

## FOREWARD

---

This compendium is a summary of policies adopted by Conventions of the Canadian Union of Public Employees (BC Division) since 1977. This summary is intended as a guide to affiliated organizations indicating established policies of CUPE BC.

In most cases the policy is greatly condensed and does NOT represent an interpretation of policy. For the actual policy and full text, it is necessary to refer to the Resolutions Book or the official proceedings, which are on file in the CUPE BC Office.

Additional information is available from the Secretary-Treasurer of CUPE BC.

\*\*\*\*\*

CUPE BC  
#510 - 4940 Canada Way  
Burnaby, BC  
V5G 4T3

*First Published - January, 1982*

*Revised - 1983, 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017.*

## I N D E X

	<u>Page</u>
ABORIGINAL RIGHTS	1
ABORIGINAL COUNCIL	1
ACCREDITATION	2
AFFILIATION	2
AMBULANCE SERVICE	2
ANTI-UNION ACTIVITIES	2
APPRENTICESHIP	2
BANKING POLICY	3
BARGAINING	3
BENEFITS	6
CAMP JUBILEE	6
COMMITTEES	6
COMMUNICATIONS	8
CONFERENCES	8
CONVENTION	8
COORDINATED BARGAINING	9
COST-SHARING & DONATION POLICY	9
DAY CARE/CHILD CARE	9
DISARMAMENT	10
DISCRIMINATION AND RACISM	11
DISTRICT COUNCILS	11

	<u>Page</u>
DUES AND PER CAPITA	12
EDUCATION - PUBLIC (Labour: see Union Education)	12
EDUCATION FINANCING	16
ELECTIONS - CUPE B.C.	19
EMPLOYEE ASSISTANCE PROGRAMS	19
EMPLOYMENT STANDARDS	19
ENERGY	19
ENVIRONMENT	19
EQUALITY	25
EXECUTIVE BOARD	25
FAIR WAGE POLICY	25
FREE TRADE & MAI	26
GOVERNMENT FUNDED WORK PROJECTS	27
HEALTH CARE	28
HERITAGE DAY	31
HONOURARY MEMBERSHIPS	31
HOURS OF WORK	31
HUMAN RIGHTS	31
INTERNATIONAL SOLIDARITY	32
JOB SECURITY	36
JURISDICTION	37
LABOUR CODE	37

	<u>Page</u>
LIBRARIES	37
MUNICIPAL AFFAIRS	39
NATIONAL UNION	41
OCCUPATIONAL HEALTH & SAFETY	42
PAY EQUITY	46
PEACE MOVEMENT	48
PENSIONS	48
PICKETING	51
PLAN OF ACTION	51
POLICY	52
POLITICAL ACTION	52
PORNOGRAPHY	54
PRECARIOUS WORKERS	54
PRIVATIZATION	54
PUBLIC SECTOR EMPLOYERS COUNCIL	56
RETIRED MEMBERS ASSOCIATION	56
RETIREMENT POLICY	57
RIGHT TO STRIKE	57
RIGHT TO WORK	57
SCHOLARSHIPS	57
SOCIAL SERVICES	57
SPECIAL ENTERPRISE ZONES	60

	<u>Page</u>
TECHNOLOGICAL CHANGE	60
TRADES	60
TRANSPORTATION	60
TRAVEL SUBSIDY	61
UNEMPLOYMENT	62
UNION EDUCATION	63
UNION LABEL	65
UNITY	65
USER FEES	66
VOLUNTEERS	66
WAGE CONTROLS	66
WATER & WASTE MANAGEMENT	66
WOMEN'S ISSUES	68
WORK EXPERIENCE	69
WORKERS' COMPENSATION	69
YOUTH	70
MISCELLANEOUS	71
 <b>POLICY PAPERS ADOPTED BY CONVENTION:</b>	
ACTION PLAN 2017-2018 CUPE BC CONVENTION	79
COORDINATED BARGAINING POLICY	80
GUIDELINES FOR DONATIONS AND/OR COST-SHARING ELECTION CAMPAIGNS	81

	<u>Page</u>
POLICY STATEMENT ON TAX FAIRNESS	82
POLICY STATEMENT ON ABORIGINAL AFFAIRS	87
POLICY STATEMENT ON HUMAN RIGHTS	89
POLICY STATEMENT ON VOLUNTEERS	91
POLICY ON RETIREMENT	93
POLICY ON JOB SHARING	94
POLICY ON WORKING AT HOME	100
POLICY STATEMENT ON THE TREATY NEGOTIATIONS PROCESS IN BRITISH COLUMBIA	104
POLICY ON HARASSMENT	105
POLICY STATEMENT ON GUIDELINES FOR SPONSORSHIP	111
POLICY STATEMENT ON TRAINING AND CERTIFICATION OF SOCIAL SERVICE WORKERS AND TEACHING ASSISTANTS	113
SPECIAL EDUCATION IN BRITISH COLUMBIA EDUCATION ASSISTANTS RESPOND TO THE SPECIAL EDUCATION REVIEW	Attachment
BC FEDERATION OF LABOUR POLICY STATEMENT – PICKETING	Attachment
BC FEDERATION OF LABOUR POLICY STATEMENT – HOT DECLARATION	Attachment
BC FEDERATION OF LABOUR POLICY STATEMENT – BOYCOTTS	Attachment

## **ABORIGINAL RIGHTS**

Develop materials, form partnerships and lobby the Provincial Government to bring about a National task force on missing and murdered Aboriginal women and girls in Canada; and

Encourage CUPE BC Locals to participate in and support the Native Women's Association of Canada Sisters In Spirit (SIS) Vigils, held on or around October 4<sup>th</sup> of each year in their communities, to honour the lives of the missing and murdered Aboriginal women and girls and call for action to end the high rates of violence against Aboriginal women and girls.

*Vancouver - 2015*  
*Reaffirmed - Victoria - 2016*

That CUPE BC call upon the National Union to lobby the federal government to legislate June 21 as a national statutory holiday in recognition of all aboriginal peoples in the country, whether they be, First Nations, status, non-status, Metis or Inuit.

*Vancouver - 2002*  
*Reaffirmed - Prince George - 2003*  
*Reaffirmed - Victoria - 2013*

That CUPE BC support and work with the First Nations communities on the issue of land claims or treaty settlements; and

That CUPE BC provide support to organizations who may challenge the result of the vote and subsequent resultant actions of the government should a majority yes vote result.

*Vancouver - 2002*

That CUPE BC, under the mandate of the Committee Against Racism and Discrimination (CARD), establish a network of Aboriginal workers to be known as the BC Aboriginal Council; and

The Council's mandate would be to make recommendations to CUPE BC's executive through the CUPE BC's Diversity Vice-Presidents on issues of importance to aboriginal members; and

That the Council would also have the mandate to raise awareness of aboriginal issues, history and culture with CUPE members and build links with other aboriginal organizations.

*Vancouver - 2002*

That CUPE BC reaffirm its solidarity with Aboriginal people;

Provide visible support and action wherever disputes arise, including Press Releases; and

Lobby the Provincial Government vigorously and constantly to provide speedy, fair and negotiated settlements of Aboriginal disputes and land claims.

*Victoria - 1994*

Support in principle the settlement of First National Land claims and the concept of First Nations self-government in BC, in order to encourage First Nations governing bodies to support the Union movement and promote solidarity with First Nations workers in BC.

*Richmond - 1996*

Oppose any use of referendums on the issue of land claims or treaty settlements.

*Victoria - 2001*  
*Reaffirmed - Vancouver 2002*

## **ABORIGINAL COUNCIL**

That the Aboriginal Council be composed of any aboriginal CUPE member in British Columbia who chooses to join; and;

That the Aboriginal Gathering working group, through CUPE BC's Committee

against Racism and Discrimination (CARD), be mandated to develop the terms of reference for the CUPE BC Aboriginal Council; and

That the working group be mandated to deal with the priorities established at the Aboriginal Gathering held in Kelowna, BC, February 27, 29, 2004.

*Vancouver - 2004*

### **ACCREDITATION**

Oppose all forms of accreditation that are not consistent with CUPE National Policies on free collective bargaining and CUPE BC policies on coordinated bargaining.

*Vancouver - 1988*

### **AFFILIATION**

District Councils - endorsed the principle of full participation and affiliation and urge all locals to affiliate to the CUPE District Council in their area.

*Vancouver - 1978*

BC Division - called on Division Officers to make every effort to convince non-affiliates of the positive aspects of becoming members of the B.C. Division of CUPE.

*Kelowna - 1980*

BC Federation of Labour - urged all locals to become affiliated with the BC Federation of Labour and their C.L.C. Area Labour Council.

*Kelowna - 1980*

*Reaffirmed - Victoria - 2001*

### **AMBULANCE SERVICE**

That CUPE BC enthusiastically support our Brothers and Sisters in Local 873, the Ambulance Paramedics of BC, in their fight to maintain our award winning ambulance service.

*Vancouver - 2002*

That CUPE BC call upon the Provincial Government to adequately fund the ambulance service to ensure safe and proper levels of training, staffing, and response times in communities throughout BC.

*Richmond - 2000*

### **ANTI-UNION ACTIVITIES**

We oppose and campaign against companies such as Advanced Management Research Company which conduct seminars on "How to Stay Union Free" and we do everything in our power to stop such seminars from being sponsored in our area.

*Vancouver - 1979*

We oppose any educational facility being used to promote anti-union strike breaking courses, exercises or studies and we make our objections known to the Minister of Education and seek support from the BC Federation of Labour and its affiliates.

*Kelowna - 1980*

### **APPRENTICESHIP**

CUPE BC will the BC Provincial Government to undertake significant actions to repair the BC apprenticeship system including:

- Establishing an apprenticeship and skills training system that has full and equal representation by labour and is organized by individual trade as opposed to industrial;
- Reinstate a system of "compulsory trades" to maintain high standards;
- Require crown corporations that employ trades, to have a fixed ratio of apprentices to journey persons; and
- Provide incentives to encourage public and private sectors to train apprentices.

*Victoria - 2012*



That CUPE BC endorse the establishment of Industry Training and Apprenticeship Commission (ITAC) and promote apprenticeship training for trades and occupations in the public sector.

*Victoria - 1997*

That CUPE BC urge the Government to commit the funding needed to enable the Industry, Training and Apprenticeship Commission (ITAC) to fulfill its mandate, including funding for publicly accountable bodies to develop current curricula for new and standard trades; and that ITAC continue to have its place within the post-secondary education system.

*Prince George - 1999*

CUPE BC demand the provincial government continue to commit the funding necessary to the Industry, Training and Apprenticeship Commission (ITAC) for institutional and work-based programs.

*Victoria - 2001*

CUPE BC research and publicize information about the economic benefits of apprenticeship programs to assist locals in gaining stronger and broader commitments from employers to actively participate in apprenticeship training and innovative approaches to various forms of work based training.

*Victoria - 2001*

That CUPE BC encourage locals and affiliates to give priority to improving workers' wages, benefits and collective agreement provisions through collective bargaining and in other forums that may be available to advance part-time workers' issues.

*Prince George - 2003*

## **BANKING POLICY**

That the BC Division of CUPE deal with Credit Unions rather than chartered banks and that we encourage all locals to withdraw funds from chartered banks and patronize Credit Unions

*Vernon - 1977*

*Reaffirmed - Vancouver - 1979*

## **BARGAINING**

CUPE BC will continue to support Locals to counteract and resist Provincial Government interference in free collective bargaining in the municipal sector.

*Victoria - 2017*

CUPE BC will develop an action plan to increase the awareness of the issues facing marginalized workers at the Local Union level and develop a strategy and resources that assist Local Unions in addressing these issues at the bargaining table in a coordinated fashion across British Columbia.

*Vancouver - 2010*

That CUPE BC make achievement of full collective agreement rights for part-time, on-call casual and auxiliary workers a priority for coordinated bargaining in all sectors.

*Vancouver - 2006*

That CUPE BC demand that the provincial government dismantle the province wide employer associations (eg. Health Employers' Association of BC and British Columbia Public Sector Employers' Association) so the public sector can return to a process of free collective bargaining with their employer.

*Vancouver - 2004*

Endorsed the principle of 'across the board' increases rather than percentage settlements.

*Vancouver - 1979*  
*Reaffirmed - Kelowna - 1980*  
*Reaffirmed - Kelowna - 1982*

That locals include in negotiations a clause making management responsible for financially supporting day care arrangements.

*Vernon - 1979*

Sexual Harassment Clause - all locals to negotiate a clause prohibiting and providing penalties for sexual harassment.

*Kelowna - 1980*

That all locals endeavour to have their contract salary schedules calculated and expressed in terms of hourly rates of pay.

*Prince George - 1983*

\* See 1985 Policy Paper at end of book.  
Opposed to Final Offer Selection

*Nanaimo - 1987*

Encourage locals to negotiate meaningful and effective contract language with regard to protecting workers faced with technological change.

*Victoria - 1994*

Go on record as opposing centralized bargaining and press for alternate measures to deal with funding shortfalls such as reducing administrative costs.

*Victoria - 1994*

That CUPE BC hold a Bargaining Conference each year, and that the agenda be established from input from locals.

*Victoria - 1994*

That CUPE BC and its affiliates make benefits and rights of part-time workers a priority issue at bargaining tables to eliminate any two tier structures that arise through Employers' uses of part-time workers.

*Prince George - 1995*

That CUPE BC mount a campaign to have the letters patent, which give the GVRD its bargaining authority, dissolved.

*Prince George - 1995*

That CUPE BC continue to urge the NDP government to ensure that the Local Unions' right to free collective bargaining be restored.

*Prince George - 1995*

That CUPE BC encourage Locals to bargain for more meaningful contract language covering workplace health and safety committees.

*Richmond - 1996*

That the Canadian Union of Public Employees British Columbia Division actively oppose the Employers' Council and demand that the BC Government disband the Employers' Council, remove wage controls, and restore full collective bargaining, and

That CUPE BC demand that the Government implement the Korbins Commission recommendations concerning a single, non-profit benefits carrier, downsizing of administration, and administrative accountability for funds.

*Prince George - 1995*

That CUPE BC actively promote a coordinated approach to Municipal bargaining strategies on a regional level through the creation of regional municipal Local Union tables for the purpose of examination of areas of Municipal Local Union mutual interest, and

That CUPE BC actively promote Regional Municipal Bargaining strategies through these Regional Municipal tables to assist in the fight to preserve municipal workers' jobs.

*Richmond - 1996*

That CUPE BC promote the concept of a shorter work week without reducing the income for its members so that more fulltime jobs can be created.

*Victoria - 1997*

That CUPE BC reaffirm our opposition to Provincial Bargaining for School Boards and communicate same to the Provincial government.

*Victoria - 1997*

Support the concept of equal base rates for inside and outside workers and all affiliates to endeavour to achieve this.

*Vancouver - 1979*

*Reaffirmed - Kelowna - 1980*

*Kelowna - 1982 - Kelowna - 1984*

Urged all locals to negotiate a maternity/paternity/adoption leave clause into their collective agreements.

*Kelowna - 1980*

To make reduced hours of work, without reduced earnings a priority in negotiations.

*Kelowna - 1982*

Favour abolishment of the increment system

*Kelowna - 1984*

Went on record as favouring each local negotiating an Employee Assistance Program with their employer to aid Sisters and Brothers who suffer from alcoholism and drug dependencies and called for a committee to be formed by the Division to work with such bodies as the B.C.

Federation of Labour and all recognized agencies involved to assist locals in carrying out a successful program.

*Vancouver - 1981*

That CUPE BC endorse the creation of Collective Agreement language through the National Union in dealing with substance abuse and problems in the workplace.

*Prince George - 1999*

That CUPE BC lobby all of the partner unions for a change in the Articles of Association for health regional bargaining to add a mechanism for the membership of the affected unions to have an opportunity to vote on the disputed issues.

*Richmond - 2000*

That CUPE BC in conjunction with locals develop a coordinated strategic plan that would include coordinated bargaining; and that CUPE BC investigate and facilitate agreements that locals could voluntarily be party to.

*Richmond - 1998*

That CUPE BC lobby the provincial government to disband the Public Sector Employers Council expeditiously.

That CUPE BC seek all means of assistance with the district councils and other union affiliates to eliminate this anti free collective bargaining body.

*Victoria - 2001*

That CUPE BC lobby the provincial government to preserve the fundamental right of workers to strike in the education sector; and

That CUPE BC work with other labour and community organizations to create a coalition and public campaign defending

education workers right to strike and opposing any legislation the Liberal government brings forward restricting free collective bargaining and our right to strike; and

That CUPE BC will support any local or union, that is confronted with such legislation, in its fight for free collective bargaining and fair collective agreements; and

When such legislation is introduced, CUPE BC will call an all Presidents' meeting of locals that will be impacted by the legislation to develop an Action Plan.

*Victoria - 2001*

CUPE BC members in BC's K-12 sector reserve the right, in any future negotiations, to take whatever job action may be necessary, up to and including withdrawing services when appropriate.

*Victoria - 2001*

## **BENEFITS**

That the BC Division of CUPE encourage CUPE Locals entering bargaining, to write Pacific Blue Cross into their collective agreements as the carrier of their health and dental benefits.

*Vancouver - 2002*

That CUPE BC and all its member locals commit to ensuring that protecting our members health benefit coverage be the priority for all rounds of upcoming bargaining.

*Vancouver - 2002*

That CUPE BC urge the Provincial Government to require Employers in the broad public sector to provide Long Term Disability plans.

*Prince George - 1995*  
*Reaffirmed - Richmond - 1996*

That CUPE BC adopt the position that we will support a provincial benefits program only if we have equitable representation in any governance structure, and

That CUPE BC require, as a minimum, that the benefits package, under any provincial plan, not undermine the existing plans in any of our current collective agreements.

*Richmond - 1996*

That CUPE BC and CUPE Local 3999 demand that the provincial government and Community Social Services Employers Association (CSSEA) provide provincial benefit plans including Long Term Disability, Dental and Death Benefits for contracted social service workers.

*Victoria - 1997*

That CUPE BC renew its lobbying efforts with the Provincial Government to require all Employers in the broad public sector to provide employer paid Long Term Disability Plans.

*Victoria - 1997*

## **CAMP JUBILEE**

The BC Division support and become a member of Camp Jubilee and encourage all locals to become members as well.

*Prince George - 1983*

## **COMMITTEES**

Merge the CUPE BC Health Committee into the Health President's Council and:

1. Assign a CUPE BC Executive Board liaison to the Health President's Council and provide the ability for a written report to convention.
2. Recommend revisions to the Health President's Council Protocol Agreement to incorporate goals found in the Health Committee Terms of Reference; and to

ensure the sector and division is fully represented.

3. Determine a funding agreement between Presidents Council and CUPE BC Division.

*Vancouver - 2015*

Appoint a female member of the Young Workers' Task Force to the CUPE BC Women's Committee for the two-year term, as a full member of the Committee in addition to the members appointed through the normal process, to ensure the committee has the perspective of a young woman to assist them in their work.

*Vancouver - 2015*

Appoint a Young Worker to the CUPE BC Pension Committee as a full member of the Committee in addition to the retiree member.

*Vancouver - 2011*

CUPE BC will form a Skilled Trades Working Group which would create direction and focus in addressing solutions to concerns and assist in the networking within CUPE BC; and

Assist with communications arising from the BC Federation of Labour Apprenticeship and Skills Training Working Group.

*Vancouver - 2010*

CUPE BC will establish a Workers of Colour Working Group with representation from across the province.

*Victoria - 2009*

Members appointed to a CUPE BC committee shall be removed from the committee if they fail to attend two consecutive meetings without obtaining leave from the chair.

*Victoria - 2009*

CUPE BC will take increased measures to ensure that young members are represented on all of our committees.

*Victoria - 2009*

That a separate CUPE BC committee be established for the Community Social Services Sector.

*Vancouver - 2002*

Committees shall be appointed to two-year terms.

*Vernon - 1986*

Established an Environment Committee.

*Kelowna - 1989*

Established a Library Committee.

*Kelowna - 1989*

That the CUPE BC Executive Board consult with CUPE BC Committees when approached by the Provincial Government for nominees or appointees to boards, committees, task forces, or for input on policy initiatives and that the CUPE BC Executive consult with CUPE BC Committees to develop coordinated responses to Ministry initiatives.

That every effort be made to ensure that gay men, lesbians, transgendered people, and the disabled be represented on the CUPE BC Committee against Racism and Discrimination.

*Victoria - 1997*

That CUPE BC initiate a Division Youth Committee comprised of a staff representative and regionally selected members from the affiliates in all Regions to recognize and address the issues of youth involvement in the Provincial Union movement.

*Victoria - 2001*

## COMMUNICATIONS

That CUPE BC encourage and where necessary develop regular sector meetings to exchange pertinent information.

*Vancouver - 2004*

That CUPE B.C. gather and input current information from Committees activities, CUPE Report and Policies, Campaigns, as appropriate and that a Web Site Policy be developed and implemented to ensure regular reviews and updates of information on the web page.

*Richmond - 1998*

## CONFERENCES

Establish a 3 day retreat for Young Workers to be offered every second year beginning in 2015.

*Vancouver - 2014*

On a rotational basis with other sectors, hold a CUPE BC Education Sector Conference that includes the Kindergarten to Grade 12 (K-12), College and University sectors, similar to the Education Conference held by CUPE BC in 2013.

*Vancouver - 2014*

CUPE BC will increase the registration cost for conferences to \$100.00 and this cost may be increased or decreased by decision of the Provincial Executive Board.

*Vancouver - 2010*

That the registration fee for conferences be increased from \$30 per delegate to \$60 per delegate.

*Richmond - 1998*

That CUPE BC convene Municipal Workers Conferences bi-annually to alternate with School Workers Conferences.

*Richmond - 1996*

That a provincial occupational health and safety conference be held every odd numbered year.

