing Labour solidarity Circles of Hope.

CUPE BC Pink Triangle Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# International Solidarity

#23

CUPE BC WILL:

Through CUPE National, lobby the Government of Canada to demand that the U.S. government terminate the blockade against Cuba. That Canada formally defies the extraterritorial provisions and consequences imposed by the blockade and freely trade and engage in economic relations with Cuba.

BECAUSE:

- It's been over 25 years in a row that the United Nations adopted a resolution entitled "Necessity of ending the economic, commercial and financial blockade imposed by the United States of America against Cuba" which condemns the economic sanctions and other punitive measures of the blockade the United States government has imposed and continue on the Republic of Cuba; and
- This U.S policy, which has extraterritorial effect in that it imposes severe penalties on entities that do business with Cuba, is recognized as a flagrant violation of the United Nations Charter and customary international law; and
- The blockade has serious negative effects on the people of Cuba and severely hampers Cuba in all fields of economic, social and cultural development.

CUPE Local 951

CUPE BC International Solidarity Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#24

CUPE BC WILL:

Endorse and support the Canadian Network on Corporate Accountability (CNCA) "Open for Justice" campaign that advocates for federal legislation to establish mandatory corporate accountability standards for Canadian extractive (mining) companies operating abroad.

BECAUSE:

- Close to 60% of the world's mining and mineral exploration companies are headquartered in Canada and 40% of exploration capital is raised on Canadian Stock Exchanges therefore it is Canada's responsibility to ensure that these companies act in a way that respects human rights and the environment; and
- The CNCA unites environmental, human rights, Non-Governmental Organizations, faith groups, labour unions, research and solidarity groups across Canada who are advocating for federal legislation to establish mandatory corporate accountability standards for Canadian extractive companies operating abroad, especially in developing countries; and
- The network's aim is to promote public awareness on these issues through information sharing, policy analysis and research, and to coordinate joint advocacy for legal and policy reform.

CUPE Local 951

CUPE BC International Solidarity Committee

Convention: CARRIED \_\_\_\_\_

DEFEATED \_\_\_\_\_

#25

Support for the No Way to Treat a Child campaign

CUPE BC Will:

- Support the *No Way to Treat a Child* campaign that seeks to expose widespread and systematic ill-treatment of Palestinian children in the Israeli military detention system and share information about the issue with locals and Chartered Organization; and
- Work with CUPE National to Call on the Canadian Government to pressure Israel to stop violating international law by illegally detaining Palestinians and depriving them of their basic human, civil and political rights, specifically including child detainee Ahd Tamimi; and
- Work with other unions, locals and civil society organizations in BC to encourage them to support the *No Way to Treat a Child* campaign and to also exert pressure on the Canadian Government to challenge Israel to end the prolonged military occupation of Palestinians and to recognize the self determination of Palestinians as the basis for just peace; and
- Work with unions, locals and civil society organizations in Canada to produce and provide information and education about the ongoing military occupation of the Palestinians by Israel.

BECAUSE:

- The mass detention of Palestinian children is rooted in Israel's illegal occupation of the Palestinians. CUPE has policy calling for an end to this illegal occupation;
- Since 1967, Israel has operated two separate legal systems in the same territory. In the occupied West Bank, Israeli settlers are subject to the civilian and criminal legal system whereas Palestinians live under military law; and
- Israel is the only country in the world that systematically prosecutes between 500 and 700 children in military courts each year; and
- Ahd Tamimi is a 17-year-old Palestinian activist that has been called the 'Rosa Parks of Palestine'. According to Amnesty International, Ahd and her family have bravely stood up against the Israeli occupation for many years, but she was arrested when she was 16, she now faces up to 10 years in prison over an altercation with Israeli soldiers; and
- Ill-treatment in the Israeli military detention system remains "widespread, systematic, and institutionalized throughout the process," according to the UN Children's Fund (UNICEF) report Children in Israeli Military Detention Observations and Recommendations.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#26

CUPE BC WILL:

Contact the Canadian Government urging them to recognize the continuing violence in Colombia and to therefore ensure the Colombian Government's bid to join the Organisation for Economic Co-operation and Development (OECD) is unsuccessful.

Respond to the community calls, particularly in the port city of Buenaventura, for urgent and emergency support to ensure the collective protection for civic strike committee members and other targeted community leaders.

Continue to support the important work of our partner organization in Colombia, NOMADESC, to implement genuine peace in the country.

BECAUSE:

- The recent signing of a Peace Agreement between the Revolutionary Armed Forces of Colombia (FARC-EP) and the Colombian Government, ending 50 years of armed conflict, has not led to peace or addressed the economic inequality at the heart of the conflict;
- The climate of hostility, intimidation, threats and violence against union members continues. Between 2012 and 2016, workers attempting to exercise their rights have suffered at least 1,466 threats and acts of violence, including 99 assassinations, 6 kidnappings, 7 forced disappearances, 6 cases of torture and 955 death threats;
- In the Pacific port city of Buenaventura there is escalating fear and repression amongst the Indigenous and Afro-Colombian community following the assassination of a civic strike committee leader and member of the Afro-Colombian community, *Temistocles Machado*, in January 2018;
- With the support of NOMADESC, Indigenous and Afro Colombian community leaders continue, in the face of targeted violence, to courageously put their life on the line to demand access to land and basic public services.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# K-12

#27

CUPE BC WILL:

Lobby the BC government to fully fund custodial staffing in the public school system to recognize demands posed by changes in recycling and garbage disposal laws, to deal with related pest control issues, and to provide proper cleaning support to counteract the spread of communicable diseases.

