

# LATE RESOLUTIONS

Note: Section 4.16 of the CUPE BC Constitution states:

- 4.16 (a) Any resolution not submitted under Section 4.14 or 4.15 will be considered a late resolution and will be dealt with only after all other resolutions have been presented.

The following resolutions were received after the deadline and therefore are presented here unedited for your information only.

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CUPE BC WILL:

Lobby the BC government to change the Pension Benefits Standards Act (PBSA) by mandating BC Pension Plans deintegrate 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 inequity; and
- The increase in the YMPE will create excessive surpluses that may not be used for the benefit of workers/plan members.

CUPE Metro District Council

CUPE BC WILL:

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:

- Because we want clear and identifiable language in the Collective Agreements for our members; and
- Because 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; and
- Because Sexual Orientation is not the same as Gender Identity and Gender Expression as per the definition in 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 persons' sense of themselves as male, female, both, in between or neither. It includes people who identify as transgender. Gender identity may be different or the same as the sex a person is assigned at birth.

CUPE Metro District Council

CUPE BC WILL:

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:

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

CUPE Metro District Council

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; and
- Our membership is diverse; and
- Makes it more accessible to union education.

CUPE Metro District Council

CUPE BC WILL:

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:

- We need to increase capacity and inclusivity for diverse memberships and accessibility to union education and union rights.

CUPE Metro District Council

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 Metro District Council

CUPE BC WILL:

Lobby the provincial government and WorkSafe BC 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 WorkSafe BC 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 may 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 Metro District Council

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:

- 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 Metro District Council

CUPE BC WILL:

Designate at least one of the CUPE BC scholarship to each of the CUPE Education Schools (Spring & Fall) for Precarious Workers.

BECAUSE:

- Precarious workers 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 exploring, testing and evaluating creative ways to include 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 Metro District Council

CUPE BC WILL:

1. 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”.
2. Pressure the provincial government to amend Bill 14 to return to previous language under the Worker’s Compensation Act which enable 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.
3. 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 spiralling of one’s mental health; and
- 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; and
- Many members have been denied WorkSafe BC 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; and
- 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 Metro District Council

CUPE BC WILL:

Lobby WorkSafe BC 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 Metro District Council

CUPE BC WILL:

1. 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.
2. 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; and
- 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; and
- 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 Metro District Council

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; and
- Childcare is a pivotal issue that demands considerable and unique attention to ensure the \$10/day childcare plan is appropriately implemented; and
- Access to quality, affordable childcare affects us all and should be a basic right.

CUPE Metro District Council

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

CUPE Metro District Council

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; and
- All workers deserve a safe working environment; and
- Violence is not inherent to our jobs.

CUPE Metro District Council

CUPE BC WILL:

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

BECAUSE:

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

CUPE Metro District Council

**CUPE BC WILL:**

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

**BECAUSE:**

- Women and other people from equity seeking groups 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 employers 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 Metro District Council

**CUPE BC WILL:**

Continue to lobby for the importance of a professional force of Librarians and their skills, knowledge and experience as educators, facilitators, and sources of community outreach and support for urban rural and remote communities.

**BECAUSE:**

- The professional class of Librarians is steadily being replaced in the changing landscape of Libraries and library work; and
- Allowing the erosion of one professional class sets a dangerous precedent for other professional classes in both the public and private sectors.

CUPE Metro District Council

**CUPE BC WILL:**

Lobby provincial and municipal governments to advocate for greater job security, working hours and benefits, and working conditions for precarious workers.

**BECAUSE:**

- Full time work is increasingly being replaced by part time and auxiliary hours with no job security and no guarantee of work, and no potential for advancement.

CUPE Metro District Council

CUPE BC WILL:

Lobby both the provincial and federal governments to address the Truth and Reconciliation Committee's Recommendations, and immediately provide for clean drinking water and sound housing for Indigenous peoples on reserve lands.

BECAUSE:

- It is well past time to do so.

CUPE Metro District Council

CUPE BC WILL:

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

BECAUSE:

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

CUPE Metro District Council

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 Indigenous 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 Metro District Council

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 Metro District Council

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

CUPE Metro District Council

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

CUPE Metro District Council

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; and
- This is a practice that is contrary to Canadian ideals of fair treatment of all peoples; and
- This practice contributed to the tragic death of those held improperly in solitary confinement.