*Victoria - 2001*

*Reaffirmed - Vancouver 2002*

## CONVENTION

That CUPE BC be committed to ensuring and providing full accessibility to people with disabilities by consulting with its workers with disabilities, at all annual CUPE BC Conventions.

*Vancouver - 2004*

The annual BC Division Convention to end on Saturday leaving Sunday for a day of travel.

*Kelowna - 1980*

A session will be provided, during election years, at CUPE BC Conventions for candidates to address the delegates and answer questions.

*Kelowna - 1989*

Whenever possible the Resolutions Committee will include at least one member from each region of the Province.

*Kelowna - 1989*

That the CUPE BC Convention Resolutions Committee Terms of Reference include:

"that all resolutions which have been referred back to the Committee have priority, and that those resolutions must come back before the delegates prior to or during the last sitting of the Committee".

*Richmond - 1996*

That CUPE Resolutions Committee's mandate ensure that correctly worded and formatted resolutions that are not in violation of the Constitution be brought forward with a recommendation of concurrence.

*Richmond - 1996*

That the format of Pro and Con microphones be adopted for CUPE BC conventions.

*Victoria - 1994*

That CUPE BC send out an agenda with the call to convention packages.

*Victoria - 2001*

That when any changes to the constitution are made that the updated constitution be forwarded to locals within 60 days after approval of the National President.

*Victoria - 2001*

## **COORDINATED BARGAINING**

\*See Policy Paper at back of book.

## **COST SHARING AND DONATION POLICY**

*\*See addendum at the back of this book.  
Amended – Victoria - 1997*

## **DAY CARE/CHILD CARE**

Support the Community Plan for a Public System of Integrated Early Care and Learning and demand that the government fund the \$10/day childcare plan which is part of the Community Plan for a Public System of Integrated Early Care and Learning.

Raise the issue of the \$10/day childcare plan and make it a provincial election issue in the next provincial election.

*Vancouver - 2015  
Reaffirmed – Victoria 2016*

CUPE BC will Endorse the document "Evolution of Community Controlled Child Care in BC" published by The Coalition of Child Care Advocates of BC and encourage all locals to do the same.

*Vancouver - 2008*

CUPE BC will encourage locals to either provide dependent care at union meetings and/or develop a policy that provides for receipted reimbursement for dependent care costs incurred by members while participating in authorized union events or activities.

*Victoria - 2007*

That CUPE BC endorse the Coalitions of Childcare Advocates of BC and the Common Vision and Agenda for Childcare in BC in their fight for a national childcare plan.

*Vancouver - 2004*

That CUPE BC support at every opportunity proper funding for early childhood education and call upon CUPE Local Unions in British Columbia and the BC Federation of Labour to demand proper funding and support for early childhood education programs throughout BC; and

That CUPE BC publicly demand that the Province of British Columbia reinstate funding to Childcare programs, including restoration of the Child care subsidy grants, and commit to increasing funding and support for childcare in British Columbia.

*Vancouver - 2004*

CUPE BC lobby the provincial government to revise the eligibility criteria for child care subsidy to help make child care affordable; and

CUPE BC urge the Provincial Government to reinstate Child Care BC as an initial step forward; and

CUPE BC join forces with child care advocacy groups and other community groups in coalition with the fight for universal, quality child care; and

That we also demand that decent wages, working conditions and benefits are afforded to all child care providers.

*Vancouver - 2002*

That all locals include in their Constitution and By-Laws provisions for day care costs to be reimbursed while parent participating in union schools, seminars, conventions, etc.

*Kelowna - 1980*

*Reaffirmed - Prince George - 1983*

Urge the government of British Columbia to centralize the provision and regulation of child care services under the Ministry of Education.

*Vancouver - 1981*

*Reaffirmed - Prince George - 1983*

Established a sub-committee on Daycare and became a sustaining member of the Canadian Day Care Advocacy Society.

*Victoria - 1985*

Daycare policy expanded to encompass financial and other assistance for members who are primary caregivers for adults who need assistance in the home.

*Nanaimo - 1990*

That where required CUPE BC ensure through CUPE National that child care be provided on site to accommodate the pursuit of CUPE education programs and that Local Unions be encouraged to amend their by-laws to provide child care expenses for union business.

*Victoria - 1993*

That CUPE BC, through CUPE National, vigorously demand that the Liberal Government reform the necessary laws and regulations to exempt monies received as child support payments from taxation.

*Prince George - 1995*

That CUPE BC, through CUPE National, vigorously demand that the Liberal Government implement a comprehensive, quality, and a national day care system which is both accessible and affordable.

*Prince George - 1995*

Resolved that CUPE BC lobby the Provincial Government, and through CUPE National the Federal government to implement a publicly funded Child Care Program which is accessible and affordable.

*Victoria - 1997*

*Reaffirmed - Vancouver 2002*

## **DISARMAMENT**

Went on record as endorsing the Stockholm Appeal for stopping the Arms Race, to ban all nuclear and other weapons of mass destruction, to move for a complete and general disarmament, and to call without delay a United National Conference on world disarmament.

*Vernon - 1977*

*Reaffirmed - Vancouver - 1978*

Support Operation Dismantle (an organization which promotes the concept of a referendum on disarmament being held in conjunction with municipal elections).

*Kelowna - 1982*



## **DISCRIMINATION AND RACISM**

That Anti-Racism Day, celebrated each year on March 21st, be promoted to all CUPE members in BC.

*Richmond - 1996*

That Locals and District Councils be encouraged to establish CARD Committees.

*Richmond - 1996*

That Locals and District Councils be encouraged to hold anti-discrimination courses and encourage greater local member participation.

*Richmond - 1996*

That Locals be encouraged to send delegates to the National Anti-Racism Conference.

*Richmond - 1996*

That Locals be encouraged to include minority members as delegates to Convention whenever possible.

*Richmond - 1996*

That CUPE BC call upon the Ministry of Education to work with the B.C. School Trustees Association to develop policies which will ensure freedom from harassment and protection against physical violence for gay and lesbian students in our schools and further that CUPE B.C. call on the Ministry of Education to ensure that the B.C. School Trustees Association include CUPE members, teachers, peer youth councillors and gay and lesbian community groups in any program to rid the schools of discrimination.

*Victoria - 1997*

That CUPE BC in conjunction with the BC Federation of Labour, call on the Attorney General to implement more effective laws dealing with hate crimes, and push for

tougher enforcement of hate crime laws.

*Victoria - 1997*

That CUPE BC offer fifteen (15) \$500 scholarships funded from the Defence Fund to encourage Locals to register anti-racism activists in "combating Racism" courses at the Annual Weeklong Schools.

*Richmond - 1998*

## **DISTRICT COUNCILS**

That CUPE BC adopt the following policy with regard to District Councils:

- a) District Councils coordinate the activities in their areas and assist the CUPE BC Executive and Officers in implementing CUPE B.C. programs and policies.
- b) District Councils encourage the affiliation of all Locals in their respective areas both to the Council and CUPE BC.
- c) District Councils, through the establishment of working and ad hoc committees, unite their affiliates in the promotion, organization or coordination of collective bargaining, communications, education, occupational health & safety, political action, women's, and other programs.
- d) District Councils aid and encourage the use of Union made goods and services.

*Prince George - 1995*

That CUPE BC encourage the six CUPE District Councils to establish and promote Labour-oriented Cultural Bursaries; and

That the Labour-oriented Cultural Bursary recipients be encouraged to present their projects at the CUPE BC Convention following their Council's Annual General

Meeting for recognition of their efforts and dissemination to the CUPE BC membership and the public media.

*Prince George - 2003*

## **DUES AND PER CAPITA**

Support the principle of an income related per capita structure for our National Union.

*Prince George - 1983*

Locals paying per capita to the Division may base their membership on the calculation used for their National Per Capita.

*Kelowna - 1984*

That CUPE BC support a National Union Per Capita of not less than .9%.

*Victoria - 1997*

## **EDUCATION - PUBLIC**

### K-12

CUPE BC will work to promote awareness within our membership about 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.

*Victoria - 2017*

CUPE BC will get the Ministry of Education to withdraw provisions of Bill 36 – *School Amendment Act – 2012* that eliminate the standard school year;

*Victoria - 2012*

CUPE BC will help CUPE locals throughout British Columbia to organize the Strong Start Centers, with resources and financial assistance.

*Vancouver - 2010*

CUPE BC will lobby the BC Liberal Government to institute a targeted funding allocation to enable school districts to fund sufficient hours of work for educational assistants to do their jobs and fully discharge their designated work obligations within allocated and paid work time; and

Lobby the BC Liberal Government to amend the formula for funding public education to recognize directly in that formula the important role played by educational assistants in the education of BC school children.

*Vancouver - 2008*

Lobby the Provincial Government to establish minimum standards for cleanliness in schools.

*Vancouver - 2008*

CUPE BC will continue to fight for legislation to protect the 13,000 British Columbia school children that are at risk from life threatening allergic reactions, until such legislation has been passed by the BC Legislature.

*Victoria - 2007*

Oppose Bill 20, the *School (Student Achievement Enabling) Amendment Act, 2007*, which undermines the authority of democratically-elected school boards in British Columbia through the creation of new “superintendents of accountability” with powers to intervene in and overrule school district decisions.

*Victoria - 2007*

That CUPE BC engage the progressive members of the British Columbia Schools Trustees’ Association and encourage the development of policy that opposes the regionalization and privatization of K-12 services, including support services; and

That CUPE BC and its K-12 locals mobilize and mount a campaign to engage the school

community, including Parent Advisory Councils, teachers, and CUPE members whose children learn in the public system in a massive fight back to keep K-12 services publicly operated and delivered; and

That CUPE BC demand that the BC government end the privatization process in all facets of public education.

*Vancouver - 2006*

That CUPE BC work with the Provincial Government of the day to protect our jobs by continuing to pursue adequate funding formulae for public education.

*Vancouver - 2006*

That CUPE reiterate its call for the Ministry to clarify its policy intentions regarding school system re-purposing; and

That CUPE reiterate its call for the Ministry to involve CUPE in full and meaningful consultations regarding implementation of the changed mandate and its impact on CUPE jobs and members, and

That CUPE reiterate its call for the Ministry to allow CUPE to participate in School Planning Councils where decisions regarding implementation of the mandate are likely to be considered and decisions made, and

That CUPE actively oppose any policy direction emerging from the changed mandate that threatens to undermine CUPE jobs, bargaining units, livelihoods and bargaining rights, and

*Vancouver - 2006*

That CUPE BC demand the next provincial government make available a wage parity fund to address the inequities of wage disparity by means of a phased-in compensation package such as the multi-year pay equity fund; and

That CUPE BC urge the next provincial government to provide the necessary funding for province wide comparable job descriptions for school district employees in order that graduated pay increases over a set period of time can provide a standard wage grid for provincial school districts where any negotiated wage increment will not adversely affect other above average wages in other school districts.

*Victoria - 2005*

That CUPE BC demand that the provincial government end the privatization process in public education, both K to 12, and post secondary, which promotes inequality of education and undermines the public education system; and

*Victoria - 2005*

That CUPE BC demand the current and subsequent provincial governments reinstate required minimum numbers of instructional days in the School Act.

*Vancouver - 2004*

That CUPE BC opposes the incorporation of School Board Businesses, until there has been:

- An open, extensive consultation process involving all educational stakeholders, and
- A full canvassing and analysis of the implications of the commercialization of educational services.

*Prince George - 2003*

That CUPE BC demand the provincial government restore funding for K-12 education to pre-2001 levels by providing full funding for increased costs of wages, benefits and inflation in time for the 2003/04 school year.

That CUPE BC lobby relentlessly until there is a commitment from government to include Labour History within the BC School Curriculum.

*Prince George - 2003*

That CUPE BC through the Education Committee and through District Councils, promote the CLC Job Smart Program; and

That CUPE BC request assistance from all Labour organizations in the form of a letter, including and not limited to the BC Teachers' Federation; and

That CUPE BC lobby the BC Teachers' Federation and Labour Councils to lobby the Ministry of Education to provide Labour Education in the BC public school system through the Career and Personal Planning Program.

*Victoria - 2001*

That CUPE BC lobby the Provincial government to establish, with the involvement of those workers already in the field, a Provincial standard of certification for Teacher assistants.

*Victoria - 1997*

That CUPE BC lobby the Provincial Government to ensure that succinct guidelines for the Community Schools are developed, that CUPE B.C. lobby the Provincial Government to ensure that support staff employees are placed within existing bargaining units and that CUPE BC provide all CUPE Locals with information guidelines pertaining to Community Schools.

*Victoria - 1997*

That CUPE BC lobby the Provincial Government for funding to help offset the union's expenses caused by the school amalgamation legislation.

*Victoria - 1997*

That CUPE BC lobby the Provincial Ministry of Education to revise school construction tender requirements to require that quality obtained for dollars spent should be the determining criterion in acceptance or rejection of a school construction project tender.

*Richmond - 1998*

That CUPE BC lobby the Provincial Ministries of Transportation and Education to regulate and fund the safe transport of students.

*Richmond - 1998*

That CUPE BC demand that the Provincial Government amend the Employment Standards Act so that Special Education Assistants and bus Drivers in School District Locals are included in the Employment Standards Act.

*Prince George - 1999*

That CUPE BC lobby the Provincial Government and the Minister of Education to make the Truth and Reconciliation Commission Report a mandatory part of the K-12 curriculum.

*Victoria - 2016*

That CUPE BC demand the BC government properly categorize and fully fund students with special needs in the public school system to ensure proper special education services and supports are provided to all students who require them.

*Victoria - 2016  
Reaffirmed - 2017*

### Post Secondary

CUPE BC will fund and provide education for CUPE members who sit on college, university-college and university boards of governors on the importance of supporting accessible, public post-secondary education; and

CUPE BC will Encourage CUPE members on college, university-college and university boards of governors to vote in favour of budgets that reduce tuition fees and increase funding for public post-secondary education.

*Victoria - 2007*

CUPE BC call on the provincial government to repeal the cuts to funding of post secondary education; and

That CUPE BC oppose all increases in tuition in BC and work in solidarity with student unions in BC to create a fully accessible College and University system in BC.

*Vancouver - 2002*

Called upon the Provincial Government and the colleges and universities of BC to establish faculties, departments and programs of labour studies on a scale and level of funding at least matching that for business studies.

*Vancouver - 1988*

Called upon the Government to provide funding for the unemployed to upgrade their education and to increase funding levels to post-secondary institutions to ensure adequate space for adult learners.

*Victoria -1994*

Called upon the government to expand apprenticeship programs in the public and private sector.

*Victoria -1994*

Called upon the Provincial Government to provide adequate funding to establish and expand apprenticeship programs in the public sector.

*Prince George - 1995*

That CUPE BC, through CUPE National, initiate on-going research into the policies and practices of private trainers in the

Province, and that this research be utilised as appropriate to lend support to our arguments for the preservation and enhancement of publicly funded post-secondary education.

*Richmond -1998*

That CUPE BC lobby the Provincial Government to appoint representatives from CUPE University Locals on University Boards of Governors.

*Richmond - 1998*

That CUPE BC urge the BC Government not to introduce any sort of differential tuition fees for out-of-province Canadian post-secondary students unless there is a very substantial and demonstrable net increase in the ratio of out-of-province students over BC students in other provinces.

*Prince George - 1999*

That CUPE BC demand the Provincial Government recognize ancillary workers in the University Sector as public sector employees.

*Prince George - 1999*

That CUPE BC compel the Provincial Government to treat ancillary workers in the University Sector fairly and provide pay equity funding for them.

*Prince George - 1999*

That CUPE BC lobby the Provincial Government to eliminate tuition fees for all public undergraduate post-secondary degrees, diplomas and certificates and make up the lost funding through increased Provincial Grants support the Canadian Federation of students' call for a corporate education tax.

*Richmond - 2000*

*Reaffirmed - Vancouver - 2015*

That CUPE BC work with affiliates of the BC Federation of Labour and other progressive allies to ensure that Labour Studies programs at post-secondary institutions are fully funded and courses are made available to BC students.

*Victoria - 2016*

That CUPE BC lobby the BC Provincial Government and BC Post Secondary Institutions to ensure that adequate language, academic and cultural support systems are in place to serve the increasing number of international students admitted to BC Post Secondary Institutions.

*Victoria - 2016*

That CUPE BC lobby the BC Provincial Government and urge CUPE National to lobby the Federal Government to protect academic freedom and collegiate decision-making at our Canadian Post Secondary Institutions; and

That CUPE BC will lobby the BC Provincial Government and urge CUPE National to lobby the Federal Government to insure that Corporate involvement at our Post-Secondary institutions is transparent, especially with respect to their influence on curriculum, research, hiring and operations.

*Victoria - 2016*

## **EDUCATION FINANCING**

Lobby the Provincial Government to lobby the Federal Government to restore funding to the Literacy Essential Skills Training programs for all.

*Vancouver - 2015*

### K-12

Demand the BC government provide proper and full resources for violence intervention to ensure K-12 support staff have the skills to

prevent injuries on the job.

*Vancouver - 2015*  
*Reaffirmed - Victoria - 2016*

CUPE BC will continue to demand that the BC Liberal Government conduct a comprehensive public review of the K-12 education funding formula and levels required to deliver quality public education in BC; and

Demand that the BC Liberal Government ensure that adequate levels of funding are provided to K-12 education and in particular for the delivery of special education services within public schools.

*Vancouver - 2008*  
*Reaffirmed - Vancouver - 2010, 2015*

Went on record opposing the concept of 'School Based Budgeting'.

*Kelowna - 1984*

Oppose the 'voucher type system' of public school financing.

*Victoria - 1985*

Oppose government funding of private schools.

*Richmond - 1992*

That CUPE BC call upon the Provincial Government to officially allocate the funding to the facilities budget of School Districts and that these funds be non-transferable.

*Victoria - 1993*  
*Reaffirmed - Vancouver - 2010*

That CUPE BC call upon the Provincial Education Ministry to fund School Districts to hire trained teaching assistants to be on school buses to look after Special Needs children.

*Victoria - 1993*

That CUPE BC call upon the Provincial Ministry of Education to either eliminate the

\$50,000.00 tender limit or at least raise it to a realistic figure.

That the Ministry be encouraged to set a policy to wherever possible, contract in the capital projects in School Districts.

That if contracting out must occur, then the project only be given to unionized BC companies.

*Victoria - 1993*

That CUPE BC supports the capping of administrative costs in school districts, the targeting of funding within functions of school board budgets, and increased targeted funding for special education.

*Victoria - 1994*

That CUPE BC urge the Government of British Columbia to provide additional monies to fully fund the 1998 tentative agreement between the British Columbia Teachers' Federation and the Provincial Government for the full term of the agreement.

*Richmond - 1998*

That CUPE BC continue to demand the Provincial Government ensure a more clear and accountable reporting structure for School District finances than presently exists.

*Prince George - 1995*

That CUPE BC call on the government to provide labour adjustment funding to schools impacted by restructuring on amalgamation.

That CUPE BC demand that all levels of government acknowledge the importance and value of a properly funded public education system and fund it accordingly, and

That CUPE BC demand that funding which directly impacts the delivery of education to students in a clean and safe environment be

protected from budget cuts.

*Richmond - 1996*

That CUPE BC develop strategies that promote both adequate funding levels, and accountability processes for K-12 funding.

*Victoria - 1997*

That CUPE BC lobby the Provincial Government to ensure that all targeted funding designated for special needs students be spent in that area, call on the Ministry of Education to direct School Boards to report prior to their funding allocation how many days special needs staff will not work and insist that training courses, preparation time and professional development be a mandatory criteria in the funding process.

*Victoria - 1997*

That CUPE BC demand that all levels of government acknowledge the importance and value of a properly funded public education system and fund it accordingly, and demand that funding which directly impacts the delivery of education to students be protected from the budget cuts that affect all support staff.

*Victoria - 1997*

*Reaffirmed - Victoria - 2001*

That CUPE BC lobby the provincial government to demand that school boards across the province seek submissions from all stakeholders to be affected by any budgetary cutbacks and make public all suggestions given in submissions before the school board trustees make their final decisions on their budgets.

*Prince George - 1999*

That School Board ratios be set at one unionised full time equivalent support staff member to 25 students.

*Victoria - 2001*

That CUPE BC demand that the Provincial Government include additional funding to meet School Board regional needs in the diverse communities of BC such as, crossing guards for urban areas, snow clearing for northern areas, and bus transportation for students in outlying areas.

*Prince George - 1999*

That CUPE BC lobby the government to establish an adequate funding system for Amalgamated School Districts.

*Prince George - 1999*  
*Reaffirmed - Victoria - 2001*

That CUPE BC lobby to insist a change in the current school board forms to make them easier to understand so that this vital information may be used without resorting to consultants.

*Victoria - 2001*

That CUPE promote health and safety education in senior secondary public schools to provide young workers entering the workforce with the capacity to demand their rights to a safe and health workplace.

*Victoria - 2001*

### Post Secondary

That CUPE BC demand the Provincial Government fund additional CUPE members working at BC Universities to protect current programs and services, to reduce workloads and burnout of CUPE members.

*Prince George – 1999*

That CUPE BC demand that the University Minor Capital Certificates be expanded to 18

and 24 months.

*Prince George - 1999*

That CUPE BC urge the Provincial Government to continue to give a high priority to providing post-secondary education and training by

- Continuing to fully fund the expansion of BC Public Post-Secondary education system to meet future demand; and
- Continuing the extension of the tuition fee freeze and work towards the reduction of tuition fees for all courses and programs; and
- Continuing to maintain and expand the BC grant component of the BC student financial assistance program; and
- Taking the necessary steps to ensure that in every region of the province there is access to a comprehensive range of public education and training options.

*Prince George - 1999*

That CUPE BC lobby the Provincial Government for increased funding to support the additional enrolment into post secondary institutions in British Columbia; and

That CUPE BC further lobby the Provincial Government for funding to bring unionized staffing up to satisfactory levels once again.