BECAUSE:

- Custodial ranks have been reduced as a result of budget cutbacks; and
- Custodians are best positioned to ensure a clean and safe work and learning environment in our schools.

CUPE Local 3742  
CUPE BC K-12 Committee  
Okanagan Mainline District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#28

CUPE BC WILL:

Lobby the BC government to provide proper and full resources for violence intervention to ensure support staff have the skills to prevent violence related injuries on the job.

BECAUSE:

- Support staff have a high incidence of injuries related to work; and
- Proper violence intervention strategies can reduce or eliminate these kinds of injuries.

CUPE Local 3742  
CUPE BC K-12 Committee  
Okanagan Mainline District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#29

CUPE BC WILL:

Lobby the Provincial Government to investigate violence in the workplace in K-12 regarding support staff and provide viable safety solutions.

BECAUSE:

- Of reported numbers of attacks from students; and
- There is no effective safety and behaviour plan; and
- The Employer has not been sufficiently accountable.

CUPE Local 3742  
CUPE BC K-12 Committee  
Okanagan Mainline District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#30

CUPE BC WILL:

Lobby the BC government to take steps to ensure that trades and maintenance staffing levels within CUPE K-12 bargaining units are expanded.

BECAUSE:

- Data confirms that trades positions within the school system have been eroded over the past decade; and
- School districts have increasingly relied on expensive and lower quality contracted out trades work; and
- School districts, by not preserving trades positions, are at risk of losing vital in-house expertise over the complex systems that comprise school district operations.

CUPE Local 4991  
CUPE BC K-12 Committee  
Okanagan Mainline District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#31

CUPE BC WILL:

Work to promote awareness within our membership how our current education system excludes some children, and why it is important to push for Schools for All and/or to include the issue of Schools for All/sanctuary schools when we lobby the provincial government on issues related to K-12 education.

BECAUSE:

- Some children, particularly those whose parents do not have full immigration status, are excluded from accessing education because of the practices of some school districts; and
- Education is a basic human right and Canada has also ratified the Convention on the Rights of the Child, which states that 'all children have the right to a primary education'; and
- CUPE believes in promoting inclusion and equity, and fights discrimination.

CUPE Local 951

CUPE BC International Solidarity Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#32

CUPE BC WILL:

Lobby the Ministry of Education to fully fund and support enhanced training for all software changes within the K-12 system on an ongoing basis, for affected members,

BECAUSE:

- The necessary training and roll out causes an unfair financial burden on school districts.

Okanagan Mainline District Council

CUPE BC K-12 Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#33

CUPE BC WILL:

Work with our partners to ensure that all aspects of public education are fully and properly funded.

BECAUSE:

- The sector has suffered 16 years of chronic underfunding; and
- The courts have ordered funding to be restored to the school systems; and
- Private school funding has increased disproportionately from public schools.

Okanagan Mainline District Council  
CUPE BC K-12 Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#34

CUPE BC WILL:

Lobby the Provincial Government to provide adequate funding for the public K-12 education system.

BECAUSE:

- The system is currently underfunded; and
- Underfunding leaves many student needs unmet; and
- Underfunding causes workload stress and hardship for the thousands of support staff who work within our public schools.

Okanagan Mainline District Council  
CUPE BC K-12 Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#35

CUPE BC WILL:

Support CUPE Locals in BC in current campaigns about the underfunding of the public education system; and

Further lobby the BC Provincial Government over the closing of schools and the deterioration of our public education system in BC.

BECAUSE:

- Education is a right; and
- Every child has the right to quality public education in their own neighbourhood; and
- Our tax dollars need to be appropriately used for our public education system as well as our social services.

Okanagan Mainline District Council  
CUPE BC K-12 Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Library

#36

## CUPE BC WILL:

Work alongside Band Councils and indigenous allies to lobby the provincial government to amend the Library Act to provide funding to First Nations communities for access to public library services; and

Lobby the provincial government to invest in infrastructure to enable the delivery of public library services in Indigenous communities, with additional investments targeted at providing training for Indigenous communities to deliver these services themselves.

## BECAUSE:

- Without specific agreements in place, residents of Indigenous reserve communities may be unable to access nearby municipal libraries, due to taxation and residency issues.
- Many Indigenous communities have little or no library services, which inhibits opportunities to learn, discover, and create.
- Access to knowledge and information is vital to any community.
- Access to internet and digital resources is becoming a necessity in people's work and home lives

CUPE BC Library Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#37

CUPE BC WILL:

Lobby the Provincial Government to amend the Library Act to add, or recognize, duly elected worker representatives to the regional boards or municipal boards, or sit as a worker representative on executive board.

BECAUSE:

- CUPE BC recognizes the need for workplace democracy and the value that frontline and support staff add to the maintenance and running of library systems.
- Libraries being a incubator of civic and democratic values, CUPE BC recognizes that workers being involved at the board or executive levels will increase the ideals of a democratic community and agency at all levels.

CUPE BC Library Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Municipal

#38

CUPE BC WILL:

Demand the Provincial Government under take a comprehensive investigation of Recycling in British Columbia, including:

- An audit of the effectiveness of Multi-Materials BC (MMBC) in relation the cost to British Columbians, and
- The environmental impacts of private provision of recycling services formerly undertaken by CUPE members, and
- The possibility of re-establishing recycling program deliver through municipal governments.