CUPE Metro District Council

CUPE BC WILL:

Demand that 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; and
- TransLink regularly receives funding from senior levels of government for capital projects; and
- TransLink receives economic stimulus infrastructure funding from the federal government; and
- The Canadian economy and Canadians should be the beneficiaries of capital expenditures of public money not foreign countries.

CUPE Metro District Council

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 practise.

BECAUSE:

- Excessive alcohol consumption of passengers continues to lead to violence and unruly onboard behaviour which puts Flight Attendants at risk in the workplace; and
- Flight Attendants work at high altitudes in confined spaces and are unable to simply remove intoxicated passengers as done in other alcohol serving establishments; and
- 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; and
- Intoxicated passengers pose a serious threat to other passengers and crew members.

CUPE Metro District Council

**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
- 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; and
- Cosmic radiation has been linked to miscarriages and infertility; and
- Cosmic radiation is a serious and detrimental issue and most members of the travelling public are not aware that it exists.

CUPE Metro District Council

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

CUPE Metro District Council

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

CUPE Metro District Council

**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 Metro District Council

**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 Metro District Council

**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.

CUPE Metro District Council

**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.

CUPE Metro District Council

**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 Metro District Council

**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 Metro District Council

**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 Metro District Council

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.

CUPE Metro District Council

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 Metro District Council

#### 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 Metro District Council

## 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; and
- 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 Metro District Council

## 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 School 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 Metro District Council

#### 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; and
- 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 offence; and
- 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 Metro District Council

#### CUPE BC WILL:

Work on opening positive lines of communication with Public Sector Employers' Council Secretariat (PSEC) by creating a representative to liaise and relationship build with the Public Sector Employers' Council.

#### BECAUSE:

- There are multiple provincial CUPE locals that are constrained by the Public Sector Employers' Council Secretariat provincial mandate making free bargaining impossible; and
- We need to help break barriers that occur every time there is provincial bargaining.

#### CUPE Local 1767

#### CUPE BC WILL:

Create a committee for Economics.

#### BECAUSE:

- Trickle-down economics has failed to succeed in establishing the basis for a good economic policy. Progressive economics are fundamental for sustainable development and/or tax policy which could be driven from an economic committee built from a labour perspective.

#### CUPE Local 1767

CUPE BC WILL:

Encourage the government to pursue diversity on all boardrooms and executive tables

BECAUSE:

- Our diversity is our greatest strength; and
- On most boards, executive tables, and management the lack of diversity is embarrassing; and
- There is clear evidence of better decision making.

CUPE Local 1767

CUPE BC WILL:

Encourage local and provincial government to expand the role of unions to be included strategic planning with their employers

BECAUSE:

- We are on the ground and have a profound business understanding; and
- By involving us in business decisions we can ensure they are appropriate; and
- Our involvement will increase the probability of success.

CUPE Local 1767

CUPE BC WILL:

Promote policy change with the government to create at least one board position for public organizations to be held by a labour appointed individual

BECAUSE:

- Most boards reflect different interests; and
- One perspective that is consistently missing is that of labour

CUPE Local 1767

CUPE BC WILL:

Endorse the joint CUPE 1767/ BCGEU Housing Affordability Plan

BECAUSE:

- We have access to market data; and
- Are experts in the field of valuation and property taxation; and
- Have received the endorsement from multiple other affiliated locals

CUPE Local 1767

CUPE BC WILL:

Establish an innovation contact at/through CUPE BC to support and encourage locals to become progressively innovative in their locals

BECAUSE:

- There is an incredible amount of evidence around us that change is coming; and
- We need to be prepared to lead the discussion with our employers; and
- We can work to create higher value jobs in advance of the changes.

CUPE Local 1767

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 throughout 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 Vancouver Island District Council

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 Vancouver Island District Council

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 Vancouver Island District Council

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 Vancouver Island District Council

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 Vancouver Island District Council

#### CUPE BC WILL:

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

#### BECAUSE:

- Staff in every sector of CUPE are front line workers and should not be expected to endure any of the above behaviors as a 'norm' in their workplace and;
- We need to encourage workers to complete violent incident report forms following EVERY incident and;
- Tools and training to deescalate violent situations are required, but not provided by employers and;
- Violence in the workplace impairs productivity and overall health and wellness of all employees.

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- The blockade has serious negative effects on the people of Cuba and severely hampers Cuba in all fields of economic, social and cultural development.