*Victoria - 2001*

That CUPE BC go on record as opposing any government financial or other support of private for-profit post-secondary education and training institutions; and further resolved that CUPE BC urge the Provincial Government to take steps to ensure that no direct or indirect support is provided to private for-profit post-secondary education and training institutions.

*Prince George - 1999*



## **ELECTIONS - CUPE BC**

That it became the policy of CUPE BC that all candidates running for a position on the CUPE BC Executive Board, as Trustee or for any other elected position be limited to:

- (i) one button, one leaflet, and one poster; all carrying a union bug.
- (ii) hospitality room expenditures of \$1500;
- (iii) election campaign materials (button, leaflet and poster) expenditures of \$2000;
- (iv) CUPE BC will do one mail-out (per candidate) to all affiliated Locals and Councils on behalf of each candidate;

A statement of expenses is to be submitted to the CUPE BC Executive board on the morning of the election.

*Richmond - 1998*

## **EMPLOYEE ASSISTANCE PROGRAMS**

Encourage all locals to have Employee Assistance Programmes.

*Victoria - 1985*

## **EMPLOYMENT STANDARDS**

That CUPE BC condemn the Provincial Government for their unprecedented attack on workers in British Columbia by the proposed changes to the Employment Standards Act will see the elimination of the eight hour working day, overtime holiday pay for certain employees, rights to double time for overtime after 12 hours, the reduction of the four hour minimum to two hours, the exclusion of a number of employees from the act and employers will no longer be liable for wages owed when a company goes bankrupt; and

That CUPE BC call upon the Liberal government of BC to amend the

Employment Standards Act by reinstating the legal age of employment to be not younger than 15 years of age.

*Vancouver - 2004*

## **ENERGY**

Demanded that the Government of Canada formulate a national policy based on developing and preserving our oil and gas resources to meet Canadian needs now and in the future and that the oil and gas industry be developed under public ownership and control.

*Vancouver - 1978*

*Reaffirmed - Kelowna - 1980*

Endorse the British Columbia Federation of Labour's (BCFL) three step strategy to protect public ownership of BC Hydro and to protect BC consumers as well as ensuring renewed commitment to energy conservation.

*Victoria - 2001*

*Reaffirmed - Vancouver - 2002*

## **ENVIRONMENT**

Lobby the BC Government to dedicate 10% of revenues collected from the carbon tax to a fund that will be available to municipalities to finance energy conservation and other programs to reduce their carbon footprints.

*Vancouver - 2015*

Urge municipalities to become Blue Communities and support the public ownership and operation of water and wastewater infrastructure.

*Vancouver - 2015*

*Reaffirmed - Victoria - 2016*

Oppose Bill C-45, the Jobs and Growth Act, 2012, and Bill C-38, the Jobs, Growth and Long-term Prosperity Act.

*Victoria - 2013*

Endorse the CUPE National Environment policy.

CUPE BC will oppose Kinder Morgan's request in regulatory permission for expansion of the TransCanada pipeline from Alberta to the Westridge tanker terminal in Burnaby.

*Victoria - 2012*

CUPE BC will oppose the Enbridge Northern Gateway Pipelines Project in BC and explore ways to be supportive of the First Nations opposing the development.

*Victoria - 2012*

*Reaffirmed - Victoria - 2016*

Vigorously oppose any and all attempts by the oil and gas industry to suspend the moratorium on off-shore drilling/exploration in BC coastal waters; and

Vigorously oppose any attempt to allow oil supertankers from sailing in BC coastal waters.

*Vancouver - 2011*

*Reaffirmed - Victoria - 2013*

CUPE BC will oppose the expansion of the Kinder Morgan Trans Mountain Pipeline.

Support the work of First Nations communities, the BC NDP, the cities of Vancouver and Burnaby and other organizations who oppose the expansion of the Kinder Morgan Trans Mountain Pipeline.

Oppose the expansion of tanker traffic in BC's coastal waters.

Support efforts to shift towards the use of renewable energy and promote the just transition to a green economy that respects workers.

*Victoria - 2017*

CUPE BC will develop and adopt a low carbon strategy to assist in the reduction of

atmospheric greenhouse gas (GHG) emissions for the health of future generations;

Reduce carbon emissions by utilizing greener forms of communication (ie. Conference calling and on-line virtual meeting tools) over fossil fuel travel wherever possible;

Reduce paper consumption, which in turn reduces carbon emissions through the acquisition of raw materials, processing and delivery, by utilizing electronic technology such as projection; and

Support and provide training opportunities wherever possible for CUPE members to learn up-to-date technology, so they may adopt greener forms of communications in their locals and district councils.

*Vancouver - 2010*

CUPE BC will urge the Provincial Government to:

- Provide more research funding to clarify and identify the environmental factors linked to breast cancer; and
- Inform the public about chemicals and products most commonly linked to breast cancer;

Urge WorkSafe BC to include breast cancer as an occupational disease and provide compensation for those who acquire breast cancer due to occupational hazards; and

Urge CUPE National to lobby the Federal Government to:

- Provide more research funding to clarify and identify the environmental factors linked to breast cancer;
- Produce a national campaign that informs the public about chemicals and products most commonly linked to breast cancer;

- Apply precautionary regulation of chemicals as part of the Federal Chemicals Management Plan B;
- Update the list of hazardous materials and substances to the Federal Work Hazards Material Information list; and
- Create “The Right to Know” Hazard labeling legislation that would guarantee consumers the right to know what hazardous substances and ingredients may be included in the products they buy.

*Vancouver - 2010*

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.

*Victoria - 2017*

CUPE BC will lobby the Provincial Government and the Environment Minister to:

1. Guarantee that mining companies must always request exemptions permitting them to begin exploration activities in threatened Caribou habitat;
2. Ensure exemptions granting mining companies permission to begin exploration activities are granted only once a full assessment of a mining company’s exploration plans has been conducted by a professional biologist; and
3. Ensure mining explorations are not permitted between May 15 and June 15<sup>th</sup> under any circumstances as this is the peak calving season.

*Vancouver - 2010*

CUPE BC will continue to work with CUPE locals, councils and staff to promote initiatives that will strengthen local economies in the communities that we live and work in; and

Continue to forge alliances with local governments, other unions, small businesses and community groups to promote an agenda that includes investment in all of our communities and local buying,

*Vancouver - 2010*

CUPE BC will lobby the Provincial Government to re-affirm commitment to public power and BC Hydro by ceasing the development of run-of-river projects, until improvements to the water license application process can ensure that the public has greater input in the approval process; and

Lobby the Provincial Government to ensure extensive consultation with First Nations, environmental groups and local communities before these water licenses are approved.

*Vancouver - 2008*

Endeavour to buy locally whenever possible, from producers and/or manufacturers who employ sustainable farming, production and manufacturing practices.

*Vancouver - 2008*

CUPE BC will oppose any development of coal-fired generators anywhere in the Province of British Columbia; and

Lobby the Provincial Government to become a world leader in producing clean electricity and create the necessary jobs to accomplish this.

*Vancouver - 2008*

Encourage CUPE Locals to lobby municipalities to buy local, to support

farmer's markets and start or expand community gardens; and

Lobby municipalities, school boards and other public agencies to increase recycling incentive programs, start or expand community composting and put in place other green initiatives; and  
Lobby the Provincial Government to increase funding to communities to support green initiatives.

*Vancouver - 2008*

CUPE BC will oppose the development of any commercial coalbed methane gases in Telkwa and other areas in the province of British Columbia; and

Oppose the BC Provincial Liberal Government intention of granting a tenure for the purpose of the development of coalbed methane gas resources near Telkwa, BC.

*Victoria - 2007*

That CUPE BC apply the Wingspread Precautionary Principle to all health, safety and environmental hazards in CUPE BC workplaces; and

That CUPE BC lobby the provincial government to incorporate the Wingspread Precautionary Principle into environmental and occupational health and safety legislation and regulations.

*Vancouver - 2006*

That CUPE BC strongly condemns the sale of water or waste water systems to private corporations; and

That CUPE BC calls on the provincial government to prohibit sales of water or waste water systems to the private sector.

*Victoria - 2005*

That CUPE BC fund a membership in the Labour Environmental Allegiance Society (LEAS); and

That CUPE BC encourage affiliates to contribute funds to/purchase memberships in LEAS; and

That CUPE BC provide a \$5000.00 per year contribution towards LEAS and a further sum, to a maximum of \$5000.00 matching any contribution or membership fee paid by any affiliate.

*Prince George - 2003*

That CUPE BC demand that the BC provincial government and, through CUPE National, the federal government fulfill their environmental responsibilities by protecting BC's wild salmon; and

That CUPE BC lobby the BC provincial government to impose a moratorium on sea based fish farms immediately; and

That CUPE BC lobby the BC provincial government to assist in the establishment of a land based, environmentally sensitive fish farm industry.

*Prince George - 2003  
Reaffirmed - Victoria - 2013*

That CUPE BC urge the Provincial Government to fulfil its core responsibility for environmental protection of air, water and land by responding to environmental spills, including those defined as "low-risk" spills.

*Vancouver - 2002*

That CUPE BC support the Haida and any other First Nations' legal challenges to the lifting of the current offshore oil drilling moratorium, in keeping with in-depth ecological, seismic and economic studies of the consequences of drilling for off-shore oil undertaken during or since the 1970s.

*Vancouver - 2002*

CUPE BC support and become a member of the BC Environmental Network.

*Vancouver - 1988*

That CUPE BC encourage all affiliates to bargaining "Environmental Protection" language in collective agreements to include:

- Acknowledgement of the need to protect our environment;
- Prohibition of environmentally unfriendly practices;
- Commitments to reduce, re-use and recycle materials used in the workplace, and;
- Protection for employees exposing environmentally unfriendly practices by employers.

*Richmond - 1988*

That CUPE BC Locals be encouraged to choose and join an environmental coalition if one exists in their community and that the Locals work towards the betterment of CUPE membership and the environment within these coalitions.

*Vancouver - 1991*

Called upon the Provincial Government to establish a Solid Waste Utility responsible for:

1. Implementing integrated regional plans.
2. Ensuring a consistent public process.
3. Undertaking research and development.
4. Establishing major infrastructure improvements.
5. Guaranteeing uniform applications of environmental standards.
6. Acting as a public marketing board for recyclables.
7. Ensuring that the collection and processing be done by public sector workers.

*Victoria - 1994*

That CUPE BC urge the Provincial Government to immediately establish a comprehensive plan to safely dispose of hazardous waste and to establish a hazardous waste utility that is mandated to carry out such a program.

*Prince George - 1995*

That CUPE BC urge the Provincial Government to remain steadfast in opposing the diversion of the North Thompson River.

That CUPE BC encourage Local Unions to appoint and/or elect an Environmental Committee and/or contact person or representative.

That CUPE BC encourage and support the establishment of public ownership and/or control and staffing of all aspects of the garbage stream to ensure that garbage revenues are captured for taxpayers. If taxpayers benefit from disposal revenues they will then be in a position to afford more comprehensive environment programs.

That CUPE BC continue to press our Provincial Government to further implement the reduction of waste and to closely monitor this process.

That CUPE BC encourage all municipalities to implement an environmental protection program and committee.

*Richmond - 1996*

That CUPE BC encourage all locals to join and participate in the Recycling Council of British Columbia.

*Victoria - 1997*

That CUPE BC continue in its support of the National Environment committee and encourage locals and individual members to join the Network.

*Victoria - 1997*

That CUPE BC encourage all locals to think locally and act globally.

*Victoria - 1997*

That CUPE BC encourage membership activism and pursue the creation of educational courses by National designed to raise awareness of environmental issues.

*Victoria - 1997*

That CUPE BC encourage all locals and district councils to create Environmental Committees.

*Victoria - 1997*

That CUPE BC urge all municipalities in BC to protect the environment and the health of its residents by passing a bylaw to prohibit the cosmetic use of pesticides in residential areas and on public properties, to restrict the use of pesticides when used to control infestations of pests on residential and public properties and simultaneously educate residents about ecological alternatives to pesticides.

*Prince George - 1999*

That CUPE BC reaffirm its opposition to the use of toxic pesticides and to publicize where possible, their harm to the environment, including drinking water; and

That CUPE BC whenever practical, educate members about the adverse health effects suffered as a result of the use of toxic pesticides.

That CUPE BC organize campaigns with its allies in communities throughout BC to ban the use of pesticides by municipal governments.

*Victoria - 2001*

That CUPE BC with the assistance of the National Union develop policies and campaigns around green jobs, and make it a

priority to form wherever appropriate alliances with like-minded community, social justice, labour and environmental organizations for the advancement of our mutual issues and for the betterment of our membership.

*Richmond - 2000*  
*Reaffirmed - Victoria - 2001*

That CUPE BC through the National Union demand the Federal Government immediately institute proper labelling of products which contain genetically altered foods and testing for long term health effects.

*Richmond - 2000*

That CUPE BC demand the BC Liberal government revoke the permit given to South Island Aggregates (SIA). Which allows them to deposit contaminated soils and other toxic substances in the sensitive Shawnigan watershed on SIA's Stebbings Road property; and

Call upon the BC Ministries of Environment and Energy and Mines to act in the public's interest by enforcing their regulations and protecting Shawnigan residents from the unimaginable threat of 5 million tonnes of toxic contaminated soil being dumped in their watershed; and

Support the Cowichan Valley Regional District (CVRD) and the Shawnigan Residents Association (SRA)'s fight in the courts; and

Call on the BC Supreme Court to recognize the validity of the CVRD's land use bylaws that specifically disallow storage and treatment of contaminated soil in the F-1 Forest zoned land.

*Victoria - 2016*

That CUPE BC, through CUPE National, lobby the Federal Government to:

- Implement tougher safety standards for class 111 tank cars, dangerous goods tank car, and hazardous goods tank cars to prevent ruptures or other damage causing releases when accidents occur; and
- Ensure strategic planning of shipping routes that look at the environment and communities surrounding train tracks and address dangerous risks; and
- Ensure there are improved emergency response and assistance plans along routes with high volumes of oil or other flammable cargo.

*Victoria - 2016*

## **EQUALITY**

CUPE BC will lobby the provincial Ministry of Advance Education to continue funding the Aboriginal Service Plan which is a plan for increasing Aboriginal involvement in post-secondary education.

*Vancouver - 2010*

That CUPE BC have a formal presence in the provincial Pride parades, at Vaisaki parades, Chinese New Year's parades and other community parades and events in which our members participate.

*Vancouver - 2006*

That CUPE BC demand the National Union fund a permanent Equality staff position for the BC Region, with the responsibility for coordinating human rights and anti-racism education and initiatives, women's issues, including pay equity, and acting as a support person for all equality issues; and

That CUPE BC's officers aggressively lobby at the National Executive Board to achieve a permanent Equality representative for the BC Region and make this position a staffing

priority.

*Victoria - 2005*

Continue support of equalization of base rates and strive to make this a National CUPE policy and a fundamental trade union demand.

*Vancouver - 1981*

Support full equality for women and lobby the provincial government to include women's equality in government economic policies.

*Vancouver - 1988*

## **EXECUTIVE BOARD**

That any person holding an elected position on the CUPE BC Executive Board who accepts a temporary National Staff position be encouraged to take a leave of absence from the elected position and from any responsibilities connected to the elected position, and

That the CUPE BC Executive Board fill resulting vacancies on a temporary basis.

*Prince George - 1995*

That CUPE BC submit its minutes or reports on resolutions referred to the CUPE BC Executive Board by Convention to Locals requesting the debate and reason for non-concurrence or concurrence.

*Richmond - 2000*

## **FAIR WAGE POLICY**

Support concept that the government fair wage policy apply to Municipal worksites.

*Richmond - 1992*

Encourage the government to enact Fair Wage Legislation that applies to all contracts tendered by government, including Regional

Districts, Municipalities, School Boards, and all jobs created through the Federal and Provincial Infrastructural program.

*Victoria - 1994*

CUPE BC lobby the Provincial Government to amend the Fair Wage Legislation to include the services of all public sector employees.

*Victoria - 1997*

*Reaffirmed - Vancouver - 1998*

### **FREE TRADE & MAI**

That CUPE BC strongly oppose any attempts to include any public services in the General Agreement on Trade in Services (GATS) and, through CUPE National, demand that the Canadian Government categorically reject any attempts to include public services in GATS.

*Prince George - 2003*

That CUPE BC continue to oppose the Free Trade Area of the Americas (FTAA), the North America Free Trade Agreement (NAFTA), the World Trade Organization (WTO) – including the General Agreement on Trade in Services (GATS) and Agreement of Government Procurement (AGP), the World Bank (WB) and the International Monetary Fund (IMF)

*Vancouver - 2002*

That CUPE BC demand the release of draft free trade documents in advance of discussions, and nation wide public hearings before participating any further in trade liberalization negotiations.

*Vancouver - 2002*

Oppose the Mulroney Free Trade Agreement.

*Vancouver - 1988*

That CUPE BC reaffirm our position opposing NAFTA (North American Free Trade Agreement).

*Victoria - 1993*

To work in cooperation with the BC Federation of Labour to oppose the Interprovincial Trade Agreement, and further to ensure that any such agreement meets the needs and aspirations of working people.

*Victoria - 1994*

That CUPE BC call on the Government of BC to reject the inclusion of any of the MASSH sector in the Agreement on Internal Trade.

*Prince George - 1995*

That CUPE BC demand, through the National Union, that the Federal Government stop the expansion of the North American Free Trade Agreement to Latin and South American Nations.

*Prince George - 1995*

That CUPE BC call on the Provincial Government to accept that the differences between the provinces concerning the nature of any inclusion of the Municipal, Academic Institution, Social Service, Schools and Health Care Sector in the Agreement on Internal Trade are both fundamental and irreconcilable, even after extended months of negotiations, and call on the government to terminate their involvement and participation in these negotiations effective immediately.

*Richmond - 1996*

CUPE BC declare that the current North American Agreement on Labour Cooperation (NAALC) is a weak agreement, overburdened with procedural barriers and ponderous processes which have done little to protect workers from abuse in any of the



three country members of NAFTA and further that CUPE B.C. through the National Union support a charter of Labour which would apply to workers in all present and future countries who are members of NAFTA.

Victoria - 1997

That this CUPE BC Division Convention condemn the Multilateral Agreement on Investment (MAI) and declare unanimous support for the Canadian Labour Congress and our National CUPE Executive Board's and the British Columbia Provincial Government's opposition to the MAI.

Richmond - 1998

That CUPE BC continue to oppose the Free Trade Area of the Americas agreement (FTAA) and any other trade agreements that threaten our environment, water, culture, social programs, health care, education system, the rights of democratic governments and good paying jobs.

That CUPE BC demand, through CUPE National, that the Federal Government end their involvement in the FTAA.

That CUPE BC demand that all future negotiations of any trade agreements be open to public record and subject to public debate and that the Canadian government release all information regarding the FTAA and all other trade negotiations.

That CUPE BC through CUPE National advise the Prime Minister and the Minister for International Trade of this position, and encourage all members, Locals and District Councils to do the same; and

That CUPE BC demand that public services such as health, education and social services, or rights regarding environmental protection, water and other natural resources, culture, food safety and

management not be subject to the provisions of trade negotiations.

Victoria - 2001

That CUPE BC through the National Union encourage and work with friendly municipal councils to have resolutions passed calling for exemptions from trade deals affecting the powers of municipalities and full disclosure of the Federal Government position in negotiating the General Agreement on Trade in Services (GATS) agreement.

Victoria - 2001

That CUPE BC endorse the use of civil disobedience in protest against trade deals being developed by the World Trade Organization (WTO) and specifically against trade deals such as the Free Trade of the Americas Agreement (FTAA).

Victoria - 2001

## **GOVERNMENT FUNDED WORK PROJECTS**

Opposed Government Funded Projects which are feeble attempts to ease the unemployment crisis but in fact undermine our collective agreements and the jobs of our workers by excluding workers hired for these projects from the wages and conditions of the collective agreement.

Vernon - 1977

Reaffirmed - Vancouver - 1978, 1979

That we do everything in our power to lobby governments to cease 'make work' projects and redirect these funds directly to municipalities, school districts, library boards and hospital members at union rates.

Kelowna - 1980

Endorsed the concept that any students hired under 'Student Initiative Programmes' come under the jurisdiction of the CUPE Collective Agreement.

Vernon - 1977

## HEALTH CARE

Support CUPE National's campaign to protect, strengthen and expand public health care; and to raise public awareness about the ongoing threats to our public health care system; and

Work together with activists from other unions and community groups to achieve our campaign goals.

*Vancouver - 2015*

CUPE BC will support federal legislation requiring that the insurance industry restore the ability of people living with HIV to qualify for insurance coverage based on their individual health status rather than declaring them ineligible based upon HIV sero-conversion. Insurance coverage includes, but is not limited to, life insurance, mortgage insurance, disability insurance (short and long term), and travel insurance.

*Victoria - 2012*

CUPE BC will lobby Canadian Blood Services, and Health Canada to amend the regulations and policies that prohibit gay men from donating blood and make it difficult for them to be bone marrow and organ donors.

*Victoria - 2012*

CUPE BC will the Federal Government to implement a national, publicly funded and controlled Pharmacare Program which would provide equal access to prescription drugs for all Canadians, regardless of their economic status.

*Victoria - 2012*

CUPE BC will lobby the Provincial Government and in conjunction with CUPE National lobby the Federal Government to make changes to the Long Term Care Act and other relevant legislations to ensure that there is a set of standards of care which

must be adhered to through legislation with resources for enforcement.