BECAUSE:

- The former BC Liberal government amended regulations to favour the private delivery of recycling services through MMBC, which is affiliated to the Canadian Stewardship Alliance.
- In other provinces, the CSA collects environmental fees and directly funds municipal recycling services.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Occupational Health & Safety

#39

CUPE BC WILL:

Pressure the government to amend Bill 14 of the Workers Compensation Act to remove the “predominant clause” language with respect to those experiencing a “mental disorder”.

Pressure the provincial government to amend Bill 14 to return to previous language under the Workers Compensation Act which enables a regular physician to diagnose a “mental disorder”, as opposed to the current language which insists mental conditions must be diagnosed by a psychiatrist or psychologist.

Pressure the provincial government to amend Bill 14 by eliminating language that refuses to recognize a “mental disorder” determined to be a result of disciplinary or labour relations issues.

BECAUSE:

- It is difficult to pinpoint and extract the exact cause of psychological trauma or “mental disorder”. Often work related causes also meld with other stressors and lead to a spiraling of one’s mental health.
- It is often difficult for people to get an appointment with a psychologist or psychiatrist in order to obtain a mental injury or psychological trauma diagnosis; particularly in urban areas.
- Many members have been denied WorkSafeBC claims as a result of a “mental disorder” determined to be a result of disciplinary action or labour relations issues at work. Yet they remain unable to work due to the trauma they have experienced.
- The current language remains discriminatory in that it applies a different test to those struggling with mental injury or psychological trauma as compared to those who experience physical injury.

CUPE Local 1936

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#40

CUPE BC WILL:

Lobby WorkSafeBC to ensure violence and threats in the workplace are taken seriously and required by employers to act upon immediately. This includes, however is not limited to, biting, spitting, pinching, verbal abuse and physical intimidation.

BECAUSE:

- Staff of every sector of CUPE are front-line workers and should not be expected to endure any of the above behaviours as a “norm” in their workplace; and
- We need to encourage workers to complete violent incident report forms following each and every incident; and
- Tools and training to de-escalate violent situations are required, however not provided by Employers; and
- Violence in the workplace impairs productivity and overall health and wellness of all employees.

CUPE Local 1936

CUPE BC Occupational Health & Safety Committee

Convention: CARRIED \_\_\_\_\_

DEFEATED \_\_\_\_\_

#41

CUPE BC WILL:

Lobby the Provincial Government to recognize the role of Community Social Service workers as First Responders in their communities, and the psychological hazards associated with this role.

Lobby the Provincial Government to provide the same support and services to Community Social Service Workers as are provided other First Responders such as Firefighters and Paramedics.

BECAUSE:

- Community Social Service workers are increasingly expected to behave as First Responders in their jobs due to an increase in mental health issues, the Fentanyl crisis and resulting overdoses and workload issues.
- Community Social Service workers are experiencing post-traumatic stress disorder in alarming numbers and do not receive the support required to adequately address the traumas they are exposed to.
- Community Social Service workers are among the lowest paid workers in our union and are unable to afford the services they require in order to adequately deal with the traumas experienced as a result of their jobs.

CUPE Local 1936

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#42

CUPE BC WILL:

Design and promote a multi sector campaign to inform members of the importance of reporting violent incidents and near misses.

BECAUSE:

- Protecting workers is an employer's obligation.
- When incidents are not reported, the employer may not be aware of the incident/hazard.
- Near misses are hazards that can be addressed and prevented.
- In order to generate accurate statistics and perform investigations to reduce risk to workers these incidents must be reported.
- All workers should go home safe and healthy at the end of the day.
- Reporting of these incidents provides insight into safe work practices and operating procedures.

CUPE BC Occupational Health & Safety Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#43

CUPE BC WILL:

Lobby the provincial government to conduct and enforce more thorough investigations on type 2 violence. (Client to Worker)

BECAUSE:

- It will improve safeguards for workers.
- All workers deserve a safe working environment.
- Violence is not inherent to our jobs.

CUPE BC Occupational Health & Safety Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#44

CUPE BC WILL:

Encourage the Provincial Education Ministry to include mental health and safety education as part of the school curriculum.

BECAUSE:

- More young workers are injured on the job at an alarming rate.
- Students should be aware of their rights, particularly as they often work in precarious jobs.
- Education is power. The sooner students are educated in these rights the more likely they are to remain safe at work.
- Young workers are often afraid to question management.

CUPE BC Occupational Health & Safety Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#45

CUPE BC WILL:

Lobby the provincial government to develop an effective framework for dealing with violence in the workplace for education workers that protects all workers in our education system.

BECAUSE:

- Violent incidents continue to affect our members in the education sector;  
and
- While there are a variety of responses to violence, a comprehensive review of best practices and a provincial framework detailing how to handle violent incidents would help all workplaces ensure that workers have the best protection possible.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Pay Equity

#46

CUPE BC WILL:

Lobby the provincial government to enact pay equity legislation including compensation based on skills, effort, responsibility and working conditions.

BECAUSE:

- Women in the workforce continue to earn less on average than men in the workforce; and
- Pay Equity Legislation recognizes wage discrimination is systemic and not an individual problem; and
- Pay Equity Legislation combines human rights with labour and employing organizations to seek comprehensive solutions proactively rather than by individual complaint; and
- Without legislation, there are no incentives for employers to provide comprehensive pay equity.

CUPE BC Women's Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Pensions

#47

CUPE BC WILL:

Write a letter to the BC Minister of Education to encourage the inclusion of education about pension in the BC secondary school curriculum.

BECAUSE:

- There is a general lack of knowledge of the need for and value of future financial planning; and
- People often don't understand the risks of not deferring a portion of their wages for retirement; and
- We need to dispel the myths about the fragility of pension plans in BC.