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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 Vancouver Island District Council

## 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;
- 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";
- 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;
- 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;
- Instead of temporary work programs, Canada needs 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 Vancouver Island District Council

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 School 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 Vancouver Island District Council

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 Vancouver Island District Council

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 Vancouver Island District Council

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 Vancouver Island District Council

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 Vancouver Island District Council

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.

CUPE Vancouver Island District Council

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.

CUPE Vancouver Island District Council

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 Vancouver Island District Council

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 Vancouver Island District Council

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 Vancouver Island District Council

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.

CUPE Vancouver Island District Council

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.

CUPE Vancouver Island District Council

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 Vancouver Island District Council

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 Vancouver Island District Council

#### 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 Vancouver Island District Council

#### 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 Vancouver Island District Council

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 Vancouver Island District Council

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 Vancouver Island District Council

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 second 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 and benefits, and workers' rights.

CUPE Vancouver Island District Council

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),
  - Publicly-funded, accessible post-secondary education system,
  - The elimination of tuition feesby 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;
- The elimination of user/tuition fees will ensure a publicly-funded education system.

CUPE Vancouver Island District Council

CUPE BC WILL:

- Establish a task force to review the rules, 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 Vancouver Island District Council

CUPE BC WILL:

- Lobby the Provincial Government to amend the University's 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 Vancouver Island District Council

#### 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 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 Vancouver Island District Council

#### 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.

CUPE Vancouver Island District Council

#### 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;
- 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.)

CUPE Vancouver Island District Council

#### CUPE BC WILL:

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

#### CUPE Vancouver Island District Council

#### 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;
- 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;
- 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.

#### CUPE Vancouver Island District Council

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.

CUPE Vancouver Island District Council

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;
- 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.

CUPE Vancouver Island District Council

RE: BARGAINING LANGUAGE TO REFLECT GENDER IDENTITY AND EXPRESSION

RES. #1

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, and
- 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, and
- Sexual Orientation is not the same as Gender Identity and Gender Expression as per the definition in 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 identity may be different or the same as the sex a person is assigned at birth.

CUPE Local 1004

RE: MENTAL HEALTH ADVOCACY

RES. #2

CUPE BC WILL

Work with CUPE locals to lobby the provincial government to develop a Mental Health Strategy that builds a system analysis of the social determinates of health including, but not limited to:

- housings status,
- substance use disorder,
- employment, and
- equality.

BECAUSE

Despite the existing infrastructure workers and their families continue to be negatively affected by Mental Health concerns and the stigma that is part of these concerns.

CUPE Local 1004

RE: ELECTRONIC BALLOTING AT NATIONAL CONVENTION

RES. #3

CUPE BC WILL

Submit a resolution to the next CUPE National Convention to implement electronic balloting at the next National Convention.

BECAUSE

Electronic balloting will ensure efficient and fair voting.

CUPE Local 1004

RE: TECHNOLOGY SERVICES FOR LOCALS

RES. #4

CUPE BC WILL

Work with CUPE National to develop innovative platforms for member communications focusing on a variety of web and social media applications and ideas.

BECAUSE

As more CUPE members rely on mobile devices, CUPE needs to lead and provide Union information and access to advocacy in a wide variety of ways.

CUPE Local 1004

RE: MULTI-MATERIALS BC

RES. #5

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 reestablishing 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 Local 1004

CUPE BC WILL

Work together with the CUPE BC Education Committee, and locals, to urge the Union Development Department to create a new CUPE weeklong course to provide training for senior Stewards and Local Executive members in preparing grievance cases for arbitration.

BECAUSE

- Practical training around preparing cases for arbitration requires an in depth course in arbitration basics, terminology and legal research will stand our activists in good stead and reduce National Representatives' workload and assist locals in better understanding the arbitration process.

CUPE Local 1004

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.

Fraser Valley District Council

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.

Fraser Valley District Council

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.

Fraser Valley District Council

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.

Fraser Valley District Council

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.

Fraser Valley District Council

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.

Fraser Valley District Council

**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.

Fraser Valley District Council

**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.

Fraser Valley District Council

**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.

Fraser Valley District Council

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 work places.
- 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

Fraser Valley District Council

CUPE BC WILL:

Create a campaign to educate CUPE members and the public on rights, issues, and barrier 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.

Fraser Valley District Council

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 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.

Fraser Valley District Council

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.

Fraser Valley District Council

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.

Fraser Valley District Council

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

Fraser Valley District Council

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.

Fraser Valley District Council

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.

Fraser Valley District Council