*Vancouver - 2010*

That CUPE BC stand in solidarity with our CUPE Sisters and Brothers in the Hospital Employees Union (HEU) – Health Services Division of CUPE, in opposing the privatization of health services in British Columbia; and

That CUPE BC strongly oppose the closure of St. Paul's Hospital and Mount St. Joseph's Hospital, and their replacement with a privately operated for-profit hospital on the False Creek Flats; and

That CUPE BC lobby Vancouver City Council to oppose the closure or significant reduction of services at St. Paul's Hospital and Mount St. Joseph's Hospital; and

That CUPE BC lobby Vancouver City Council to refuse to rezone the False Creek property without first engaging in a broad-based, extensive and transparent public consultation process to determine the appropriate location of health care services in Vancouver, based on community need, rather than on profit maximization; and

That CUPE BC communicate its opposition to private-for-profit healthcare and in particular, this project to the Members of the Legislative Assembly (MLAs) that represent Vancouver, the Minister of Health – George Abbott, and Premier Gordon Campbell.

*Vancouver - 2006*

That this 41<sup>st</sup> annual convention of CUPE BC condemn the Health Employers Association of BC and the provincial government for their vicious attack on the CUPE Health Services Division - Hospital Employees Union (HEU).

That CUPE BC reaffirm its support for the

HEU in their fight for fairness and protection of our health care system in BC; and

That the delegates to this convention commit to mobilizing members of their locals for such actions as may be necessary to assist the HEU.

*Vancouver - 2004*

That CUPE BC formally endorse the CUPE Healthcare Action Plan; and

That CUPE BC work with the BC Federation of Labour and its Affiliates to oppose threats to Public Health Care jobs.

*Prince George - 2003*

That CUPE BC demand that the BC Provincial Government fully fund HIV/AIDS social service and health care agencies that provide services to those living with HIV/AIDS; and

That CUPE BC through the National Union demand that the Federal Government increase the amount of foreign aid to developing nations for the treatment of HIV/AIDS.

*Prince George - 2003*

CUPE BC demand the Provincial Liberal Government provide adequate funding to maintain and improve public health care in all communities in BC; and

That CUPE BC work with Health Care unions to hold the Provincial Liberal Government accountable for our public health care system and to ensure no reductions in services.

*Vancouver - 2002*

That CUPE BC urge the National Union to lobby the federal government to repeal Bill C-91, the Patent Act Amendment Act, 1992 (drug patent law) and the subsequent Bill S-17, An Act to Amend the Patent Act, which

have served to escalate costs in the health care system; and

That CUPE BC urge the National Union to lobby the federal government to introduce a national drug plan with economies of scale achieved through bulk purchasing and reference based pricing similar to the current system in British Columbia.

*Vancouver - 2002*

That CUPE BC is strongly committed to working with the BC Federation of Labour and affiliates to ensure HEU/CUPE members' jobs and union representation are retained.

*Vancouver - 2002*

That CUPE BC with regard to health care continue to promote that:

1. Our public health care system is not for sale.
2. Privatized health care services be returned to public control and strengthened.
3. User fees and the delisting of services be opposed under the principles of universal Medicare.
4. New medical technologies be reviewed to access health care outcomes and their appropriateness given escalating costs.
5. The Canadian government must fully enforce all provisions of the Canada Health Care Act and include provisions on Long Term Care, Home Care and Pharmacare.

*Vancouver - 2002*

CUPE BC work with our social justice partners to demand that the federal government prevent/eliminate private, for profit health care services and instead protect and modernize our public health care system by:

1. Legislating and funding national Home Care, Community Care and Pharmacare Acts.
2. Promoting community health centers to provide necessary services while reducing acute care costs, using a multi disciplinary team of salaried health care providers working to their full scope of practice.
3. Enforcing the spirit and intent of the Canada Health Act by preventing double billing and withdrawing all funding from provinces that allow for profit delivery of health care.

*Vancouver - 2002*

CUPE BC lobby the governments of Canada and British Columbia to restore the funding for health care services, to a level that insures that health care is delivered in a timely fashion for all.

*Victoria - 2001*

That CUPE BC declare our public support and commitment to the principle and practice of universal health care which encompasses:

universality: the health care system must protect everyone  
 accessibility: everyone must have equal access to health care  
 comprehensive: health care services must include all basic health and hospital services  
 portability: people travelling or moving to another province must be able to take their health care coverage with them  
 public administration: the health care system must be operated on a non-profit basis by a public agency of the government.

*Victoria – 1993*

*Reaffirmed - Vancouver – 2002*

That CUPE BC call on the Provincial Government to remove all hospital privileges to Doctor's who opt out of the Medicare system.

*Victoria - 1993*

That CUPE BC encourage the Provincial Government and Regional Health Boards in British Columbia to ensure that non-corporate organizations resist the trend toward the furtherance of market-based two-tiered health care.

*Prince George - 1995*

That CUPE BC reaffirm our opposition to Canada Health and Social Transfer cuts, and lobby the Provincial Government to maintain funding health care, social programs and post-secondary education.

*Richmond - 1996*

That CUPE BC make a priority of working with the Minister of Health to create a provincial home care program which sets high quality standards of care and adequate funding for the delivery of home care services.

*Prince George - 1999*

Went on record as being opposed to direct billing by the BC Medical Association.

*Vancouver - 1981*

That CUPE BC, through CUPE National, and the Canadian Labour Congress, support CUPE local 1004 and 1936 members working to save lives every day at Insite by:

- Lobbying the federal government to repeal Bill C-2 and provide supervised consumption sites to fully respond to addiction and Substance use by using evidence based Harm-reduction measures proven to save lives; and
- Work with CUPE National to support applications to the Federal Minister of Health

by community non-profits and/or provincial health authorities outside of Vancouver and British Columbia for Section 56 exemptions to Canada's Controlled Substances Act to open and operate supervised consumption facilities proven successful at preventing drug overdose deaths, limiting the spread of disease including hepatitis and HIV/AIDS, and moving more individuals into detox and addiction treatment.

*Victoria - 2016*

## **HERITAGE DAY**

Endorsed pressuring Federal and Provincial Governments to declare the third Monday in February as a Statutory Holiday to be known as Heritage Day.

*Kelowna - 1980*

## **HONOURARY MEMBERSHIPS**

Honourary Memberships may be conferred on retired members who have contributed valuable service to CUPE BC.

*Vancouver - 1988*

## **HOURS OF WORK**

Resolved we endeavour to establish the same number of hours of work for all workers with the objective of achieving a 32 hour work week for all with no loss of pay.

*Vancouver - 1978*

*Reaffirmed - Kelowna - 1980*

That CUPE BC will lobby the Provincial Government to affirm that the 2 hours minimum for students in the Employment Standards Act will be maintained for secondary school students only, and only on days when they attend school.

*Richmond - 2001*

That CUPE BC lobby the Provincial

Government to change Section 38 of the Employment Standards Act (Flexible Work Schedules for employees covered by Collective Agreements) to read:

An employer must adopt a flexible work schedule for employees covered by a collective agreement if the employees so request.

- a) The schedule must be for a minimum of at least 26 weeks.
- b) Consist of days at work and days off that repeat over a period of up to 8 consecutive weeks.
- c) Allow each employee affected by the schedule to work during each shift cycle, a maximum of 32 hours with no reduction in pay, across all sectors.
- d) Be approved by a trade union representing the affected employees.

## **HUMAN RIGHTS**

Call for legislation to establish an independent officer of the legislature to advocate for people with developmental disabilities and their families; and

Call for an immediate moratorium on cuts to group homes, day programs, and community inclusion services; and

Demand that the Minister of Social Development BC finance and commission an independent and thorough review of Community Living British Columbia, its budget, expenditures, and service-delivery model.

*Vancouver - 2015*

CUPE BC will support the efforts of the British Columbia Trans community to have the Provincial and Federal Human Rights Codes amended to include discrimination on the basis of gender identity as a prohibited ground.

*Victoria - 2012*

That CUPE BC with the assistance of the BC Federation of Labour lobby the government to remove the definition of age from the Human Rights Code.

*Victoria - 2005*

That CUPE BC work in coalition with equality-seeking groups to demand that the BC Human Rights Commission be restored.

*Prince George - 2003*

That the BC Division petition Provincial Government to follow the lead of the Federal Government by amending the Human Rights Code to include the concept of 'work of equal value' in place of 'similar or substantially similar work'.

*Kelowna - 1980*

Demanded that the Attorney General of B.C. ban racist organizations such as the Ku Klux Klan from our Province.

*Vancouver - 1981*

Condemned the despicable objectives and activities of the Ku Klux Klan.

*Kelowna - 1982*

That CUPE BC support the campaign for "Equal Families" and urge Provincial and Federal Governments to provide legislation that will entrench the rights of gay and lesbian families.

*Victoria - 1994*

Called on the government to include a prohibition of general harassment within the Human Rights Act.

*Victoria - 1994*

Called upon the Pacific and Dominion Commands of the Legion to expel those branches that persist in the racist policy of not allowing turbans to be worn.

*Victoria - 1994*

Called upon the Provincial Government to institute the recommendations presented by Bill Black for improving the B.C. Human Rights Act.

*Prince George - 1995*

## **INTERNATIONAL SOLIDARITY**

### Cuba

CUPE B.C. endorse/encourage locals to participate in the "Boot the Blockage" campaign, and reaffirm our opposition to the U.S. blockade of Cuba.

*Victoria - 1997*

CUPE BC, through the BC Federation of Labour, encourage International Solidarity links be created between BC and Cuban unions.

*Victoria - 1997*

Called upon the CLC to formally establish solidarity relations with the Cuban Trade Union Federation.

*Victoria - 1994*

That CUPE BC reaffirm our position in opposing the U.S. sanctions of Cuba, and that CUPE BC support the Caravans to Cuba.

*Prince George - 1995*

That CUPE BC reiterate its opposition to the USA blockade of Cuba and urge the National Union to support the Canadian Government in its fight against the blockade.

*Richmond - 1996*

*Reaffirmed - Victoria - 2016*

### Central America

That CUPE BC through CUPE National demand that the Canadian Government protest all actions against the people of Nicaragua by the Government of Nicaragua.

*Vancouver - 2004*

That CUPE BC through the National Union demand the Canadian Government and the International Monetary Fund cancel the external debts of Honduras and Nicaragua.

*Prince George - 1999*

CUPE BC continue its project with the Movement of Working and Unemployed Women in Nicaragua.

*Victoria - 1997*

Went on record as opposed to the United States interference in El Salvador.

*Vancouver - 1981*

That CUPE BC support the Trade Union Group coalition with CoDev and their project targeting Korean companies operating in the Maquilias Zones throughout Central America.

*Richmond - 1996*

#### South America

That CUPE BC endorse and participate in "urgent action" letter writing appeals concerning the threats, assaults, and assassinations of Colombian union members, particularly appeals calling for the Canadian government to put pressure on the Colombian government to stop these attacks.

*Vancouver - 2004*

That CUPE BC, through the National Union condemn the actions of the United States wherein the USA has:

- aggressively bullied the member states of the United Nations in voting to remove the head of the chemical and biological inspections organization, and orchestrated the removal of Venezuelan President Hugo Chavez in response to Venezuelan moving to nationalize their oil reserves.

*Vancouver - 2002*

CUPE BC endorse and support the SINTRAEMICALI (Sindicato de Trabajadores de Empresa Municipal de Cali) Public Sector Union of Columbia Solidarity Project.

*Vancouver - 2002*

That CUPE BC, through the National Union condemn the actions of the United States wherein the USA has:

- aggressively bullied the member states of the United Nations in voting to remove the head of the chemical and biological inspections organization, and
- orchestrated the removal of Venezuelan President Hugo Chavez in response to Venezuelan moving to nationalize their oil reserves.

*Vancouver - 2002*

Went on record as being opposed to CANDU sales to Argentina.

*Vancouver - 1978*

That CUPE BC demand that the Canadian Government require Canadian investors in Colombia respect all international standards on human rights, labour rights and environmental protection, as well s the rights of indigenous people to maintain their traditional societies.

That CUPE BC demand that the Canadian government denounce the Colombian government's assassination of trade unionists and other civilians.

That Canada refrain from participating in any aspect of "Plan Colombia" and instead commit resources to Colombian civil society that seeks a lasting building of the social, economic and cultural rights of the Colombian people.

*Victoria - 2001*

*Reaffirmed - Vancouver - 2002*

## Africa

CUPE B.C. condemn the activities of the Shell Oil Company in Nigeria and the support given to it by Shell Canada.

*Victoria - 1997*

Reaffirmed our support of the South African Congress of Trade Unions.

*Vernon - 1986*

Resolved to petition the BC Government to stop importing South African Wines.

*Vancouver - 1979*

*Reaffirmed - Vancouver – 1981*

That CUPE BC support the actions of the South African Municipal Workers Union (SAMWU) by improving or developing communications between researchers and Executive Board on the campaigns to stop 3P's and privatization; and

That CUPE BC urge the National Union to develop stronger ties and communications with SAMWU.

*Victoria - 2001*

## Palestine

Through CUPE National, call on the Canadian Government to pressure Israel to end the economic boycott of Gaza and stop the collective punishment of the Palestinian people; and

Support a call on all parties to respect the human right of civilians whether they be Palestinians or Israelis; and

Urge the Israeli Government to accept the cease-fire proposed by Hamas and urge that both parties engage in good faith bargaining.

*Vancouver - 2008*

That CUPE BC, through CUPE National call on the Canadian Government to uphold

international law and UN resolutions and demand:

1. The total ending of the Israeli occupation and illegal settlement of the West Bank, Gaza and East Jerusalem (UN Resolution 224 and 338).
2. The immediate cessation of the Israeli armed attacks on a civilian people and the ending of the siege on villages, towns and cities (4<sup>th</sup> Geneva Convention).
3. Development of a peace process based on equality between Israelis and Palestinians and is based on the implementation of UN resolutions.

*Victoria – 2001*

That CUPE BC oppose the Sharon/Bush plan to annex Palestinian territory to Israel; and

That CUPE BC, through CUPE National, call on the Canadian government to oppose the Sharon/Bush plan and to demand the development of a peace process based on equality between Israelis and Palestinians in accordance with United Nations resolutions.

*Vancouver - 2004*

That CUPE BC, through the National Union and the Canadian Labour Congress, demand the Federal Government impose sanctions on Israel for its refusal to allow the United Nations access to investigate acts of genocide and war crimes in Palestine; and

That CUPE BC through the National Union and the Canadian Labour Congress demand that the Canadian government condemn the peace role of the USA between Israel and Palestine.

*Vancouver - 2002*



## SE Asia

Work with the Confederation for Unity, Recognition and Advancement of Government Employees (COURAGE) Phillippines to support the campaign to raise awareness of the unjust political detention of labour organizers.

*Vancouver - 2014*

That CUPE BC condemn the Burmese military regime's actions, including its refusal to recognize the 1990 democratic election, its refusal to recognize trade unions, its serious violations of United Nations human and labour rights standards, and its continued use of forced labour.

That CUPE BC condemn those Canadian companies profiting from the use of forced labour in Burma and demand their compliance with the International Labour Organization (ILO) resolution by immediately ceasing any activities that aid the use of forced labour.

That CUPE BC communicate its position in writing through CUPE National to the Canadian government, the Burmese Ambassador to Canada, and the Canadian companies involved, and encourage all members, Locals and District Councils to do the same.

That CUPE BC send greetings of solidarity to the National League for Democracy (NLD) and the Federation of Trade Unions of Burma (FTUB), advise them of this resolution, and encourage them to keep up their struggle to bring democracy and labour and human rights to Burma.

*Victoria - 2001*

## South Central Asia

Contribute \$25,000 from the Colleen Jordan Humanity Fund to Oxfam Canada in support of relief efforts in Nepal following the

devastating 7.8 magnitude earthquake April 25, 2015.

*Vancouver - 2015*

## Other

Through CUPE National demand that Prime Minister Stephen Harper and the federal Conservative Government cease negotiating any free trade agreements with the Government of Colombia until the slaughter of human rights activists, trade union activists and other civil rights activists in Colombia is stopped.

*Vancouver - 2008*

That CUPE BC endorse the Hands Off Venezuela campaign; and

That CUPE BC promote the Hands Off Venezuela campaign to its locals and members; and

That CUPE BC encourage CUPE National, the BC Federation of Labour (BC Fed), and the Canadian Labour Congress (CLC) to endorse and promote the Hands Off Venezuela Campaign; and

That CUPE BC through CUPE National, the CLC and the Canadian government, call on the United States government, military and Central Intelligence Agency (C.I.A.) to stop all activities that threaten and undermine the democratically elected Venezuelan government.

*Vancouver - 2006*

That CUPE BC pledge its support of the work of the Stephen Lewis Foundation; and

That CUPE BC commit \$10,000.00 annually to the Gogo Granny Outreach Project, and encourage locals to pledge an equivalent donation (approximately .20¢ per member).

*Vancouver - 2004*

That CUPE BC support the G8B (Group of 8 Billion Citizens) Peoples' Summit financially, morally and physically; and

That CUPE BC does not support the G8 Summit in its present form.

*Vancouver - 2002*

That CUPE BC endorse the principle of including solidarity building with indigenous peoples into our solidarity projects where possible.

*Vancouver - 2002*

That the CUPE BC Division endorse and support the purchase of fair trade coffee, ensuring that coffee growers receive fair and decent compensation for their work.

*Vancouver - 2002*

That the CUPE BC Division promote to its affiliated Locals and, through the BC Federation of Labour, to the labour community in BC, that CUPE Local 1004 members working for Co-Development Canada (Co-Dev) sell fair trade coffee called Cafe Etico.

*Vancouver - 2002*

That CUPE BC Division endorse and encourage its members to actively participate in the "No Sweat" campaign of the Canadian Labour Congress, the Maquila

Solidarity Network, Oxfam Canada, and Students Against Sweatshops-Canada, lobbying public institutions to adopt "No Sweat" purchasing policies.

*Vancouver - 2002*

Went on record as being opposed to trade with Chile until such time as democratic rights and a democratic form of government are restored in Chile.

*Vancouver - 1978*

Established an International Affairs Committee to deal with matters relating to international workers struggles and the peace movement.

*Victoria - 1985*

That the incoming committee develop a program to increase BC support of CUPE's Union Aid program as well as forward a resolution to National Convention to assign a portion of per capita to Union aid.

*Victoria - 1997*

That CUPE BC endorse and participate in the campaign of the CLC against Child Labour.

*Prince George - 1999*

That CUPE BC through CUPE National express in the strongest terms possible that our government go on record as being opposed to National Missile Defense (NMD) and that the United States government be publicly informed of our opposition; and

That CUPE BC through CUPE National express opposition to participation by our government in any such project.

*Victoria - 2001*

## **JOB SECURITY**

That CUPE BC lobby the British Columbia Teachers Federation to advise their members to refuse to do the work of their CUPE sisters and brothers.

*Prince George - 1999*

Convention opposed contracting out of any work and resolved to do everything possible to retain work which was historically ours, currently is ours, or may yet come into our jurisdiction.

*Kelowna - 1980*

That CUPE BC support the efforts of CUPE Locals in BC to inform and educate members about the nature and impact of precarious work in our Union and how to fight it, through tools such as pamphlets, fact sheets, and social media content including videos and infographics; and

Lobby CUPE National to do research and create training and bargaining tools in order to make real changes in the lives of precarious workers.

*Victoria - 2016*

## **JURISDICTION**

That this Division Convention go on record as opposing the deal negotiated between the Industrial, Wood and Allied Workers of Canada (IWA Canada) and the Compass Group.

*Prince George - 2003*

Opposed teachers driving school buses and urged the Division Executive Board to take whatever steps necessary to protect this area of our jurisdiction.

*Vernon - 1977*

*Reaffirmed - Kelowna - 1980*

*Reaffirmed - Vancouver - 1981*

CUPE BC urge CUPE National to aggressively attempt to bring all School Board and Municipal workers into CUPE, and lobby the BC Federation of Labour to develop a protocol agreement between its affiliates to determine the applicable union to represent the workers in forced affiliation conditions.

*Victoria - 1997*

## **LABOUR CODE**

That this Convention of CUPE BC call on the BC Federation of Labour to work with its affiliates, the unionized business community and the BC Labour Relations Board to develop a workable arbitration system where

arbitrations are heard and ruled upon in a timely manner.

*Prince George – 2003*

CUPE BC condemns the provincial government's attacks on workers rights through the dismantling of the Labour Code and calls on the provincial government to not table such legislation but consult with the labour and business community under section 3 of the Labour Code before any changes to the Labour Code are made.

*Vancouver - 2002*

Called upon the government to ensure that workers rights are protected when contracts are lost or changed by amendments to the Labour Code in areas dealing with successor rights.

*Victoria - 1994*

That CUPE BC, through the BC Federation of Labour, demand the Labour Board interpret essential services as those services identified prior to the date when Anti-Scab Legislation was placed in the Labour Code.

*Richmond - 1996*

That CUPE BC continue to urge the Provincial Government to repeal Section 78 of the Labour Relations Code.

*Richmond - 1996*

CUPE BC lobby the provincial government to change sections of the Labour Relations Code that impair our ability to function as organized workers, such as the limitation of common site picketing, last offer votes, and essential services.

*Victoria - 2001*

## **LIBRARIES**

Lobby the provincial government to increase funding to all public libraries and implement

a base-level funding model to ensure that public libraries are able to provide an equitable level of public library services to all British Columbians; and

Lobby local governments through the Union of BC Municipalities and the BC Library Trustees Association to increase and appropriately allocate the funding required to enable all public libraries to provide an equitable level of public library services to all British Columbians; and

Lobby to restore the provincial budget line for public libraries as separate from the general education line of the Ministry of Education.

*Vancouver - 2015*

The provincial government keep the appointments of public library trustees within the jurisdiction of local government.

*Vancouver - 2014*

CUPE BC will demand that the Provincial Government restore approximately \$400,000.00 annual funding to allow BC's public library system to continue the popular AskAway virtual reference program.

*Vancouver - 2010*

Call on the BC Provincial Liberal Government to adequately fund staffing related to the single library card that can be used in any public library in the province ("One Card") so that it does not become a financial burden on individual library systems.