CUPE Local 4879  
Okanagan Mainline District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#48

CUPE BC WILL:

Lobby the BC government to change the Pension Benefits Standards Act (PBSA) by mandating BC Pension Plans de-integrate from the Yearly Maximum Pensionable Earnings (YMPE).

BECAUSE:

- The YMPE is going to increase due to federal legislation changes to the Canadian Pension Plan; and
- Currently, some lower income earning plan members are subsidizing the pension accrual of higher income earning members, and the YMPE increase will heighten this inequality; and
- The increase in the YMPE will create excessive surpluses that may not be used for the benefit of workers/plan members.

CUPE Local 4879  
CUPE BC Pension Committee  
Okanagan Mainline District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#49

CUPE BC WILL:

Write a letter to the BC Minister of Education encouraging the implementation of and follow up on the recommendations of the Report of the Joint Expert Panel on Pension Standards (JEPPS) around financial and pension education in the BC schools (10.5-A, 10.5-B, 10.5-C).

BECAUSE:

- There is a general lack of knowledge of the need for and value of future financial planning; and
- People often don't understand the risks of not deferring a portion of their wages for retirement; and
- We need to dispel the myths about the fragility of pension plans in BC.

CUPE BC Pension Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Political Action

#50

CUPE BC WILL:

Support the yes side in the 2018 proportional representation referendum; and

Encourage member-to-member political action to convince members to vote yes, and to campaign within their communities to encourage a successful yes vote; and

Work in conjunction with Make Every Vote Count Coalition to campaign for a yes result.

BECAUSE:

- The existing electoral system in BC, First Past the Post, is not democratic in so far as it enables a minority of voters to return a government that wields 100% of the government's power; and
- The BC NDP government has called a referendum on electoral reform to propose a system of proportional representation, a fairer system of elections used in jurisdictions across the globe; and
- a system of proportional representation will ensure that every vote is counted and is equally meaningful in selecting which parties forms government; and
- A series of entrenched interests, mostly those aligned with the past 16-years of big money politics in BC, are working to raise unwarranted fears about proportional representation and working to undermine its validity.

CUPE BC Political Action Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#51

CUPE BC WILL:

Encourage locals to engage in member-to-member political action work to engage members to vote for labour and or CUPE BC endorsed candidates in the 2018 community elections; and

Provide support to locals engaging in member-to-member political action campaigns for the 2018 community election, including financial support to undertake regional organizing and training for CUPE BC members; and

Provide training resources and necessary materials to aid locals participating in community election campaigns.

BECAUSE:

- Bill 3 has changed the way in which CUPE BC can financially support progressive candidates who share our values and promote its support for those candidates; and
- Undertaking member-to-member outreach is a tactic with proven positive results, and that can be used to promote endorsements for progressive candidates in the 2018 community election under the new election laws; and
- CUPE BC members, if organized, will constitute a significant proportion of those who vote in community elections and thus positively affect the results; and
- The successful election of progressive candidates in community elections achieves both improvement in our workplaces, and the creation of a Better BC for workers and their families across our province and in the community services we provide in our communities.

CUPE BC Political Action Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#52

CUPE BC WILL:

Encourage locals to urge members to join and support the BC New Democratic Party; and

Encourage members to join and support the BC New Democratic Party.

BECAUSE:

- The BC NDP government has brought in campaign finance reform, banning corporate and union donations to political parties; and
- Only residents of British Columbia may now donate to political parties; and
- The BC NDP was founded by a merger of progressives and labour unions, including CUPE; and
- Direct support for the BC NDP from individuals, including CUPE members, is even more important now than ever before; and
- By donating directly, CUPE members gain a direct voice in the political party of labour; and
- In less than a year in office, the BC NDP government has already implemented new programs and initiatives to make life better for British Columbians; and
- It's important that we collectively support our new NDP government after 16 years of BC Liberal cuts and underfunding.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#53

CUPE BC WILL:

Support changing the electoral system in the 2018 referendum on electoral reform;  
and

Encourage locals to urge their members to support changing the electoral system  
in the 2018 referendum on electoral reform; and

Support the Make Every Vote Count organization in its efforts to support changing  
the electoral system and encourage locals and members to join the organization.

BECAUSE:

- The current voting system of First Past of the Post doesn't give equal weight  
to all votes; and
- The 2018 referendum on electoral reform will offer an opportunity for British  
Columbia to move to a system of proportional representation that will ensure  
that every vote counts; and
- A proportional representative system of voting is more democratic since  
every vote counts.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#54

CUPE BC WILL:

Mount a substantial member to member campaign to encourage members to vote for progressive candidates in the 2018 Local Government Elections; and

Encourage locals to get involved in the election in conjunction with their local Labour Councils to endorse progressive candidates;

Encourage locals to urge their members to support progressive candidates; and

Inform members who the CUPE-endorsed candidates are in their communities; and

Encourage all members to get out and vote in the 2018 Local Government Elections.

BECAUSE:

- It's important to build on our success in the 2014 Local Government Elections when we elected more than 200 endorsed candidates; and
- CUPE members can help elect progressive councils and boards to ensure that public services are properly funded and supported; and
- CUPE locals need to have a strong voice in local Labour Council endorsement processes since we are the ones who work in those workplaces; and
- Members' direct financial support is even more important now that unions cannot legally provide any financial support to candidates; and
- Every vote counts, so members need to know that their vote will make a difference in building stronger communities.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Post Secondary

#55

CUPE BC WILL:

Support changes in the composition of College and University Boards to increase the elected positions so that they hold a majority of the positions; and

Lift any restrictions on union activists from sitting in elected positions on these Boards; and

Support the appointment of appropriate, diverse and progressive thinking members of our communities to College and University Boards to the remaining appointed positions; and

Lobby the BC Government for these changes and actions.

BECAUSE:

- We need more elected positions on our Boards to create both balance and neutrality as the current system allows the government appointees to disproportionately out vote the elected members; and
- The restrictions imposed under Bill 18 in 2011 restricts union executive or officers who negotiate with the boards or who adjudicate disputes to not be eligible to be a board member. This is an affront to democracy and erodes our rights to freedom of association; and
- We need invested members of our communities to sit on our boards as they best know the needs of our communities.

CUPE BC Colleges Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#56

CUPE BC WILL:

Support ongoing advocacy to ensure that BC's post-secondary institutions provide safe, healthy work environments with secure employment and appropriate staffing levels and workload expectations.

BECAUSE:

- Everyone deserves to have a physically and psychologically safe place to work; and
- Chronic government underfunding of post-secondary education has resulted in increasing precarity of staff positions, inappropriate staffing levels, and unreasonable workload expectations in our post-secondary institutions; and
- These conditions create barriers for staff in providing necessary services to and a safe learning environment for students; and
- These conditions also create inordinate levels of stress that lead to physical and mental health issues for workers.

CUPE BC Colleges Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#57

CUPE BC WILL:

Lobby the Provincial Government to amend the Universities Act to designate at least one seat for unionized support staff on the Board of Governors.

BECAUSE:

- Union members deserve to have a seat at the table.
- Currently the needs and voice of support staff are not being heard in the forum.

CUPE BC Universities Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#58

CUPE BC WILL:

Lobby the Provincial Government to increase funding to education in the post-secondary sector.

BECAUSE:

- The current government has eroded public education funding to the 2nd lowest in the country.
- Post-secondary funding needs to be restored to the 2001/2002 levels, for post-secondary education to remain majority government funded, to decrease tuition, and to lower interest rates on student loans.
- Sexualized violence is rampant on campuses, and without the proper funding and resources the workers cannot fully support victims as well as work towards finding a solution to this violence.
- Chronic underfunding of public education has led to an increase in precarious workers at post-secondary institutions, who do not have stability in areas such as job security, wages & benefits, and workers' rights.

CUPE BC Universities Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#59

CUPE BC WILL:

Continue to develop and implement a comprehensive campaign that sets as policy CUPE's commitment to:

- the adoption of the Post Secondary Act (PSA),
- a publicly funded, accessible post-secondary education system
- the elimination of tuition fees

by using social media, videos, print ads, union publication and local media.

BECAUSE:

- Public post-secondary education is the most significant tool/resource we can give our future generations.
- The Federal Government should provide sufficient funding for post-secondary education to each of the provinces.
- Provinces and institutions should not be competing for funding.
- There should be no discrepancies in quality or access because of where you live.
- User fees are the cornerstone of privatization and tuition fees are user fees.

CUPE BC Universities Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Precarious Workers

#60

CUPE BC WILL:

Work with CUPE National to develop collective agreement language as well as a bargaining strategy for CUPE locals to strengthen precarious worker rights across the different sectors of our union.

BECAUSE:

- Most precarious workers identify as women; and
- Precarious work is rapidly changing the employment picture for hundreds of thousands of Canadian workers; and
- Employers want cheap, precarious workers to replace regular jobs, which has increasingly stripped benefits and protections of worker rights and security; and
- We are all affected by precarious employment. Today's secure job can easily become tomorrow's precarious job; and
- Good jobs are undermined by the low wages, poor benefits and unstable hours of precarious work; and
- Economic renewal or recovery cannot be built on precarious jobs and underemployment; and
- The expansion of precarious work threatens the security of our families, the fabric of our communities and everyone's hopes of a better economic future.

CUPE BC Women's Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#61

CUPE BC WILL:

Work with CUPE National to develop collective agreement language as well as a bargaining strategy for CUPE locals to strengthen precarious workers' rights across the different sectors of our union.

BECAUSE:

- Precarious work is rapidly changing the employment picture for hundreds of thousands of Canadian workers.
- Employers want cheap, precarious workers want to replace regular jobs, which has increasingly stripped benefits and protections of worker rights and security.
- We are all affected by precarious employment. Today's secure job can easily become tomorrow's precarious job.
- Good jobs are undermined by the low wages, poor benefits and unstable hours of precarious work.
- Economic renewal or recovery cannot be built on precarious jobs and underemployment.
- The expansion of precarious work threatens the security of our families, the fabric of our communities and everyone's hopes of a better economic future.

CUPE Local 1936

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#62

CUPE BC WILL:

Designate at least one of the CUPE BC scholarships to each of the CUPE Education Schools at Naramata and Parksville for Precarious Workers.

BECAUSE:

- Precarious workers face multiple barriers to participating in regular union activities.
- CUPE BC is in a position to take a leadership role in raising awareness regarding the invisibility of precarious workers in union activities.
- CUPE BC is in a position to take a leadership role in exploring, testing and evaluating creative ways to include precarious workers.
- As CUPE BC has successfully targeted young workers and other marginalized workers for inclusion through CUPE BC scholarships, precarious workers are often invisible in many CUPE locals and a designated scholarship promotes their inclusion as well.

CUPE Local 1936

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#63

CUPE BC WILL:

Create at least one CUPE BC scholarship to each week-long Spring and Fall schools for Precarious Workers who identify as women.