*Victoria - 2007*

That CUPE BC oppose any attempt by the provincial government to eliminate the current library board structure or to have libraries controlled by school boards; and

That CUPE BC oppose any attempt by the provincial government to change the *Library Act* if the changes have a negative impact on CUPE library workers.

*Vancouver - 2006*

That CUPE BC oppose attempts by any participating municipality or regional district to withdraw from a regional library system where that would negatively impact the level of service, or the rights and jobs of CUPE members.

*Prince George - 2003*

That CUPE BC working with the CUPE BC Library Committee lobby the Provincial Government to amend the Library Act, Part II to ensure that Public Library boards take more responsible and accountable roles in the administration of the library.

*Richmond - 1998*

That CUPE BC working with the CUPE BC Library Committee establish a set of principles to take forward to the Provincial Government for more accountable Public Library Boards which may include but be not limited to:

- Work representation on the library board, to ensure balance;
- Full disclosure to the union of all financial statements and budgetary considerations for the operation of the library, branches, services and staffing consideration;
- More fully describe the role and limitations of the chief librarian in relation to part 12 of the Act.

*Richmond - 1998*

That CUPE BC, working with the CUPE BC Library Committee, lobby the Provincial Government to strengthen Part 5 of the Act to ensure "free basic public library service", to include newer services, particularly in the form of electronic information and services,

to ensure all citizens have free access to the full range of library services.

*Richmond - 1998*

That CUPE BC lobby the Provincial Government to designate on-going additional funding to public libraries to maintain equitable public access to the internet.

*Richmond - 1998*

That the CUPE BC Library Committee work with CUPE BC to educate School Trustees and parents on the value of Library resources in schools which are supported by skilled and qualified library workers.

*Prince George - 1999*  
*Reaffirmed - Vancouver - 2002*

That the CUPE BC Library Committee work with CUPE BC to secure ongoing Library Grant funding from the Provincial Government.

*Prince George - 1999*  
*Reaffirmed - Vancouver - 2002*

## **MUNICIPAL AFFAIRS**

Continue to promote and inform locals on the importance of Council Watch.

*Vancouver - 2015*  
*Reaffirmed - Victoria - 2016*

Oppose any effort by senior governments to reduce the autonomy of local municipal governments and their ability to determine the value of the services provided by their employees; and

Support local governments in their efforts to find additional revenue sources for the delivery of municipal services, such as those outlined in the 2013 Union of BC Municipalities report "Strong Futures: A Blueprint for Strengthening BC Local

Governments' Finance System."

*Vancouver - 2015*

Oppose Bill 20 (Auditor General for Local Government Act) and lobby against the formation of the position of Municipal Auditor General (MAG).

*Victoria - 2012*

CUPE BC encourage the BC Provincial Government and municipal governments to maintain and expand curbside recycling programs; and

Encourage the BC Provincial Government and municipal governments to maintain local government management of the recycling process with revenues generated from the recycling stream returning to local governments; and

Advocate for the creation of a provincial crown corporation to aggregate demand and centrally market recyclables from all participating communities in BC.

*Victoria - 2012*

That CUPE BC demand the repeal of Bill 75, the Significant Projects Streamlining Act, due to its ability, without legislative consideration, to eliminate any provincial or local regulations, procedures, timetables, laws, bylaws or policies (including, for example, zoning or environmental standards and oversight), associated with projects it deems provincially significant; and

That CUPE BC support communities that have local government decisions overturned by the exercise of Bill 75.

*Vancouver - 2004*

That CUPE BC work within the Union of BC Municipalities (U.B.C.M). to pressure the BC Provincial Government to withdraw the

proposed Community Charter.

*Prince George - 2003*

That CUPE BC establish an ad-hoc committee of representatives from Municipal Locals and Staff to develop a provincial strategy to assist Local Unions in dealing with restructuring in their workplaces, and that the committee's recommendations be forwarded to the Provincial Executive for consideration and implementation.

*Richmond - 1996*

That CUPE BC actively campaign and lobby the Provincial Government to maintain the current level of grant funding to municipalities.

*Richmond - 1996*

That CUPE BC through CUPE National analyse the current and previous Federal infrastructure renewal programs and lobby the government for an infrastructure program that meets our needs as well as those of the communities where these projects are earmarked.

*Victoria - 1997*

CUPE BC continue to demand the Provincial Government include CUPE representatives in any discussions on changes or amendments to the Municipal Act.

*Victoria - 1997*

That CUPE BC demand that the Provincial Government make no further changes to the Municipal Act without consulting with CUPE BC; and that CUPE BC continue to demand that the Minister of Municipal Affairs work with CUPE to find ways to mitigate the effects of municipal grant cuts on CUPE workers; and that CUPE and the Provincial Government work together on a job security agreement for municipal and library workers in the province of British Columbia.

*Prince George - 1999*

That CUPE BC support changes to the Municipal Act as it pertains to civic elections that include the following:

- A ward system of voting if the community has voted to establish such a system.
- A ceiling on campaign spending for civic candidates.

A system of clarification of conflict of interest guidelines for those accepting donations from unions or businesses, etc.

*Prince George - 1999*

That CUPE BC lobby the Provincial Government to at least maintain if not increase BC Arts Council operating grants for museums and galleries.

*Richmond - 2001*

That CUPE BC continue to support locals and progressive local politicians in resisting attempts to impose outside consulting firms to review services offered in communities.

Encourage any evaluation of local services to include not just cutting costs and privatization but also the need for citizens to have more and improved services and for the cost of currently outsourced work to be evaluated.

Encourage local governments to use their own resources, including their unions and the community, to evaluate services rather than contracting out the work to consulting firms with a demonstrated agenda against public service delivery.

Continue to monitor, evaluate and publicize the damage done by consultant driven Core Services Reviews in our communities.

*Victoria - 2016*

## **NATIONAL UNION**

That CUPE BC urge our National Union to conduct a drive to organize non-union bus drivers working in the education sector.

*Vancouver - 2004*

That CUPE BC call on the National Union to ensure that the guidance and counsel of CUPE specialists (Legal, Workers' Compensation Board and Research staff) be made available on a fair and equitable basis to all CUPE members through personal contact at the local area offices.

That CUPE BC call on the National Union to decentralize CUPE Regional Offices to provincial area offices to better serve CUPE members.

*Vancouver - 2004*

CUPE BC demand that CUPE National fund a permanent Equality Representative position in British Columbia with the responsibilities of pay equity coordination, women's issues, equality and human rights work.

*Prince George - 2003*

That CUPE BC lobby CUPE National to increase its Organizing the Organized (OTO) budget to allow for more aboriginal gatherings in the various regions throughout the province, based on the pilot project of northwest BC.

*Vancouver - 2002*

That CUPE BC lobby the National Union to recognize the ongoing importance of health and safety issues by including the health and safety committee in the constitution as a standing committee of CUPE National.

*Vancouver - 2002*

That CUPE BC lobby other Divisions prior to the next National Convention for support of a

change to the concurrence/non-concurrence application to ensure the convention delegates have the democratic right to debate what is in the best interest of CUPE members.

*Vancouver - 2002*

CUPE BC lobby CUPE National to increase its Organizing the Organized (OTO) budget to allow for more aboriginal gatherings in the various regions throughout the province, based on the pilot project of northwest BC.

*Vancouver - 2002*

CUPE BC call upon the National Union to lobby the federal government to legislate June 21 as a national statutory holiday in recognition of all aboriginal peoples in this country whether they be, First Nations, status, non-status, Metis or Inuit.

*Vancouver - 2002*

Favoured the National Union sending notices to all affiliates at least twice a year advising members of the procedure available to members who may wish to apply for any position with the National Union.

*Vancouver - 1981*

Opposed salary increments in agreements with National Union Staff.

*Vancouver - 1981*

Favoured publication of CUPE National Policy Book and update after each convention.

*Kelowna - 1980*

Urged CUPE National to consider three issues related to encouraging mergers of locals:

- a) Costs of organizing and bargaining first agreements to be covered by National.
- b) Develop a pilot program to facilitate

- mergers.
- c) Realign locals in a region once numbers warrant stand-alone locals in a similar sector.

*Prince George - 1995*

Called upon the National Union to develop Model By-Laws for multi-unit Locals.

*Prince George - 1995*

CUPE BC call on the National Union to establish technical-servicing representatives solely assigned to WCB appeals and related matters.

*Victoria - 1997*

That CUPE BC favours a National Executive Structure as follows:

The National Executive Board shall be composed of: the National President, the National Secretary-Treasurer, ten (10) Regional Vice-Presidents (normally the Division Presidents) plus one (1) Vice-President representing Federal jurisdictions and additional Vice-Presidents for each Province for each 50,000 members, one for the first 50,000 and one for each additional 50,000 members or fraction therefore and an Executive Committee be elected from the members on the National Executive Board, by the National Executive Board, to replace the NEC.

*Victoria - 1977*

CUPE BC support a resolution to the CUPE National Convention that will provide for an amendment to the National Constitution to establish 2 additional positions on the National Executive board, one for a visible minority member, and one for an aboriginal member.

*Victoria - 1977*

That CUPE BC call on CUPE National for the establishment of a National Political

Action Committee with the full resources of the Union to coordinate and implement a national Political action Programme.

*Victoria - 1977*

*Reaffirmed Prince George - 1999*

That CUPE BC through its representatives on the National Executive Board continue to pursue a servicing staff increase for BC that will bring BC to the national average number of members per representative.

*Richmond - 2000*

*Reaffirmed - Victoria - 2001*

*Reaffirmed - Vancouver - 2002*

That CUPE BC call on the National Union, and our representatives at the Canadian Labour Congress to do all in their power to have the constitution of the CLC enforced, and indeed strengthened to put a halt to cross jurisdictional battles and raiding.

*Richmond - 2000*

## **OCCUPATIONAL HEALTH & SAFETY**

Demand that the provincial government hold a public inquiry into explosions at the Babine and Lakeland Mills sawmills that injured 44 workers and killed 4, and

Support the United Steelworkers in their call for an inquiry into these tragic explosions and the botched investigations by the police and WorksafeBC.

*Vancouver - 2015*

CUPE BC will support stiffer criminal code penalties for persons who assault on duty transportation workers such as (transit drivers, transit supervisors, Skytrain operators, and flight attendants).

*Victoria - 2012*

CUPE BC will call for the restoration of the Working Alone regulations known as



“Grant’s Law” to the original 2008 requirements.

*Victoria - 2013*

Demand that WorkSafe BC recognize the infestation of bed bugs as a health and safety issue and develop regulations that support and train workers affected by this chronic concern; and

Educate Municipal, Regional and Health Authorities about the issues; and

Demand that compensation be made available both retroactively and moving forward to workers who have incurred excessive fumigation costs as a result of bringing bed bugs home with them; and

Demand that Municipal authorities enforce existing bylaws regarding bed bugs infestation.

*Vancouver - 2008  
Reaffirmed - Vancouver 2010*

CUPE BC will conduct a health and safety audit on the issue of telecommuting (working at home linked to the employer with a computer) that will include, but not be limited to, issues like ergonomics and WorkSafeBC coverage.

*Vancouver - 2008*

CUPE BC will lobby the Provincial Government and WorkSafeBC to change legislation in order to recognize the effects of bullying and mobbing over a period of time, and to have it recognized as a workplace injury to be included as a post-traumatic stress disorder.

*Vancouver - 2008*

That CUPE BC encourage its Local Unions, through their joint Health and Safety Committees, to

- 1) Establish working alone policies and procedures
- 2) Conduct annual audits of the current or newly developed policies and procedures to monitor their effectiveness
- 3) Improve policies and procedures if required
- 4) Conduct semi-annual/annual tests on working alone emergency procedures as part of the auditing protocol; and

*Vancouver - 2006*

That CUPE BC establish a policy to disallow the use of scented products at CUPE BC functions.

*Prince George - 2003  
Reaffirmed - Vancouver 2008*

#### Local Committees

That local unions should require their worker representatives on OH&S committees to attend CUPE Basic OH&S courses; and; the CUPE locals insist that their member/worker representatives on joint OH&S committees choose a labour oriented 8 hour course if such is available in their region; and that all CUPE locals should add a provision to their bylaws to attempt to ensure that OH&S representatives are accountable to their local union and membership when meeting with their employers.

*Richmond - 2000*

That all locals establish Occupational Health & Safety Committees and take advantage of services offered by members of the Occupational Health & Safety Committees of National, Division and the B.C. Federation of Labour.

*Vancouver - 1981  
Reaffirmed - Vancouver - 2002*

That CUPE BC encourage Locals to form functioning union health and safety

committees and to ensure that health and safety reports are included on their agendas.

*Richmond - 1996*

### Violence

That CUPE BC lobby the Provincial Government to fully fund public services to reduce the public frustration with the decline in public services and the related increase to violence in the workplace arising out of that frustration; and that CUPE BC call for the Provincial Government to provide educational programs for our members, and the public regarding violence in the workplace; and that CUPE BC demand that the Provincial Government take responsibility for providing post-traumatic counselling resources for CUPE members affected by violence in the workplace.

*Prince George - 1999*

That CUPE BC urge all CUPE Locals in BC to encourage their members to report all incidents of violence in the workplace to their employer and union.

*Prince George - 1995*

That CUPE BC reaffirm the policy that violence in the workplace be made a priority issue in bargaining and the union take an active role in educating their members on the issue of Violence in the Workplace.

*Reaffirmed - Victoria - 2007*

*Richmond - 1996*

That CUPE BC work to ensure that standardized Violence in the Workplace language is included in all Collective Agreements and that CUPE BC work with the Provincial government and WCB to:

- Ensure that all employers provide pertinent information to their workers regarding the clients they support, on behalf of the agency, and their

capacity for violent behaviour.

- Ensure all employers provide adequate training to all members concerning dealing with violent behaviour,

And that CUPE BC lobby the Government of BC to both strengthen and enforce all WCB OH & S Regulations and to create special standards related to workplace violence.

*Victoria - 1997*

### WCB

That CUPE BC work with the BC Federation of Labour to lobby for expansion of current regulations governing risk assessment to include a mandatory proviso of employer paid critical incident stress programs.

*Prince George - 1999*

That CUPE BC demand the Provincial Government legislate that WCB compensate Unions for the cost of representing workers in their WCB Claims and Appeals.

*Prince George - 1999*

That CUPE BC through our CUPE Representatives on the BC Federation of Labour's Executive call for an Action Plan to be developed to force changes in the adjudication of WCB Claims and Appeals; and that CUPE BC work with other Unions and the BC Federation of Labour to expose Employers who are contracting out work because many of their employees are injured due to the Employer's work practices.

*Prince George - 1999*

That CUPE BC continue its fight to amend the Workers Compensation Act and Regulations that CUPE BC continue to work with the National Union to incorporate our stated agenda into all WCB & OH&S courses offered in the province of British

Columbia.

*Prince George - 1999*

That CUPE BC continue to lobby for changes to the Workers Compensation Act that would require the employer at the time of injury to continue to employ rehabilitated workers.

*Prince George - 1999*

That CUPE BC take action to ensure the WCB recognizes repetitive strain as a workplace injury.

*Victoria - 1994*

That CUPE BC continue to lobby the Workers' Compensation Board to move ahead quickly with the implementation of the new Ergonomics Regulations.

*Prince George - 1995*

That CUPE BC demand the BC Government to introduce legislation under 5.1 of the Workers Compensation Act to include a "Presumptive" clause for first responders who may have post-traumatic stress disorder (PTSD) which is a job related mental injury.

*Victoria - 2016*

#### Other

CUPE BC will work with the British Columbia Teachers' Federation and the British Columbia Federation of Labour to promote the inclusion of Occupational Health and Safety information into the curriculum of grades four to six and grades ten to twelve.

*Vancouver - 2008*

That CUPE BC demand the Provincial Liberal Government reinstate and enforce the Workers' Compensation Board Regulations and Rules on the ban of smoking in all workplaces throughout BC.

*Vancouver - 2002*

That the BC Division initiate or participate in a campaign to inform members with regard to STRESS identification and prevention.

*Vancouver - 1981*

That all locals investigate, initiate or participate in certified programs designed to teach STANDARD FIRST AID and CPR (Cardiac Pulmonary Resuscitation) to all members.

*Vancouver - 1981*

To lobby the government to ensure that Section 81 of the Pool Regulations be amended to include a mandatory requirement that pool operators hold a certificate of competency.

*Victoria - 1994*

Reaffirmed our opposition to working alone, and resolved to continue to lobby government to enact regulations prohibiting working alone.

*Victoria - 1994*

That CUPE BC demand the Provincial Government substantially increase fines for motor vehicle violations in construction zones and encourage the Provincial Government to initiate a Province wide safety campaign designed to increase awareness of motorists while driving in construction zones.

*Victoria - 1997*

That CUPE BC encourage its Locals and individual members to join the Workers Occupational and health Society of British Columbia.

*Richmond - 1998*

That CUPE BC strongly recommends the establishment of an Occupational Health & Safety Clinic in BC.

*Victoria - 1997*

That CUPE BC and, if possible, CUPE National continue to fund the Provincial Traffic Awareness Campaign.

*Richmond - 2000*

That the situation created by employers who manage by a regime of terror, attack the dignity of workers and create a climate of favouritism and discrimination in the workplace be recognized and denounced as attacks on the mental well being of workers.

*Victoria - 2001  
Reaffirmed - Vancouver - 2002*

That CUPE BC develop a strategy aimed at effecting Workplace Health and Safety Legislation with the objective of ensuring that Worker Safety Representatives are compensated by employers at appropriate rates of pay, including overtime rates of pay, for time spent involved in safety related duties or Safety Committee Meetings, when such time falls outside of the Worker Safety Representatives normal hours of work or days of work.

*Victoria - 2001  
Reaffirmed - Vancouver - 2002*

That local union executives take an active role in the area of health and safety as mandated by the amended Workplace Act and the locals' bylaws.

*Victoria - 2001  
Reaffirmed - Vancouver - 2002*

That all measures be taken to prevent workers' exposure to carcinogens via the elimination of, or substitution for, known cancer-causing agents and exposure circumstances.

*Victoria - 2001  
Reaffirmed - Vancouver - 2002*

That CUPE lobby all levels of governments (municipal, provincial and federal) to enact by-laws or legislation to force mandatory

inspections of sick buildings and ensure that measures are in place to force compliance with any directives that result from these inspections.

*Victoria - 2001  
Reaffirmed - Vancouver - 2002*

## **PAY EQUITY**

That CUPE BC demand and lobby for reinstatement of provincial Pay Equity legislation.

*Vancouver - 2004  
Reaffirmed - Vancouver - 2008  
Reaffirmed - Victoria - 2016*

That CUPE BC encourage locals to include the Pay Equity Workshop in Pro-D education, local union meetings and as part of their general labour education agenda; and

That CUPE BC particularly encourage pay equity education for library workers, social service workers and other vulnerable or historically disadvantaged sectors of the membership.

*Prince George - 2003*

CUPE BC encourage locals to move pay equity up on the list of bargaining priorities in jurisdictions where labour endorsed politicians were elected in the November 2002 community elections.

*Prince George - 2003*

That CUPE BC continue taking a leadership role in the fight to achieve proactive Pay Equity Legislation in British Columbia and demand to have such legislation reinstated; and

That CUPE BC keep Pay Equity as a priority in the Action Plan.

*Vancouver - 2002*

Reaffirmed our demand that the Provincial

Government enact comprehensive pay equity legislation covering public and private sector workers, and that the government provide adequate funding to ensure pay equity becomes a reality in BC.

*Victoria - 1994  
Reaffirmed - Richmond - 1996*

That this Convention reaffirm its commitment to attaining pay equity for all CUPE members, and all workers in British Columbia.

*Prince George - 1995*

CUPE BC escalate its lobby of the Provincial Government for comprehensive Pay Equity Legislation and that CUPE BC in 1997/98 make pay equity one of the major priorities for the Division and with the assistance of the National Union, ensure adequate resources, both in time and money, be put into the campaign. That the strategy developed by the Pay Equity Committee in 1996, including an internal education campaign for CUPE members, be fully supported and implemented in an effort to achieve pay equity for all workers in B.C. and ensure that pay equity remains on the Agenda of the BC Federation of Labour at the Officers' level, with the Women's Committee, Political Action Committee and at the Federation Convention.

*Victoria - 1997*

That the 1998 CUPE BC Convention support CUPE BC Pay Equity Committee in its efforts to integrate existing pay equity plans and payment schedules into an updated pay equity strategy that will achieve nothing less than comprehensive pay equity legislation which includes separate funding for wage adjustments by January, 2000.

*Richmond - 1998*

That until such time as pay equity legislation is enacted by January 1, 2000, CUPE BC pressure the Provincial Government to

provide sufficient pay equity funding to existing commitments.

*Richmond - 1998*

That CUPE BC, in 1998/1999 make pay equity the major priority for the Division, and with the assistance of the National Union, ensure adequate resources, both in time and money, but put into the campaign.

*Richmond - 1998*

That CUPE BC work to ensure that pay equity remain on the agenda of the BC Federation of Labour at the officers' level, committee level and at the Federation Convention.

*Richmond - 1998  
Reaffirmed - Richmond - 2000*

That CUPE BC demand that Premier Clark's commitment to provide wage parity for CUPE Social Service Workers with Community Health Workers be honoured by the Provincial Government.

*Vancouver - 1998*

That CUPE BC strongly encourage locals to include pay equity proposals when negotiating with their employers.

*Richmond - 2000*

That CUPE BC support the "Up with Women's Wages" campaign and its goals to raise women's wages and to close the wage gap through collective bargaining; the fight to ensure Pay Equity legislation is implemented (regardless of a change in government); to raise the minimum wage and other legislative improvements needed to enhance low income and women's wages; to secure pensions and strengthen Canada Pension Plan rules; and to counter violence against women; and

That CUPE BC support the call to strengthen women's activism including active women's committees within each local in the Province.