BECAUSE:

- Precarious workers who identify as women face multiple barriers to participating in regular union activities; and
- CUPE BC is in a position to take a leadership role in raising awareness regarding the invisibility of precarious workers in union activities; and
- CUPE BC is in a position to take a leadership role in training and educating precarious workers; and
- As CUPE BC has successfully targeted young workers and other marginalized workers for inclusion through CUPE BC scholarships, precarious workers are often invisible in many CUPE locals and a designated scholarship promotes their inclusion as well.

CUPE BC Women's Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#64

CUPE BC WILL:

Increase public awareness about the nature and impact of precarious work and its impact on individuals, families and society in general.

BECAUSE:

- Every sector faces precarious work; and
- Lobbying the provincial government has not been successful, thus far; and
- Working multiple jobs and shifts leaves precarious workers with little time to devote to their personal lives and that of their families; and
- Precarious workers have few opportunities for career advancement; and
- Precarious workers have little time left to participate in their Unions; and
- Little is known on the social, economic and health impacts of precarious work.

CUPE BE Women's Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Provincial Government

#65

CUPE BC WILL:

Pressure the Provincial Government to inject \$18 million dollars into the Provincial Legal Aid, Family Law Program and restore Legal Aid Application Centres throughout BC. The largest allocation of the money should be dedicated to the restoration of the Family Law Program.

BECAUSE:

- Between 2002 and 2005, the BC Liberals cut funding to Legal Aid by 40% and closed 85% of the Legal Aid offices throughout BC, creating an inaccessible Legal Aid system, reduced staff by 75% and in 2010, eliminated a further 58 Legal Aid staff positions throughout BC; and
- While in power, the BC Liberals eliminated all Legal Aid Poverty Law services, all assistance for Human Rights Complaints and cut Family Law by 60%; and
- In 2009, Family Law Services was largely eliminated; and
- Those living in poverty, often women, do not have access to justice and frequently attempt to represent themselves with dire and often permanent consequences; and
- The lack of access to legal representation keeps women in abusive relationships.

CUPE BC Women's Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#66

CUPE BC WILL:

Call on the Provincial Government to address inequality in British Columbia by increasing all social assistance benefits to more closely reflect the cost of living in BC, while also increasing the minimum wage in BC to \$15 an hour within two years.

BECAUSE:

- BC disability benefit rates are among the lowest in the country; and
- BC is one of the most expensive provinces in which to live.

CUPE BC Women's Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#67

CUPE BC WILL:

Lobby the provincial government and WorkSafeBC to remove age 65 as the date of termination of eligibility for WCB claims or appeals and Pensionable earnings.

BECAUSE:

- The British Columbia provincial government and WorkSafe British Columbia have not kept pace with the Federal government legislation which allows workers to work to age 70; and
- All employees should have the right to full WorkSafeBC compensation benefits and pension entitlements until their chosen date of retirement; and
- Financial obligations of workers such as mortgage or other debts or financial planning activities may require a retirement date after age 65; and
- Family commitments after age 65 continue and require a worker to work beyond age 65; and
- Workers should not be penalized for the necessity of an aging workforce; and
- All workers must be treated equally.

CUPE Local 1936

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Provincial Union

#68

CUPE BC WILL:

Strongly defend affiliates of the Canadian Labour Congress against raiding attempts by other unions.

BECAUSE:

- The unionization rate in Canada continues to decline; and
- Unions waste precious organizing resources trying to move members from one union to another when they raid, resources that are better served organizing unorganized workers; and
- The Canadian Labour Congress was founded by unions coming together in agreement that they would not raid each other so that they could better focus on representing their members and organizing new workers; and
- CUPE BC is strongly opposed to raiding.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#69

CUPE BC WILL:

Adopt the circulated Policy Manual as a reference guide to past positions taken on issues; and

Update the Policy Manual following each convention to ensure it keeps up to date.

BECAUSE:

- Our current policy manual contains many errors and is not easily accessible; and
- The updated policy manual is an accessible reference guide to the positions taken on issues by CUPE British Columbia; and
- CUPE BC and locals in the province will be able to easily reference policy positions in the future to ensure consistency and better coordinated action; and
- By continuing to update the manual after each convention, the guide will continue to be an invaluable resource to our Division and locals.

CUPE BC Executive Board

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#70

CUPE BC WILL:

Immediately form a CUPE BC Childcare Committee

BECAUSE:

- Childcare is a unique sector within our union with a substantial membership. Childcare workers are uniquely poised to advise on the unique needs and demands of their sector.
- Childcare is a pivotal issue that demands considerable and unique attention to ensure the \$10/day childcare plan is appropriately implemented.
- Access to quality, affordable childcare affects us all and should be a basic right.

CUPE Local 1936

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#71

CUPE BC WILL:

Develop a secure, web-based, electronic voting system using servers located in British Columbia; and

Make this secure, electronic voting system available for use by affiliates who wish to use it to conduct local elections and contract ratification votes.

BECAUSE:

- Timely, accurate and secure voting procedures are needed by affiliates to better serve our members.
- We must create a system that meets legal standards for privacy protection, and CUPE BC is in the best position to provide this service.

CUPE Local 951

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#72

CUPE BC WILL:

Establish a task force to review the roles and structure and effectiveness of the CUPE BC Convention; and

Report their findings with recommendations to the next convention.

BECAUSE:

- The current format is outdated.
- Convention as it is currently operated does not demonstrate measurable outcomes for members and locals.
- Taking time to review convention is required to ensure that it becomes more engaging, participatory and democratic to reflect the priorities of our locals.

CUPE BC Universities Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#73

CUPE BC WILL:

Put in place a mechanism that will have the Admin Committee report to Locals and District Councils why all resolutions referred to the Executive Board after Convention were rejected, in writing.

BECAUSE:

- Of the volume of resolutions, not all resolutions make it to convention floor.
- Locals and District Councils have worked diligently to bring forward their resolutions on behalf of their members.
- Transparency in the process would greatly assist in producing better resolutions that could make convention floor and be approved.

Kootenay District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#74

CUPE BC WILL:

Limit the amount of speakers on resolutions to two on any resolutions which have no speakers at the other mike.

BECAUSE:

- Locals spend exorbitant amounts of their members money to send them to convention to deal with the resolutions.
- Speakers at one mike take up valuable time that should be used debating resolutions.
- With only speakers at one mike there is no debate.

Kootenay District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#75

CUPE BC WILL:

Limit the guest speakers at convention to one per day to a maximum of one hour, with any extra speakers being booked for after convention closes.

BECAUSE:

- Locals spend exorbitant amounts of their members money to send them to convention to deal with the resolutions.
- Speakers take up valuable time that should be used debating resolutions.

Kootenay District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#76

CUPE BC WILL:

Establish a relief fund for communities-in-need due to extreme weather conditions caused by climate change (e.g. wildfire, flood, wind/ice storms, slides).

BECAUSE:

- Many members are impacted by extreme weather events and are also involved in the relief efforts; and
- Part of the CUPE BC Action Plan is to promote support for public services, build stronger ties to each other and improve coordination; and
- By providing financial support, we can support communities-in-need and help to build resilience for future extreme weather events.

Kootenay District Council  
CUPE BC Environment Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#77

CUPE BC WILL:

Send arrears notices not only to the Treasurer of a local but also separately to the President of the local after three (3) months.

BECAUSE:

- For the most part executive members are volunteer and have no training, and may become overwhelmed.
- If the local is in arrears and the President is not aware they cannot correct the issue.
- Locals could be put into financial distress if they are not made aware of problems promptly.

Kootenay District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#78

CUPE BC WILL:

Encourage locals and district councils to create in house mentoring programs for peer support for members whose first language is not English.

BECAUSE:

- To increase capacity and inclusivity for diverse and accessibility to union education and union rights.

CUPE BC Education Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#79

CUPE BC WILL:

Increase the District Council funding by \$1,000.00 per year.

BECAUSE:

- Costs incurred by the District Councils are continuing to escalate.

Kootenay District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#80

CUPE BC WILL:

Encourage all locals to include in their bylaws a requirement that a delegate who self identifies as an equity seeking member to attend CUPE BC Conventions and other labour events.

BECAUSE:

- They are underrepresented.
- They don't see themselves as part of the union.
- Opportunity for involvement and capacity building.

CUPE BC Persons with Disabilities Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Skilled Trades

#81

CUPE BC WILL:

Lobby local governments across the province to establish and support apprenticeships in CUPE locals where there are skilled trade workers, including a focus on First Nations workers and women in trades.

BECAUSE:

- Public sector workplaces are losing skilled workers when positions are not filled after workers retire; and
- Skilled work is being contracted out to fill these vacancies; and
- Higher paying, skilled work should be available to all workers who are interested in doing it; and
- Apprenticeship programs result in lower public costs and higher worker retention.

CUPE Local 951

CUPE BC Skilled Trades Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#82

CUPE BC WILL:

Support outreach in K-12 for Skilled Trades related events and careers with a focus on First Nations workers and women in trades.

BECAUSE:

- Skilled trades work is not being expanded or supported by our employers and through out reach in K-12 we hope to change the understanding that kids have about trades from a public-sector view.
- There are fewer than 4.5% women in trades.
- The First Nations population across BC is younger and faster growing than the general population. As such, First Nations youth are a key source of potential skilled labour for the trades, as ageing tradespersons are retiring in large numbers.

CUPE Local 951

CUPE BC Skilled Trades Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#83

CUPE BC WILL:

Lobby CUPE National to do research in order to identify the numbers and types of skilled trades workers among the CUPE membership.

BECAUSE:

- CUPE members know anecdotally that there are skilled trades workers in every sector of our union; and
- It is easier to fight against the loss of and promote the expansion of skilled trades when the statistics are available.

CUPE Local 951

CUPE BC Skilled Trades Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#84

CUPE BC WILL:

Lobby the Provincial Government, to mandate and fully fund all School Districts that employ Tradespeople, to maintain at least one apprentice on a regular basis.

BECAUSE:

- School Boards have been hiring Tradespeople that other industries have trained at their expense; and
- Education Institutions should be training their own Tradespeople.

CUPE Local 3742

CUPE Local 4991

CUPE BC K-12 Committee

Okanagan Mainline District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Transportation

#85

CUPE BC WILL:

Demand the BC Provincial Government:

- Direct the South Coast British Columbia Transportation Authority (TransLink) to adopt a “Buy Canadian” procurement policy.

BECAUSE:

- TransLink is 100% funded by public money, be it tax or fare box revenue.
- TransLink regularly receives funding from senior levels of government for capital projects.
- TransLink receives economic stimulus infrastructure funding from the federal government.
- The Canadian economy and Canadians should be the beneficiaries of capital expenditures of public money not foreign countries.

CUPE BC Transportation Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#86

CUPE BC WILL:

Work with the airline division to lobby Transport Canada to establish and implement alcohol serving limitations onboard Canadian carriers that include a safe serving practice.