*Victoria - 2001*

## **PEACE MOVEMENT**

That CUPE BC endorse the World Peace Forum that the City of Vancouver proposes to hold in June 2006.

*Vancouver - 2004*

That CUPE BC support Labour's partnership with the Canadian Peace Alliance and our increased commitment to youth, and investigate sponsoring a scholarship for the Internship Program for Students of Peace, Education Resources and Conflict Studies.

*Richmond - 1996*

## **PENSIONS**

### Canada

CUPE BC will continue to support CUPE National's participation in pension reform, particularly national pension reforms utilizing defined benefit, low cost mandatory participation, universal access pension plans; and

Support CUPE National, Canadian Labour Congress and other progressive partners in opposing the use of high cost and low return tax sheltering instruments such as Pooled Registered Pension Plan (PRPP) in lieu of true universal pension plans for all Canadians.

*Victoria - 2012*

That CUPE BC through the National Union, demand that the Canada Pension Plan Investment Board (CPPIB) divest itself of Military contractors investments; and

That CUPE BC through the National Union demand that CPPIB place an outright ban on

any investment corporations that produce banned landmines.

*Vancouver - 2004*

CUPE BC in conjunction with the National Union embark on a campaign to inform and activate members on the importance of increasing the basic benefit formula in CUPE pension plans to 2.0% to improve the deferred wages of CUPE members in workplace pension plans.

*Vancouver - 2004*

That CUPE BC in conjunction with the National Union embark on a campaign to place CUPE literature on the importance of defined benefit (DB) pension plans in the hands of local unions and local union bargaining committees to ensure that the drive for these superior plans is front and centre in local union bargaining; and

That CUPE BC in conjunction with the National Union work to promote the CUPE Multi-Sector Pension Plan as an alternative to existing money-purchase pension plans or Registered Savings Plans or for locals where no retirement plan exists.

*Vancouver - 2004*

That CUPE BC express its solidarity to Sisters and Brothers in the Air Canada component and the Airline Division of CUPE, and support their right to retain their defined benefit pension plan.

*Vancouver - 2004*

In favour of CUPE National petitioning the Federal Government to increase Old Age Security Benefits and a reduction in the retirement age of sixty years with full pension benefits.

*Vernon - 1977*

*Reaffirmed - Vancouver - 1978*

That CUPE BC continue to press for improved service levels from the Municipal

Superannuation Commission.

That CUPE BC pursue changes to premium rates for employers to ensure that MSP employers begin to pay rates comparable to other employers in other Provincial Pension Plans.

That CUPE BC commit to actively opposing any changes to the Canada Pension Plan which undermine benefit levels for retired Canadians.

That CUPE BC increase efforts, through the National Union, to ensure that same sex benefits are made legal and available under Federal Law.

*Richmond - 1996*

### Municipal Superannuation

Authorize and endorse efforts to change the Municipal Pension Plan (MPP) that will:

- a. improve basic pension benefits for CUPE members;
- b. ensure the security of pension benefits for future members;
- c. improve and support the Inflation Adjustment Account of the Municipal Pension Plan ; through the Municipal Employees Pension Committee (MEPC);

*Vancouver - 2011*

CUPE BC will choose our Municipal Pension Plan (MPP) Trustee and Alternate Trustee by following the process shown below:

1. Notify members of an opportunity to serve as the MPP trustee or Alternate Trustee and shall accept expressions of interest from members;
2. Advise potential trustees that they should possess the following qualifications:
  - a. Be a Municipal Pension Plan member; and
  - b. Have an understanding and knowledge of the MPP and the role of the MPP Trustees; and

- c. Be willing to commit to at least two terms (6 years) as either an alternate or voting trustee; and
- d. Be prepared to make a commitment to serve on several committees in addition to their role at the Board table; and

3. Form a selection committee made up of one of the full-time officers, the Chair and Co-chair of the CUPE BC Pension committee, the incumbent MPP Trustee or Alternate Trustee along with required staff.
4. The selection committee shall receive and review all applications, develop a short list of candidates, interview short-listed candidates and make a recommendation to the CUPE BC Executive Board for approval.

*Vancouver - 2008*

That CUPE BC encourage plan members support an increase in contributions that would go-towards pre-funding the inflation adjustment account to fund the cost of benefits (Medical Services Plan, Dental, and Extended Health Benefits.

*Prince George - 2003*

That this Convention of CUPE BC takes the necessary steps to ensure that CUPE BC members' municipal pension investments adhere to an Ethical Investment Policy by:

- Advising CUPE appointees to the Municipal Pension Board to develop an Ethical Investment Strategy for presentation to and adoption by the Pension Board.
- By making Ethical Investments a priority issue for the CUPE Pension Committee.

*Prince George - 2003*

That CUPE representatives on the Municipal Employees Pension Committee continue

their efforts to have the minimum retirement age with full pension rights reduced from sixty to fifty-five years of age and the maximum reduced from sixty-five to sixty years of age.

*Vernon - 1977*  
*Reaffirmed - Vancouver - 1979*

That the BC Division do everything in its power to gain rightful control of the funds of our members in the Municipal Superannuation Plan, enabling us to negotiate changes rather than to beg for changes.

*Vancouver - 1980*

That CUPE BC develop an action plan to achieve an "80 formula" for benefit entitlement for members in the superannuation plan.

*Victoria - 1994*  
*Reaffirmed - Prince George - 1999*

That CUPE BC lobby the Provincial Government to introduce changes to the Pension Plan at the next session of the Legislature and that changes to be introduced included:

- The CPP offset be COLA'ed
- The medical and extended health coverage be 100% paid by the Plan
- That there be an "80" formula established.

*Victoria - 1993*  
*Reaffirmed - Richmond - 1996*  
*Reaffirmed - Richmond - 1998*

That CUPE BC lobby the Provincial Government to expand the Municipal and Provincial Superannuation Acts to include employees of government contractors.

*Prince George - 1995*

That CUPE BC, through the MEPC and the Municipal Pension Board lobby to establish regulations under the Municipal Superannuation Plan to provide improved

benefits options to terminally ill plan members who require or desire funds to assist them during their illness.

*Prince George - 1995*

That CUPE BC Division lobby the Provincial government to make it mandatory for Municipal Governments to cover the benefits of the pensionable disabled employee through Superannuation and publicly declare our objection to any proposal that would increase the current qualifying age of 65 years for receiving maximum Canada Pension Plan payments.

*Victoria - 1997*

That CUPE BC lobby the Superannuation Commission to provide medical travel coverage for early retirees.

*Victoria - 1997*

That CUPE BC through the Municipal Employees Pension Committee, lobby the Superannuation Commission to make changes to allow workers to be able to purchase any requested prior service time without restrictions.

*Victoria - 1997*

That CUPE BC lobby the government and relevant Ministries to ensure that Social Service workers have access to the Pension Plan.

*Victoria - 1997*

That CUPE BC reaffirm our demand for the 80 Formula and develop and implement an action plan to achieve the 80 formula for members in the Superannuation Plan.

*Victoria - 1997*  
*Reaffirmed - Prince George - 1999*

That CUPE BC adopt the principle that Employer contributions to the Superannuation Pension Plan be considered as employee's monies due to the fact they



are part of the financial compensation package.

*Prince George - 1999*

That CUPE BC nominee for election to the executive of the Municipal Employees Pension Committee, be selected by the CUPE BC Pension Committee and that wherever possible the nominee be a pension plan member; and that CUPE BC commit the resources to provide the necessary education for those trustees, board members and/or advisors.

*Prince George - 1999*

Resolved that CUPE BC through the CUPE BC Pension Committee work to achieve a joint trustees pension plan that would ensure control of our deferred wages through self-governance.

*Prince George - 1999*

Resolved that CUPE BC demand that trustees and alternates of the municipal superannuation pension plan be elected by active plan members at a delegated conference called specifically for the purpose of electing trustees and alternates; and that CUPE BC, through the Pension Committee, ensure that resources are made available to train prospective plan trustees and alternates.

*Prince George - 1999*

That CUPE BC, through the Pension Committee, ensure that no pension funds contributed by CUPE members in British Columbia are invested in any corporation that actively pursues, on any level, the contracting out of public sector work.

*Victoria - 2001*

That a Federation of retired union members (forum) be created by CUPE BC for retired CUPE members.

*Victoria - 2001*

## **PICKETING**

That all affiliates strictly adhere to the BC Federation of Labour Picketing Policy and where extenuating circumstances may result in a Local having to grant permission for a person or persons to cross their picket line, that this action not be taken until contact has been made with the CUPE National Representative involved, the officers of the Division and the BC Federation of Labour.

*Vancouver - 1981*

That CUPE BC develop media and public relations guidelines for Locals to use when entering a strike or lockout situation.

*Richmond - 1996*

## **PLAN OF ACTION**

That CUPE BC establish a Strong Communities Fight Back Fund to be used to work with members and community groups in BC to fight back against the provincial Liberal government; and

That CUPE BC support the fight against the BC Liberal government and other right wing governments and work to restore public jobs, defend our members and our Collective Agreements, and strengthen public services through CUPE's Strong Communities campaign, up to and including job action and other strategies.

*Vancouver - 2002*

*Reaffirmed - Prince George - 2003*

*Reaffirmed - Vancouver - 2010*

Endorsed the CUPE Plan of Action as approved at the 'All Presidents Meeting' of July 22nd, 1983:

That this Convention reaffirm their belief in the concept of "a hurt to one is a hurt to all", and

That if any CUPE member is discriminated against because of the oppressive Bills that we will do the following:

- (a) The Local will immediately walk off the job
- (b) As soon as possible, all CUPE members in the area will walk off the job
- (c) If there is no resolve to the problem within 10-15 days, all CUPE members in BC will walk off the job.

*Kelowna - 1984*

That CUPE BC develop a strategy which could include but not be limited to meetings, rallies, and demonstrations which would influence the Government to adopt CUPE policy.

## **POLICY**

That funds be made available to pay expenses for members serving on Committees outside the Division (ie: BC Federation of Labour).

*Vancouver - 1979*

## **POLITICAL ACTION**

### HST

CUPE BC will develop a campaign on fair taxation and hold community forums across the province to engage British Columbians on the advantages of fair taxation in supporting and enhancing public services and programs; and

Actively oppose the implementation of the Harmonized Sales Tax (HST).

*Vancouver - 2010*

### Local Governments

That CUPE BC allocate significant resources to ensure labour friendly candidates are elected in communities across BC.

*Vancouver - 2002*

That CUPE BC encourage Locals to work within community coalitions to find and endorse candidates to run in the next provincial election.

*Vancouver - 2002*

That CUPE BC encourage the BC Federation of Labour to embark on a program of action to seek out progressive candidates for the community elections.

*Victoria - 1997*

That CUPE Locals should join with other progressive reform minded groups in their communities in campaigns to elect mayors, municipal councils and school boards that will deal in a fair way with employees and their unions.

*Vancouver - 1978*

*Reaffirmed - Prince George - 1983*

### NDP

That CUPE BC encourage Local Unions to affiliate to the NDP.

*Richmond - 1996*

*Reaffirmed - Vancouver - 1978*

*Reaffirmed - Vancouver - 2015*

*Reaffirmed - Victoria - 2016*

To affiliate 10% of CUPE membership in BC Division to the New Democratic Party.

*Nanaimo - 1990*

That CUPE BC place the issue of affiliation to the NDP for review to the delegates at each annual convention.

*Victoria - 1994*

### Other

That CUPE BC oppose the Single Transferable Vote system as proposed by the Citizen's Assembly, and

That CUPE BC communicate to members our opposition to the Single Transferable Vote system and the reasons for our opposition.

*Victoria - 2005*

That CUPE BC match financial donations from each CUPE local participating in Recall initiatives against Liberal MLA's; and

That CUPE BC request that CUPE National also match financial donations made by CUPE locals.

*Prince George - 2003*

That CUPE BC support and participate in recall campaigns against the Liberal MLA's who are not representing the best interests of their constituents; and

That CUPE BC provide the necessary support and tools to locals so that they may participate in recall initiatives in their area.

*Vancouver - 2002*

That a standing committee on Political Action be formed by the incoming Executive Board.

*Vernon - 1977*

That Local Union and District Council Political Action Committees make an issue of contracting out in municipal and school board elections.

*Vancouver - 1979*

*Reaffirmed - Vancouver - 1979*

*Reaffirmed - Kelowna - 1980*

That each Local and District Council form a Political Action Committee.

*Vancouver - 1979*

*Reaffirmed - Richmond - 1996*

Convention urged all CUPE locals in the Province to affiliate to the New Democratic Party and play a full role in NDP Riding

Associations and Conventions.

*Vancouver - 1979*

Favoured representatives of the BC Division Political Action Committee attending Union of BC Municipalities Conventions and B.C. School Trustees Conventions.

*Vancouver - 1979*

That all Locals should encourage their members to support candidates running for office who will vocally and otherwise oppose accreditation in the public sector.

*Vancouver - 1979*

Called for political action to amend the Labour Standards Legislation to provide that work beyond an employee's regular daily or weekly hours be assigned only with the consent of the employee.

*Vancouver - 1979*

Where Locals and District Councils make donations to candidates running for office and these candidates have been supported by Labour Councils, the BC Division will match the contribution.

*Kelowna - 1984*

That CUPE BC demand the provincial government require the election of representatives for Regional Districts.

*Victoria - 1994*

Encouraged locals to form a committee to monitor Municipal Council and/or School Board meetings, and that locals report decisions that will negatively impact on CUPE members to CUPE BC.

*Victoria - 1994*

That CUPE Locals be encouraged to bargain collective agreement language that permits leave of absence for elected office and for political campaign work.

*Victoria - 1977*

That CUPE BC develop materials that can be used during and after an election campaign to assist candidates to respond to questions regarding conflict of interest.

*Richmond - 1998*

That CUPE BC undertake a “PR”/Political Action Campaign in blitzing Councils, Locals and members with election materials which will help educate workers on the need to vote and participate in Election Campaigns.

*Prince George - 1999*

That CUPE BC support candidates in provincial elections, especially workers including CUPE members, who have a proven record in opposing cut backs, defending workers' rights and promoting electoral reform to empower people; and

That CUPE BC urge members not to vote for parties or candidates who support cut backs to social programs and other neo-liberal policies such as tax cuts and privatization or who support legislation to legalize worker strike struggles.

*Victoria - 2001*

CUPE BC ensure that all CUPE BC workshops offer information about the importance of political action and how to get involved.

*Victoria - 2016*

That CUPE BC sponsor Political Action training at the CUPE BC 2016 Fall School and endeavor to offer the Using our Power at Election Time Workshop in communities

across the province.

*Victoria - 2016*

## **PORNOGRAPHY**

Publicly oppose pornography wherever it is found in the workplace or community.

*Victoria - 1985*

## **PRECARIOUS WORKERS**

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

*Vancouver - 2015*

## **PRIVATIZATION**

Oppose efforts by the BC Provincial Government, to use “shared services” as a means of privatizing public services, which results in reduced service quality and job losses for public workers; and Raise awareness among CUPE BC members and the broader labour movement about the potential job losses if the BC Provincial Government is successful in replicating and expanding this form of privatization.

*Vancouver - 2011*

CUPE BC will continue to promote and distribute the report written by forensic accountant Ron Parks, which reveals the true costs of public private partnerships; and

Continue to expose public private partnerships as a bad deal for our communities and the residents of British Columbia

*Vancouver - 2010*

CUPE will continue to oppose the BC Provincial Liberal Government requirement that all capital projects, which they are

contributing to and exceed \$20 million, be examined by Partnerships BC, who continue to put private greed ahead of public good by insisting that the overwhelming majority of projects be a public-private-partnership; and

CUPE will work with locals, district councils, and activists to fight against public-private-partnerships that are not in the best interest of the public; and

CUPE will continue to expose the real costs of public-private-partnerships and other forms of privatization to communities.

*Victoria - 2007  
Reaffirmed - Victoria - 2013*

That CUPE BC continue to expose the adverse effects of Public-Private Partnerships (P3s) on the credit rating of the Municipal Finance Authority of British Columbia (MFABC); and

That CUPE BC lobby member municipalities of the Municipal Finance Authority of British Columbia (MFABC) and the Provincial Government to reverse recent changes that now allow financing for Public-Private Partnerships (P3s).

*Vancouver - 2006*

That CUPE BC, through CUPE National vehemently oppose any proposed requirement that federal infrastructure program projects proceed, or consider proceeding, by way of public-private-partnerships.

*Vancouver - 2004*

CUPE BC go on record as opposing the privatization of the operations and maintenance agreement of the Richmond-Airport-Vancouver Rapid Transit Line.

*Prince George - 2003*

CUPE BC condemn the BC provincial

government's privatization program and the break-up of BC Hydro; and

That CUPE BC stand opposed to the back door deal with Accenture to privatize BC Hydro; and

That CUPE BC include detailed information about the Accenture/Hydro deal in a mailing to locals; and

That CUPE BC and its affiliates fully endorse and support the BC Citizens for Public Power Society and its class action lawsuit campaign against the BC provincial government and BC Hydro; and

That CUPE BC work with the BC Federation of Labour to demand that the BC provincial government repatriate the privatized public sector jobs at BC Hydro.

*Prince George - 2003*

That CUPE BC propose effective, public and non profit alternatives to public private partnerships.

*Vancouver - 2002*

That CUPE BC continue to work with our social justice partners to resist privatization of public services.

*Vancouver - 2002*

Went on record as being opposed to the privatization of social services.

*Kelowna - 1984*

That CUPE BC encourage all Locals to designate an Anti-Contracting Out person. That CUPE BC encourage District Councils to establish an Anti-Contracting Out Committee to liaise with the Division Committee to ensure that the relevant issues are addressed.

That CUPE BC reject, in principle, the use of public/private partnerships to finance public

facilities or services, and

That in any exceptional circumstance where such a partnership is contemplated by government that a full and public process, concerning its cost and social benefits, be conducted prior to approval.

*Richmond - 1996*

That CUPE BC reaffirm its opposition to public private partnerships that in any way threaten the wages, working conditions or job security of our members and relay that message to the Provincial Government and demand that the Government require that contractual guarantees are in place, which protect all the jobs of public sector workers and all work traditionally done by the public sector, as a fundamental condition for approval of any public/private partnerships. That CUPE B.C. submit resolutions to the B.C. Federation of Labour, Provincial NDP and CUPE National Conventions supporting this position on public/private partnerships.

*Victoria - 1997*

Resolved that CUPE BC launch a provincial public relations campaign with "Defending Public Services Now and for the Future" as its theme, funded on a cost-sharing basis between the National Union and CUPE BC; and that this campaign include the ability to initiate satellite campaigns at the community level for the various sectors of CUPE around the particular services they provide in BC communities.

*Prince George - 1999*

That CUPE BC demand the Provincial Government table changes to the Municipal Act which guarantee Public Sector control of Municipal services and the deletion of Public Private Partnership.

*Prince George - 1999*

That CUPE BC demand that the Provincial Government tie Infrastructure Grant funding to a requirement that the work be performed by Municipal workers.

*Prince George - 1999*

## **PUBLIC SECTOR EMPLOYERS COUNCIL**

That CUPE BC actively oppose the Public Sector Employers Council and sectoral employers groups/associations and demand that the Provincial Government disband them, and

That CUPE BC demand that all wage guidelines/controls imposed by the Provincial Government be withdrawn as they represent an unacceptable interference in free collective bargaining.

*Richmond - 1996*

*Reaffirmed - Victoria - 2005*

*Reaffirmed - Vancouver - 2010*

That CUPE BC reaffirm our opposition to the Public Sector Employers' Council and sectoral employers associations as government interference in free collective bargaining and demand that the Provincial Government disband these organizations and demand that all wage guidelines/controls imposed by the Provincial Government be withdrawn as they represent an unacceptable interference in free collective bargaining and are contrary to the values and principles of both the labour movement and the NDP and that CUPE BC enlist the aid of the BC Federation of Labour in lobbying for the elimination of these organizations.

*Victoria - 1997*

*Reaffirmed - Prince George - 1999*

## **RETIRED MEMBERS ASSOCIATION**

That CUPE BC urge Locals to encourage retiring members to participate in the BC Forum, and encourage Locals to pay their 1<sup>st</sup>

year membership fee.

*Vancouver - 2002*

*Reaffirmed - Vancouver - 1978*

*Reaffirmed - Vancouver - 1979*

That the BC Division Executive in conjunction with District Councils help organize and foster retired employees associations.

*Vancouver - 1978*

Reaffirmed support for Locals and District Councils to establish Retired Members Associations.

*Victoria - 1985*

## **RETIREMENT POLICY**

(1) Retirement age be elective rather than mandatory;

(2) No individual be denied pension benefits to which they would otherwise be entitled should they elect to retire at other than "normal" retirement age;

(3) All Canadians must have access to adequate indexed pensions within 40 years of entering the workforce;

(4) Pre-retirement counselling be provided to all our members;

(5) Contracting-out provisions in our collective agreements be improved to prevent retirees from contracting back into the workforce.

*Prince George - 1983*

## **RIGHT TO STRIKE**

Went on record as opposing anti-strike legislation and supporting the right to free collective bargaining in all sectors.

*Kelowna - 1982*

## **RIGHT TO WORK**

Went on record as being unalterably opposed to 'Right to Work' Legislation and resolved to oppose any such legislation by any and all of the strongest means.

*Vernon - 1977*

## **SCHOLARSHIPS**

That CUPE BC continue to offer the Aubrey Burton Scholarship to CUPE members, their spouses or their children at a level of four scholarships of \$500.00 each; and

That the current terms of reference of the Aubrey Burton Scholarship continue to be used to determine the eligibility of candidates and how the scholarship shall be determined.

*Victoria - 2001*

## **SOCIAL SERVICES**

CUPE BC will demand the Minister of Social Development change income assistance guidelines to eliminate the current requirement of persons with disabilities receiving regular income assistance for a period of one year before eligible to apply for Persons With Disabilities (PWD) income assistance; and

Demand that the Minister of Social Development abandon the three week waiting period for all person who apply for income assistance, and in particular for persons with disabilities who apply for income assistance.

*Victoria - 2012*

That CUPE BC condemn the BC Liberal government for cutting the funding and for cutting the community social services that people in need require to survive in an environment of dignity, safety and respect; and

That CUPE BC demand the BC Liberal government halt the restructuring of Community Living Services and Children & Families Services into "authorities" and instead engage in open consultation with all

stakeholders; and

That CUPE BC demand the repeal of Bill 29, to restore job security and wage parity for workers and to ensure the continuity of safe, quality care in community social services.

*Prince George - 2003*

That CUPE BC work in conjunction with the BC Federation of Labour and community groups to build support for reinstatement of funding from the Ministry of Children and Families that provides proper support services for our communities.

*Vancouver - 2002*

That CUPE BC, in conjunction with the BC Federation of Labour and community groups, demand the BC Liberal provincial government reinstate funding to:

- Maintain the present numbers of residents in groups homes,
- Maintain necessary staffing levels to provide required services for those with physical, mental or behavioural disabilities, and ensure a safe and healthy working environment.

*Vancouver - 2002*

That CUPE BC lobby the Provincial Government to reinstate the dollars to increase welfare levels for single parent families and allow the single parent to remain at home under income assistance until their youngest child reaches seven years of age.

*Vancouver - 2002*

Petition the Provincial Government into holding a public investigation into the entire operation and administration of the private hospital field.

*Vernon - 1977*

Opposed the cutbacks in funds to the

Department of Human Resources and resolved to petition the government to bring services to their optimum level.

*Vernon - 1977*

*Reaffirmed - Vancouver - 1978*

Resolved to join with other unions representing employees in private nursing homes and long term care homes, and the B.C. Federation of Labour to lobby the Government and all MLA's to provide proper funding to Societies and Private Nursing Homes for staff wages and benefits to achieve the necessary upgrading and also whatever other monies necessary to provide proper patient care; and demand that all such facilities eventually be brought under full public ownership.

*Kelowna - 1980*

Condemned the Federal Government for the proposed budget cuts in the social service budget and demanded full restoration of these funds and resolved to inform members and the general public of the threat this measure poses to our jobs and the services we provide.

*Vancouver - 1981*

Condemned the Provincial Government for reducing the level of home care services to the elderly and infirm by slashing the budget in this area and demanded they cease building monuments such as BC Place and restore the level of home care services to an acceptable level.

*Vancouver - 1981*

Supported the Unemployment Insurance Program and the Social Assistance Program that protect Canada's unemployed and disadvantaged citizens, and opposed the Liberal Government's attempts to weaken the social safety net.

*Victoria - 1994*

That CUPE BC continue to support the National CLC-CUPE Action Plan in



opposition to federal cuts to social programs and provincial transfer payments, including "block funding".

*Prince George - 1995*

That CUPE BC reaffirm that the establishment of wage parity for the low wage occupations of social services and child care is a priority issue, and

That CUPE BC, through the BC Federation of Labour, urge the Provincial Government to establish wage equity for the social services and child care occupations.

*Prince George - 1995*

That CUPE BC urge both Federal and Provincial Governments to enshrine the following CAP rights in both jurisdictions:

- the right to income when in need
- the right to an amount of income that takes into account budgetary requirements
- the right not to work or train for welfare
- the right to appeal decisions about Income assistance
- the right to income assistance regardless of what province you are from, and

That CUPE BC lobby the Provincial Government to:

- reaffirm its commitment to the Canada Assistance Plan
- amend the B.C. Benefits Plan to restore funding levels
- remove the three month residency requirement

*Richmond - 1996*

That CUPE BC work with other individuals and groups in BC who support the CAP rights to ensure that workfare never becomes a reality in BC.

*Prince George - 1995  
Reaffirmed - Victoria - 1997*

That CUPE BC recognizes that an income assistance programme is essential for those workers who have lost their jobs through no fault of their own and for those young people who wish to enter the work force where no jobs are available and that CUPE BC recognizes that the social and financial well-being of all unemployed workers must be guaranteed by the Federal and Provincial governments. This income assistance programme guarantee unemployed workers a minimum annual income that will sustain them with a decent, healthy and honourable standard of living.

That CUPE BC request CUPE National to advocate with the Federal Government regarding our concerns on this critical national issue.

*Victoria - 1997*

That CUPE BC condemn Canadian economic policies which permit unrestrained capitalism to push the Federal Government toward policies that promote tight fiscal controls, privatization and deregulation and that CUPE BC call upon CUPE National to inform the Government of our absolute opposition to the changes in the Employment Insurance Programme and call for the necessary amendments that will restore equitable income support for all unemployed workers in Canada.

*Victoria - 1997*

That CUPE BC demand the Provincial Government immediately cease the practice of contracting out services provided by Social Service workers.

*Victoria - 1997*

That CUPE BC encourage affiliated Locals to promote the eradication of child poverty through petitioning their Members of Parliament, and further resolved that a demand be made for national standards requiring the provinces and territories to

provide adequately funded and effective programs for poor children and their families.

*Victoria - 1997*

That CUPE BC in conjunction with the BC Federation of Labour support an increase in Social Assistance payments; and that CUPE BC demand that the BC Government increase Social Assistance payments for all BC recipients.

*Prince George - 1999*

### **SPECIAL ENTERPRISE ZONES**

Oppose the establishment of Special Enterprise Zones (Free Trade Zones) which supersede collective agreements and other legal contracts governing workers.

*Victoria - 1985*

### **TECHNOLOGICAL CHANGE**

Explore an alternative communication strategy that allows for the reduction of CUPE's carbon footprint, by providing opportunity for virtual meetings through teleconferencing, wherever possible.

*Vancouver - 2008*

CUPE BC develop a web-based E-mail Server host to broaden communications throughout the membership.

*Prince George - 2003*

That CUPE BC urge the Provincial Government to provide funding to assist unions in BC to research technological change in the workplace.

*Prince George - 1995*

CUPE BC should go on record as supporting free and universal Internet access as a public infrastructure service through

government funding.

*Victoria - 1997*

That CUPE BC actively lobby BC Municipalities and the Provincial Government to provide adequate, stable operating funds to community networks and public libraries for the provision of Internet access to the working and poor people of British Columbia. Access that includes all functions of the Internet and not merely and selected few, and further that CUPE BC through CUPE National demand that the CLC and other federal organizations ensure that issues raised by labour representatives on the IHAC are addressed.

*Victoria - 1997*

### **TRADES**

Take every opportunity to publicly highlight the broad impact of skilled trades on all sectors in CUPE.

*Victoria - 2017*

### **TRANSPORTATION**

Support and promote the CUPE Airline crew compliment of 1:40 flight attendant to passenger ration.

*Vancouver - 2014*

*Reaffirmed - Vancouver - 2015*

*Reaffirmed - Victoria - 2016*

CUPE BC will lobby the Provincial Government to change Part 7 of the Insurance Corporation of British Columbia's Insurance (Motor Vehicle) Act as recommended by the BC Coalition of People With Disabilities in their booklet entitled *Part 7 Accident Benefits: A Time For Change* to ensure that rates and provisions are in line with today's costs and expenses so that those injured in motor vehicle accidents and their families can get the services and support that they need.

*Vancouver - 2010*

CUPE BC will through CUPE National lobby Transport Canada against the implementation of the aviation Safety Management Systems (SMS).

*Vancouver - 2010*

CUPE BC WILL demand that the BC Provincial Liberal Government withdraw Bill 36, the Greater Vancouver Transportation Authority Amendment Act, 2007; and

Work with elected councillors and mayors from across the province to protect the autonomy and authority of democratically elected municipal governments; and

Use every means at its disposal to communicate to the general public the importance of the democratic principle that there should be no taxation without elected representation; and

Work closely with CUPE Locals 7000 and 4500 to prevent privatization of the transportation system in the Lower Mainland.

*Victoria - 2007*

That CUPE BC strongly oppose the establishment of the new Greater Vancouver Transit Authority as proposed by the BC Provincial Liberal Government.

*Victoria - 2007*

That CUPE BC call on the government of BC to work with the unions affected by the creation of the Greater Vancouver Transportation Authority to ensure the following:

- Full employment security for all employees who will be transferred to the GVTA;
- Completed recognition rights and security for the unions currently representing members who will be transferred to the GVTA;
- Protection of workers, transferred to the

GVTA, from privatization, including entrenching successorship rights.

- A mutually agreed upon role for the unions affected on the Joint Transition Team;
- Protection of the integrity of the current bargaining units.

That there be a commitment to a single subsidiary to deal with transit operations and services in Greater Vancouver in order to ensure the integrity, efficiency and effectiveness of transit services through a seamless and integrated approach.

Resolved that the satisfactory resolution of the issues addressed above be entrenched in the upcoming legislation to create the GVTA.

*Richmond - 1998*

*Reaffirmed - Prince George - 1999*

## **TRAVEL SUBSIDY**

Increase the current travel grants to the Northern Area District Council from \$4,000 to \$6,000 and Kootenay District Council from \$1,000 to \$2,000.

*Vancouver - 2011*

Established policy to provide \$1,000.00 annually to the Kootenay District Council to be used for a travel fund to help small locals attend Kootenay District Council meetings.

*Vernon - 1986*

That the CUPE BC travel grants to the Northern Area District Council be \$4000.00 per year.

*Prince George - 1995*

That CUPE BC establish a travel assistance pool that will provide payment of a travel subsidy for non-subsidized conferences to two delegates per Local travelling from outside the Lower Mainland. The total cost of this subsidy would then be billed on a per delegate basis to Locals from the Lower

Mainland and Fraser Valley, based on a share of actual travel expenses incurred by the out-of-town Locals. Locals must have a minimum dues of 1.25% to qualify.

*Richmond - 1996*

## UNEMPLOYMENT

Opposed any changes to the UIC Act that would take away the right of appeal the decision of a Board of Referees.

*Vernon - 1977*

Supported the demand that the waiting time for UIC benefits be substantially reduced and that benefits be made more readily available to the unemployed.

*Vernon - 1977*

Favoured the BC Federation of Labour organizing the unemployed and holding mass demonstrations to force government action leading to full employment.

*Vernon - 1977*

That this CUPE BC Division Convention publicly declare that the Canadian economy has been incapable of producing the number of jobs required to substantially reduce the long term high unemployment rates (8% - 9%) that have been endemic in Canada for the last ten years.

*Richmond - 1998*

*Reaffirmed - Vancouver - 1978*

Convention called on Municipal, Provincial and Federal governments to take immediate steps to resolve the crisis of unemployment by:

1. A rational plan for the processing of raw materials and the developing of secondary and tertiary industries in Canada.

2. The Nationalization of key industries, particularly resource industries and financial institutions.

*Vancouver - 1978*

*Reaffirmed - Vancouver - 1979*

Supported the demand for restoration of the original concept of unemployment insurance as being available to all who have paid into the plan and are employable but cannot find work.

*Vancouver - 1978*

*Reaffirmed - Vancouver - 1979*

Convention totally opposed the recent cutbacks to U.I. benefits and more restrictive qualifying requirements introduced, and demanded implementation of a UI programme with coverage and benefits to protect all Canadians that are unemployed.

*Kelowna - 1980*

Support and assist financially and in any other way possible the 'Unemployment Action Centres'.

*Prince George - 1983*

Support Unemployed Action Centres established by BC Federation of Labour.

*Victoria - 1985*

That CUPE BC demand that the Federal Government implement changes to the Employment Insurance Act that would allow for at least 70 percent of unemployed Canadians to be eligible for benefits; and that the minimum benefits be no less than 60 percent of earnings with no claw backs or penalties for repeat layoffs; and that CUPE BC demand that the Federal Government institute an "arms-length" Commission and Employment Insurance Fund.

*Prince George - 1999*

That CUPE BC continue to work with CUPE National and the BC Federation of Labour to restore and improve the Employment Insurance Plan and to encourage CUPE Locals to actively participate in the CLC Employment Insurance Fightback Campaign.

*Prince George - 1999*

That CUPE BC call on the Federal Government to reinstate the program of block training purchases for employment insurance recipients; and that CUPE BC demand that if the Federal Government does go through with its program of individual "Skills, Loans, and Grants", that it reimburse the province for the full cost of federally sponsored training opportunities delivered by provincial public education providers.

*Prince George - 1999*

That CUPE BC through the Education Committee and through District Councils, promote the CLC Job Smart Program; and that CUPE BC lobby relentlessly until there is a commitment from government to include Labour History within the BC School Curriculum, and that CUPE BC continue to ask the BC Federation of Labour, the BC Teacher's Federation and Labour Councils to lobby the Ministry of Education to provide Labour Education in the BC public school system through the Career & Personal Planning Program.

*Prince George - 1999*

That CUPE BC lobby the Provincial government to change Section 38 of the Employment Standards Act (Flexible Work Schedules for employees covered by Collective Agreements) to read:

An employer must adopt a flexible work schedule for employees covered by a collective agreement if the employees so request:

a) The schedule must be for a minimum of

at least 26 weeks.

- b) Consist of days at work and days off that repeat over a period of up to eight consecutive weeks.
- c) Allow each employee affected by the schedule to work during each shift cycle, a maximum of 32 hours with no reduction in pay, across all sectors.
- d) And approved by a trade union representing the affected employees.

*Victoria - 2001*

## **UNION EDUCATION**

Lobby CUPE National, Union Development Department, to develop a course to train union activists in Critical Incident Stress.

*Vancouver - 2015*

Provide up to three (3) \$1,000 child care/dependent care scholarships per week for small locals (under 100 members) for delegates attending weeklong schools.

*Vancouver - 2014*

CUPE BC will encourage all locals to have a vibrant education committee representative of their diverse membership; and

Encourage locals to set aside sufficient funds to ensure that a fully rounded union education program can be provided.

*Vancouver - 2010*

That CUPE BC encourage CUPE locals and district councils to schedule and participate in clear language workshops through CUPE Union Development.

*Victoria - 2005*

That CUPE BC train young equity seeking workers in order to prepare them for CUPE National Representative positions; and

That CUPE BC recruit and encourage young equity seeking workers for leadership training; and

That CUPE BC recruit and encourage young female workers from equity seeking groups for CUPE National's women in leadership training program; and

That CUPE BC create five scholarships in the amount of \$500.00 each to allow young equity seeking members to attend CUPE Leadership Training courses at the spring and/or fall week-long schools.

*Vancouver - 2004*

That CUPE BC recommend to CUPE National that it implement an educational course to better educate our Bargaining Unit members in supervisory positions on how to maximize time and equipment to avoid contracting out.

*Vancouver - 2004*

That CUPE BC encourage all locals and district councils to conduct an education needs assessment in order to create a strategic plan for union education.

*Vancouver - 2004*

That CUPE BC establish three \$1000 scholarships per year for young workers, and three \$1000 Diversity scholarships per year, with one of each type of scholarship awarded for each of the weeks at the CUPE spring school and one of each type of scholarship awarded for the CUPE fall school.

*Vancouver - 2004*

That CUPE BC establish a travel subsidy program to assist locals with the costs of travel to CUPE weeklong schools.

*Vancouver - 2004*

Paid Educational Leave - Resolved to support the concept of paid educational leave and urged all locals to make paid educational leave a major collective bargaining goal.

*Vernon - 1977*

*Reaffirmed - Vancouver - 1978*

*Reaffirmed - Kelowna - 1980*

*Reaffirmed - Vancouver - 1981*

CLC Winter School - Resolved to support the CLC Winter School at Harrison and to urge all locals to send as many delegates as possible each year.

*Vernon - 1977*

*Reaffirmed - Vancouver - 1978*

Went on record as favouring CUPE education courses being sponsored at the C.L.C. Winter School in Harrison.

*Vancouver - 1978*

To support and urge District Councils to establish scholarships for members to attend CUPE Weeklong School at Naramata.

*Kelowna - 1980*

In favour of the CLC establishing a 'Labour College' in Western Canada.

*Kelowna - 1980*

CUPE BC award 20 scholarships a year to Naramata School.

*Vancouver - 1988*

CUPE BC award 10 scholarships per week for Fall (Powell River) School.

*Victoria - 1997*

That CUPE BC create ten (10) \$500.00 scholarships for young workers to attend CUPE weeklong educationals each year.

*Victoria - 2001*

That each CUPE BC member that is accepted to the residential Labour College of Canada, each receives an equal amount of financial support from CUPE BC.

*Victoria - 2001*

Support the development of a course on the history of the Trade Union Movement to be included in the School Curriculum and urge the BC Federation of Labour to work to bring this about.

*Vancouver - 1979*

That CUPE BC urge CUPE National to educate our existing and newer members wherever possible about our rich labour history as a part of our bargaining strategies, and

That CUPE BC reaffirm its commitment to promotion of labour history, May Day and the Mayworks Festival.

*Prince George - 1995*

That CUPE BC request CUPE National to expand the role of residential schools in this Province to include the families of participants and that a family education module be designed by CUPE National and delivered at residential schools with a view to ease the negative impact of union activity on the family unit.

*Victoria - 1997*

That CUPE BC recommend that the National Education Department revise all Union education programmes and materials to properly integrate issues surrounding anti-racism and its elimination into those programmes, and adequate funding and resources be made available to ensure that this be done in as short a time frame as possible. That all members of CUPE involved in the delivery of education programmes be given proper training to effectively deliver these revised

programmes.

*Victoria - 1997*

That CUPE BC call on the National Union to provide short, informative seminars on topical issues which local activists need to combat the right wing media agenda.

*Victoria - 1997*

That CUPE education courses are put on in the local communities.

*Victoria - 2001*

That CUPE BC lobby CUPE National to review and update the CUPE Member Facilitator Program (recruitment, skills development and support of members facilitators) which was approved in December 2004.

*Victoria - 2016*

That CUPE BC lobby CUPE National, the CLC, the BC Federation of Labour, and all affiliated locals to explore and invest in building a union education centre.

*Victoria - 2016*

That CUPE BC encourage Locals to seek out members from equity seeking groups and send them to CUPE courses on a variety of subjects; assist Locals who cannot afford to send equity seeking members to CUPE courses and conferences; and encourage and assist locals to educate members from equity seeking groups about CUPE.

*Victoria - 2016*

## **UNION LABEL**

That CUPE BC and their affiliates actively support the CLC campaign which promotes buying Canadian union made garments.

*Victoria - 1997*

## **UNITY**

Went on record as supporting the proposal

that a new Canadian Constitution be adopted at a Conference of Governments of Canada based on equal representation between the founding nations.

*Vancouver - 1978*

## **USER FEES**

That CUPE BC go on record as being opposed to user fees for library services.

*Vancouver - 1991*

Oppose legislation or any other attempts to allow 'User Fees' or additional payments to Doctors over and above what is provided by the Provincial Medical Services Plan.

*Victoria - 1985*

Oppose the establishment of user fees for garbage collection.

*Richmond - 1992*

That CUPE BC oppose the growing concept of "User Fees" for public services.

*Victoria - 1994*

## **VOLUNTEERS**

\*See Policy Paper at back of book.

That CUPE BC re-examine the use of volunteers including the issue of community volunteer partnerships and develop an

action plan including strategies for affiliates to use to protect against encroachment by volunteers on our jobs and job security.

*Victoria - 1997*

## **WAGE CONTROLS**

That CUPE BC condemn any notion of "0" wage increases from the Government of

British Columbia or any other employer, and encourage its affiliates to do likewise.

*Prince George - 2003*

Resolved to pressure all levels of government for the complete and immediate removal of wage controls.

*Vernon - 1977*

Opposed the action of the Provincial Government in proposing continued wage controls on public employees and urged the B.C. Division Executive Board to exert pressure using whatever means necessary to make sure this does not happen.

*Vernon - 1977*

*Reaffirmed - Vancouver - 1978*

That CUPE BC encourage bargaining units not to settle for government imposed wage guidelines and that CUPE BC use all means at its disposal to end wage controls in any form.

*Richmond - 2000*

## **WATER & WASTE MANAGEMENT**

Demand that the BC Provincial Government ensure the necessary resources are made available to upgrade and maintain our water infrastructures so that all British Columbians have access to publically owned and operated sources of clean, safe drinking water.

*Vancouver - 2015*

CUPE BC will lobby the BC Provincial Government to demand the Federal Government declare water as a human right in Canada; and

Urge CUPE National to lobby the Federal Government to declare water as a human right in Canada.

*Vancouver - 2010*



That CUPE BC urge the Provincial Government to ensure integrated “source to tap” management of water, and protection of health and safety of British Columbians, by accepting and implementing all the recommendations of the Provincial Drinking Water Review Panel’s Final Report, February 13, 2002.

*Vancouver - 2002*

That CUPE BC continue to work with community groups, coalitions, and other organizations to secure guarantees that Canada’s water be protected from all forms of commercialization and privatization, and that control remain within the public sector.

*Vancouver - 2002*

That CUPE BC urge the National Union to demand prohibitions on the sale of Canada’s water for export.

*Vancouver - 2002*

That CUPE BC call on the Provincial Government to protect the health and safety of British Columbians by reversing the decision to dismantle the Water Quality Section of the Ministry of Water, Land and Air Protection, and by preserving the delivery of services and advice.

*Vancouver - 2002*

That CUPE BC proceed with our Water Watch Campaign to defend our water and waste water from privatization to ensure that these utilities are not compromised for the sake of profit; and

That the CUPE BC Water Watch Campaign expose any negative ramifications of privatizing water and wastewater; and

That CUPE BC continue to encourage Locals to establish a Water Watch Committee in their community.

*Victoria - 2001*

That CUPE BC participate actively in the CUPE National Water Watch Campaign; and that CUPE BC encourage Locals to establish a Water Watch Committee in their communities; and that CUPE BC contact community and environmental activists and encourage their participation on the local Water Watch Committee.