BECAUSE:

- Excessive alcohol consumption of passengers continues to lead to violence and unruly onboard behaviour which puts Flight Attendants at risk in the workplace.
- Flight Attendants work at high altitudes in confined spaces and are unable to simply remove intoxicated passengers as done in other alcohol serving establishments.
- Clear knowledge and training regarding the serving, handling, and limiting of alcohol onboard will promote an intolerance for alcohol abuse and contribute to a safer working environment for Flight Attendants and a safer in-flight experience for passengers.
- Intoxicated passengers pose a serious threat to other passengers and crew members.

CUPE BC Transportation Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#87

CUPE BC WILL:

Consult and work with CUPE National, the airline division of CUPE and other associated labour bodies in order to have the Federal government:

- Impose transparent legislation that educates, exhibits and regulates the levels of cosmic radiation exposure on board Canadian aircrafts; and
- Impose a legislated system that requires employers and/or airlines to establish and maintain a database that tracks the levels of cosmic radiation that employees and travellers are subjected to on a per flight basis.

BECAUSE:

- Workers on board aircrafts are subjected to cosmic radiation regularly which has been proven to cause various dangerous health ailments.
- Cosmic radiation has been linked to miscarriages and infertility.
- Cosmic radiation is a serious and detrimental issue and most members of the travelling public are not aware that it exists.

CUPE BC Transportation Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Union Education

#88

CUPE BC WILL:

Lobby CUPE National to create supplemental resources for workshops in multiple languages including but not limited to:

- 1) Tagalog
- 2) Asian
- 3) Southeast Asian

BECAUSE:

- It better reflects the membership and their needs.
- Our membership is diverse.
- Makes it more accessible to union education.
- CUPE BC will encourage locals and district councils to create in house mentoring programs for peer support for members whose first language is not English.
- To increase capacity and inclusivity for diverse and accessibility to union education and union rights.

CUPE Local 23

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#89

CUPE BC WILL:

Lobby CUPE National to create supplemental resources for workshops in multiple languages including but not limited to:

- 1) Tagalog
- 2) Asian
- 3) Southeast Asian

BECAUSE:

- It better reflects the membership and their needs.
- Our membership is diverse.
- Makes it more accessible to union education.

CUPE BC Education Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#90

CUPE BC WILL:

Lobby CUPE National to develop a course and mobilize Young Workers to become effective leaders within our union.

BECAUSE:

- Young workers are the future of our union; and
- The benefit of knowledge and experience is necessary for leadership, growth and successorship; and
- Our young workers require the tools, resources of our union; and
- Developing and maintaining union activism strategies will contribute to a stronger labour movement.

CUPE Local 23

CUPE BC Education Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

#91

CUPE BC WILL:

Provide training to all table officers of locals and District Councils at their expense at the first week long school after they are elected, with an additional course refresher after 10 years.

BECAUSE:

- Many locals and district councils are not able to afford to send their table officers to week long training.
- Once a table officer has been in a position for a few months the members of the local generally feel there is no benefit to educating table officers.
- When there is no formal education table officers may be left on their own to deal with overwhelming issues, which could end in section 12's, arbitrations and burnout.

Kootenay District Council

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_

# Women's Issues

#92

CUPE BC WILL:

Encourage all CUPE locals to order the *Domestic Violence and the Workplace: A Bargaining Guide* booklet developed by CUPE Equality in September 2015 and use it to bargain collective agreement language to support their members and help to prevent domestic violence and gender based violence in the workplace; and

Encourage all CUPE locals to ensure domestic violence is included in any union or workplace sexualized violence policies.

BECAUSE:

- Domestic violence is any form of violence between intimate partners, which can be physical, sexual, emotional, or psychological abuse, including financial control, stalking or harassment; and
- Domestic violence occurs between mixed or same-sex partners who may or may not be married, common-law or living together; and
- Domestic violence can also continue to happen after a relationship has ended and can be a single act of violence or a number of acts that form a pattern of abuse; and
- Domestic violence affects both women and men, but the vast majority of abusers are men who victimize women; and
- Men abusing female partners tend to carry out more extreme, prolonged and systematic acts of violence; and
- Women marginalized by poverty, racism, homophobia, transphobia and ableism face the greatest risk; and
- Domestic violence reaches into the workplace, with serious consequences; and
- The workplace is broadly defined, it includes functions and locations related to the workplace, such as conferences, training sessions, social gatherings, work travel, work email, a client's home and other work-related situations; and
- Many CUPE members are victims or survivors of gender-based violence; and
- Unions have an important role in supporting members, challenging domestic violence and ensuring employers live up to their obligations – one way to do this is by negotiating collective agreement language on domestic violence.

CUPE BC Women's Committee

Convention: CARRIED \_\_\_\_\_

DEFEATED \_\_\_\_\_

#93

CUPE BC WILL:

Lobby the BC Provincial Education ministries to create curriculum to educate people on their role/responsibility in eradicated sexual violence; and

Lobby the BC Provincial Government to support a curriculum change so that this program is offered in every elementary, secondary and post secondary institution in Canada.

BECAUSE:

- Sexual violence (rape and rape culture) needs to be eradicated; and
- People should be able to dress how they want, say what they want and go where they want without fear; and
- Education is one of the tools to put into action a change in how human beings engage with each other; and
- Victims are blamed, shamed and made to feel like it is their responsibility and their fault.

CUPE BC Women's Committee

Convention: CARRIED \_\_\_\_\_ DEFEATED \_\_\_\_\_