*Prince George - 1999*

*Reaffirmed - Victoria - 2001*

That CUPE BC reaffirm our support for publicly owned and operated Waste Management programs and that CUPE BC lobby the Provincial Government for implementation of a publicly owned utility which will provide the collection and marketing of recyclable materials.

*Victoria - 1993*

That CUPE BC demand immediate action by the Provincial Government to bring all water and wastewater systems and any parts of them that have been privatized back under public control and operation; and that CUPE BC demand that such other actions as are necessary to guarantee safe water for the residents of BC and all Canadians be immediately taken by all levels of government in Canada; and that CUPE BC call upon all District Councils and Locals to increase their efforts towards the establishment of Water Watch Committees in every community in BC.

*Richmond - 2000*

That CUPE BC promote the Environment Committee campaign to e-mail the Prime Minister and the Federal Minister of Environment with the message that “Selling Our Water is Selling Us Out” and insist government “Keep it Safe, Keep it Clean, Keep it Ours”.

That CUPE BC through CUPE National, petition the Federal Government to establish

a comprehensive national policy on water that includes far reaching environmental controls; and

That CUPE BC urges the federal government and, through provincial/territorial associations and provincial governments, to implement legislation to ban bulk export of water.

*Victoria - 2001*

That the CUPE BC calls for new legislation to require testing for the full range of chemicals known to affect human health.

That CUPE lobby all levels of government to increase funding for water testing and monitoring and that the work remain public sector work.

*Victoria - 2001*

That CUPE BC oppose any form of public-private partnerships between for profit water companies and our municipal governments.

*Victoria - 2001*

That CUPE BC oppose the privatization of water and wastewater treatment services, retaining these services in the public domain.

That CUPE BC lobby the federal government to fulfill its responsibility to support reinvestment in Canada's municipal infrastructure, committing a significant level of funding to expand and upgrade municipal water and wastewater systems.

CUPE BC lobby the provincial governments to join in ensuring an adequate level of funding to expand and upgrade municipal water and wastewater systems.

*Victoria - 2001*

*Reaffirmed - Vancouver - 2015*

## **WOMEN'S ISSUES**

That CUPE BC call on all Municipalities in BC to establish a "Women's Work" Taskforce to report directly to their constituents on:

1. Better ways to assist women impacted by recent provincial cuts to programs, services and legislation protections; and
2. To review the principles, operating procedures and funding that exist to ensure that Women's Equality concerns are reflected appropriately throughout the municipal work plans; and
3. That initiatives can be taken by municipalities, acting together with the Federation of Canadian Municipalities, to improve the situation of women, their representation and access to needed services and programs; and

That the Task Force membership include community representatives from local Women's groups and organizations serving women's needs, academic experts and women from Trade Unions.

*Vancouver - 2004*

That CUPE BC demands that the provincial government reverse its decision to cut core funding for the Province's Women's Centres.

*Vancouver - 2004*

That CUPE BC call on the Liberal Government of BC to restore the Violence Against Women in Intimate Relationships (VAWIR) Policy by eliminating the Crown Counsel Policy which introduced the encouraged use of alternative dispute resolution mechanism measures to the VAWIR Policy.

*Vancouver - 2004*

CUPE BC demand the BC provincial government hold a public inquiry into the failure of law enforcement agencies to

properly investigate the disappearances and subsequent murders of the women of Vancouver's downtown eastside neighbourhood; and

That CUPE BC call upon the BC provincial government to restore full funding to women's services in Vancouver's downtown eastside neighbourhood; and

That CUPE BC, through CUPE National, support workers in the sex trade by lobbying for changes to the Criminal Code that address the contradictory legal framework that surrounds the sex trade.

*Prince George - 2003*

CUPE BC lobby the provincial Liberal government to restore funding, to at least the pre 2001 Budget levels, for all programs affecting the quality and safety of women's lives.

*Vancouver - 2002*

That CUPE BC encourage Locals to develop or rejuvenate Women's committees to support and face the battles placed before us.

*Vancouver - 2002*

That CUPE BC develop resource materials to be made available to all Locals, to be used in the promotion of Women's issues.

*Vancouver - 2002*

That CUPE BC urge local unions to lobby their respective civic government/councils to proclaim March 8<sup>th</sup> International Women's Day in communities around the province.

*Vancouver - 2002*

That where Locals are unable to form a Women's committee, it is encouraged that committees be formed by women joining together within their municipalities or regions.

*Victoria - 1997*

That CUPE BC place a very high priority on providing education and information to our members to help address the crisis caused by violence against women in our society and that CUPE BC work with like-minded groups to lobby governments to improve laws that protect victims of violence, and increase funding to provide comprehensive services for battered women, such as shelters, counselling and crisis lines.

## **WORK EXPERIENCE**

That CUPE BC opposes Work Experience Programs which require students to work for no or substandard wages in order to graduate and enables employers to displace regular workers, and

That CUPE BC call on the B.C. Federation of Labour to support our position in opposition to such programs, and

That CUPE BC, both on its own and through the BC Federation of Labour, urge the Provincial Government to review their whole process and programs in this regard.

*Prince George - 1995*

## **WORKERS' COMPENSATION**

Demand that the BC Provincial Government enact a new balanced governance plan in BC including at least 50% labour representatives on the WorkSafeBC Board of Directors.

*Vancouver - 2014*

That CUPE BC work with the BC Federation of Labour expose the erosion of Workers' Compensation Board (WCB) in British Columbia; and

That CUPE BC demand that the WCB restore staffing, programs and regional offices needed for the enforcement of health and safety of workers.

*Vancouver - 2004*

That the Workers' Compensation Act be amended to ensure that injury employers are fully responsible to provide reasonable, meaningful work for workers injured/disabled with guaranteed compensation for as long as earnings are impaired and that severe and enforceable penalties be contained under the Act to ensure compliance by employers. The Workers' Compensation Act be amended to recognize prevention as a compensable circumstance.

*Victoria - 1997*

That CUPE BC in conjunction with the National Union, make available trained staff with expertise in processing WCB appeals and further that CUPE BC put pressure on the Provincial government to increase the number of employees at Workers' Advisory Services to assist in the backlog of appeals.

*Victoria - 1997*

That CUPE BC demand the Provincial Government legislate that WCB compensate unions for the cost of representing workers in their WCB claims and appeals.

*Vancouver - 1998*

That CUPE BC continue to demand the Ministry of Labour provide WCB Worker Advisors service to all injured workers and lobby the Provincial Government to provide sufficient resources to ensure there are enough Worker Advisors to provide service to injured workers who require assistance in their claims and appeals.

*Vancouver - 1998*

That CUPE BC lobby the WCB to hire new inspectors with hands on Public Sector backgrounds and Equity considerations.

*Vancouver - 1998*

That CUPE BC lobby the provincial government and the Workers Compensation Board for a system of assessment of musculoskeletal injuries or conditions that is based on functional, as opposed to medical criteria and which prescribes compensation, re-training, pension, or other alternatives depending on the circumstances of the worker and the nature and extent of the disabling condition.

*Vancouver - 1998*

That CUPE BC lobby the provincial government to ensure the WCB provide education and training to workers to deal with work related stress and lobby the provincial government to demand the WCB implement regulations recognizing work place stress as an injury.

*Vancouver - 1998*

That CUPE BC call for an Action Plan to be developed to force changes that will assist workers in the adjudication of WCB Claims and Appeals.

That CUPE BC work with other Unions to expose Employers who are contracting out work because many of their employees are injured due to the Employer's work practices.

*Victoria - 2001*

That CUPE BC lobby the provincial government and WorkSafe BC to move age 65 as the date of termination for anything related to WCB claims or appeals and Pension entitlements.

*Victoria - 2016*

## **YOUTH**

CUPE BC will recognize and celebrate the third Friday in May as Young Workers' Day.

*Vancouver - 2008*

That the CUPE Works internal organizing campaign focus in part on outreach to our

young members, and

That this outreach campaign include: locating young workers within our Locals, determining how best to communicate with our young members, and creating action plans for Local Unions to better involve their young members, and

That young activists within our Union be invited to participate in this initiative.

*Richmond - 1996*

That CUPE BC request that the Education department of the Canadian Union of Public Employees establish and maintain a youth leadership course for the benefit of its members.

*Prince George - 1999*

That locals encourage youth involvement in locals by mentoring young members in executive roles and union business.

That CUPE BC encourage all locals to promote and include younger members as delegates to future CUPE BC conventions.

*Victoria - 2001*

## **MISCELLANEOUS**

Demand that the Minister of Small Business and Revenue and the Minister responsible for BC Assessment Authority of the BC Provincial Liberal Government direct the BC Assessment Authority to:

- a. Stop the regionalization of property assessment services in British Columbia;
- b. Return specialized property assessment services in all communities in British Columbia; and
- c. Direct BC Assessment Authority that all current Authority locations are to remain full-service, full property-type offices.

*Victoria - 2007*

That CUPE BC demand that the BC government retain all personal information within the public provincial system to avoid any personal information being subject to release to US authorities as provided for under the USA PATRIOT Act.

*Victoria - 2005*

CUPE BC endorse and support whistle blower legislation and Collective Agreement language that affords special protection to public service employees who, in good faith and on the basis of reasonable belief, disclose unlawful, negligent or improper public sector conduct or dangers to public health or the environment.

*Prince George - 2003*

## Forestry

That CUPE BC demand the provincial government enacts legislation that would require all timber that is harvested in British Columbia to be processed in British Columbia.

*Vancouver - 2008*

## IWA Support

That CUPE BC support I.W.A.Canada in their campaign to protect jobs and the forests of British Columbia; and

That CUPE BC and its member locals commit to supporting I.W.A. Canada members in their demonstrations and other

actions in communities.

*Vancouver - 2002*

## Mandatory Blood Testing

That CUPE BC oppose mandatory testing of patients to identify blood born diseases; and

That CUPE BC continue to advocate for

strong preventative occupational health and safety policies and practices that protect all workers.

*Vancouver - 2002*

### Softwood Lumber Dispute

That CUPE BC through the BC Federation of Labour and the Canadian Labour Congress, call for appropriate boycotts of American products and companies, until American forestry lobby groups stop their economic terrorist actions against the BC Forest Industry.

*Vancouver - 2002*

### General Strike

CUPE BC's position regarding the upcoming General Strike, be as follows:

That the General Strike involves all affiliates to the BC Federation of Labour.

That the General Strike be a full-blown strike and that all affiliates pull all of their members off the job until the strike concludes.

That the General Strike involve coalition partners including but not limited to Senior's organizations, Student organizations, Equity seeking organizations and other groups with which we have forged alliances in the past.

*Prince George - 2003*

That CUPE BC adopt the position that only

General Strikes will stop the Liberal Government's attacks.

*Vancouver - 2002*

### Legal Aid

That CUPE BC call on the Liberal government of BC to reinstate legal aid

funding and eligibility criteria to levels in existence prior to any cuts made to Legal Aid to ensure everyone's right to legal representation in all family and child protection proceedings.

*Vancouver - 2004*

That CUPE BC demand that the provincial government restore pre-2002 budget funding to the Legal Aid Society; and

That CUPE BC call upon the Attorney-General to ensure that human rights complainants are supported with legal assistance when seeking redress under the Human Rights Code; and

That CUPE BC, through the BC Federation of Labour, work with the legal community, the BC Human Rights Coalition and other community based human rights groups to create a community coalition to fight for the rights of BC's minorities.

*Vancouver - 2002*

That CUPE BC Defence Fund remain as it is currently structured, with one fund for campaigns and strike pay.

*Vancouver - 2002*

### Alberta Government

CUPE BC condemned the actions of the Klein government in Alberta for its total disregard for public services and public sector employees.

*Victoria - 1994*

### Senate

Called upon the Federal Government to abolish the Senate.

*Vancouver - 1978*

### Council of Unions

Reiterated its absolute and unwavering opposition to mandatory joint Councils of Trade Unions within our jurisdiction.

*Vancouver - 1978*

Professional Negotiators

Convention opposed contracting out of negotiations by elected officials to professional negotiators, as this is an abrogation of their responsibility, and is a form of double taxation to the taxpayer and went on record as endorsing the concept that professional negotiators should be paid out of the salaries of the elected officials.

*Vancouver - 1981*

CUPE Identification

That all clerical workers who are responsible for typing correspondence or similar material in addition to reference initials should add their union and local number as:

AB/ck  
CUPE 100

*Vancouver - 1981*

Banking

Endorsed the concept of a Federally Chartered financial institution formed and organized through the Canadian Labour Congress.

*Vancouver - 1981*

City Watch

That CUPE BC continue to promote the establishment of City Watch Campaigns in each local and community; and that all Local Unions in each community be encouraged to

work together to put a City Watch Campaign in place in their city or town.

*Prince George - 1999*

That CUPE BC facilitate the City Watch program throughout the Province.

*Richmond - 1998*

BC Telephone Co.

Called upon the Provincial Government to take over the B.C. Telephone Co.

*Vancouver - 1981*

Liaison - BC Teachers' Federation

CUPE BC continue liaison meetings with the BCTF at the Provincial level and encourage all locals representing school workers to develop a formal liaison with the teacher local in their area.

*Kelowna - 1989*

Gasoline Prices

Went on record as favouring uniform gasoline prices on a Province wide basis and that this price be based on the lowest prices at the pumps.

*Vancouver - 1981*

Labour Legislation

Went on record as opposing the courts interference in the collective bargaining system and labour disputes and called for legislation to prevent this interference.

*Vancouver - 1981*

Mailing Lists

Established a policy that all locals provide the BC Division with a mailing list of their members and that this list be kept up-to-date.

*Kelowna - 1984*

*Reaffirmed - Richmond 1992*

Farmworkers Union

To continue support for the Canadian Farmworkers Union.

*Vancouver - 1981*

Apprenticeship Training

Supported the concept of apprenticeship training in the public sector, and resolved to strike a committee to research and publicize information about the benefits of an apprenticeship program to our members and the public sector employers.

*Vancouver - 1981*

Wherever applicable all locals either implement or improve apprenticeship

training programmes. Convention approved a policy of apprentices being hired on a pro rata basis, based on the number of journeymen in their employment.

*Kelowna - 1982*

#### CUPE Members Preference in Employment

That each Local encourage its employer to give first consideration to applicants who were CUPE members in good standing, when no one from within the bargaining unit is the successful applicant in a job posting.

*Vancouver - 1981*

#### Work at Home

Opposed the concept of "Work at Home".

*Nanaimo - 1990*

#### Cross Border Shopping

Oppose cross border shopping and support U.F.C.W. campaign.

*Richmond - 1992*

#### Working Alone

Support legislation for safety protection for people working alone.

*Richmond - 1992*

#### Awareness of Workers' Issues

That CUPE BC promote public labour awareness by:

Promotion of labour history, May Day and Mayworks festival.

Lobbying through the B.C. Federation of Labour to the Provincial Government to upgrade school curriculums to ensure that trade unionism is given a fair place in our children's education.

Promotion to our members of labour media sources and special programs.

Lobbying through CUPE National and the CLC for the Federal Government to examine

the way union issues and affairs are presented in the mainstream media, with a view to ensuring an increase in fair and balanced coverage.

*Victoria - 1993*

#### Unemployment

That CUPE BC take the position with in the BC Federation of Labour that it's time to re-open the Unemployed Action Centres around the province.

*Vancouver - 2002*

That CUPE BC publicly declare that the issue of our times is the plight of those unfortunate fellow citizens who through no fault of their own find themselves unemployed, homeless and receiving U.I.C. or Welfare Assistance, and that we further publicly declare that CUPE B.C. stands firmly in support, both morally and politically, of those economically deprived citizens and their families, and we also denounce those among the affluent classes in our society who are only concerned with their own selfish economic well-being.

*Victoria - 1993*

That CUPE BC supports the need for an Employment Insurance Programme and Social Assistance Programme that financially protects unemployed workers and that CUPE B.C. requests CUPE National to pressure the Federal government concerning our support for a fair and caring Canadian Society that will not tolerate the introduction of regressive legislation that promotes a deprived and excluded underclass of Canadian citizens.

*Victoria - 1997*

#### Lighthouses

Supported our union brothers and sisters in the Union of Canadian Transport Employees and opposed the Federal Government's plans to automate BC lighthouses.

*Victoria - 1994*



Action Canada Network

To increase our financial support for, and participation in, the Action Canada Network - BC.

*Victoria - 1994*

BC Federation of Labour

That CUPE support holding Federation of Labour conventions annually.

*Victoria - 1994*

Reaffirmed support for five day annual Federation conventions.

*Richmond - 1996*

Leaky Condo's

That CUPE B.C. call upon the Provincial Government to guarantee to ensure that some avenue be pursued to financially compensate those British Columbians who have lost major portions of their personal finances due to leaky condos and that CUPE B.C. call upon the Provincial Government to guarantee that all workers employed in the construction industry shall be properly trained and qualified, that all contractors engaged in the construction industry shall be both qualified and licensed and that a minimum of 5 year warranty protection be mandatory for all new condo sales.

*Richmond - 1998*

GST

To continue to call for the elimination of the GST on books.

*Victoria - 1994*

KAON

Declared our support for the KAON Project.

*Victoria - 1994*

Internet

Demanded that the government fund Internet and Freenet access through public libraries.

*Victoria - 1994*

Minimum Wage

Lobby the Provincial Government to ensure that all people, including people with disabilities, are paid at least an hourly minimum wage when required to work and/or do job training, work entry or re-entry programs, regardless of ability, job title or job duties; and

Lobby the Provincial Government to ensure that all people, including people with disabilities who are enrolled in job training or work entry or re-entry programs will be paid at least the hourly minimum wage during participation in a job training or work entry or re-entry program.

*Vancouver - 2008*

Endorse and actively support the B.C. Federation of Labour's \$10 NOW campaign to win a wage increase for B.C.'s lowest paid workers; and

Continue to call on the BC Provincial Government to:

- Eliminate the so-called \$6 training wage; and
- Immediately increase the provincial minimum wage to \$10 per hour; and
- Implement a further boost to \$11 per hour one year later; and
- Establish an indexing formula so that workers making the minimum wage can be assured of annual pay increases.

*Vancouver - 2008*

That CUPE BC, in conjunction with the BC Federation of Labour, demand an end to the discriminatory two tier minimum wage structure which includes a \$6.00 training wage, and demand the establishment of an adequate minimum wage for all workers.

*Vancouver - 2002*

*Reaffirmed - Victoria - 2005*

That CUPE BC urge the government to establish a minimum wage of \$10.00 per hour.

*Victoria - 1994  
Reaffirmed - Richmond - 1996  
Reaffirmed - Victoria - 1997*

### CORE

That CUPE BC endorse the CORE process.

*Victoria - 1994*

### PNE/Playland

That CUPE BC demand that the PNE/Playland be kept in the Lower Mainland and that the City of Vancouver and Provincial Government honour their promises to maintain the jobs of the current site.

*Prince George - 1995*

That CUPE BC in consultation with the CUPE Regional Office to ensure that the existing PNE workforce succeed in its transition to the Landmark Theme Park and any new workers at the new site be certified in CUPE.

That CUPE BC in consultation with the CUPE Regional Office work to ensure that the Hastings Park operations will be staffed by CUPE workers.

*Richmond - 1998*

That CUPE BC demand the following items be incorporated into any public/private partnership regarding the PNE relocation:

1. That the PNE continue as a Crown Corporation.
2. That Local 1004 PNE members have first right of hiring on the new site, regardless of the employer public or private.
3. That the PNE have responsibility for the common-site maintenance operation.

And that CUPE BC demand full disclosure of

all reports, agreements and discussions concerning the future of the PNE and call on the Provincial and Municipal governments to maximize the employment opportunities for current Local 1004 PNE workers on the existing site during the transition and finally that CUPE BC lobby Vancouver City Council to maintain as many revenue generating venues as possible on the PNE site.

*Victoria - 1997*

### Water

That CUPE BC publicly declare our concern for the health and welfare of the people in the water short areas of the earth such as the Middle East and North Africa and that the sanitation and water schemes necessary for assisting and alleviating the water shortage in the parched areas of the earth be promoted on humanitarian grounds at the United Nations Assembly by the Canadian Government. CUPE BC request CUPE National to advise the Federal Government of this position.

*Victoria - 1997*

### GVRD

That CUPE BC facilitate the coordination of all locals affected by the GVRD Labour Relations Bureau in developing strategies to return control of labour relations to the local level.

*Vancouver - 1998*

### Medical Records

That CUPE BC oppose initiatives by School Boards and other employers to establish health care referral systems for employees through private, for-profit, health care companies; and that CUPE BC advise members that they not sign waivers of consent forms that enable employers and/or their contracted service providers to access their medical records for purposes of engaging in a system of privately operated, for-profit, health care referrals for employees.

*Prince George - 1999*

### Leaky Condos

That this CUPE BC Convention call on the Provincial and Federal Governments to conduct a full investigation into the role of the banks and the Canadian Home Builders Association of BC (CHBABC) in the building of flawed condominiums which resulted in huge profits and continues to make profits for the banks; and that CUPE BC demand the banks absorb the cost of restoration and compensate condo owners for their personal losses.

*Prince George - 1999*

### First Aid Attendants

That CUPE BC lobby the Provincial Government to either justly compensate CUPE first aid attendants in schools for their increased responsibilities in attending to the student population, or provide another person of equal qualifications, to attend to the student population at those schools.

*Prince George - 1999*

### Organizing

Urge CUPE National to develop a plan and dedicate sufficient National staff and resources to carry out targeted organizing in the Post Secondary Sector in BC.

*Vancouver - 2008*

That CUPE BC work to organize non union recreation workers; and

That CUPE BC work to continue to represent contracted out recreation workers.

*Victoria - 2005*

That CUPE BC demand a full-time organizer for the province to focus on organizing privatized workplaces previously represented by CUPE members and organizing remaining unorganized workplaces in sectors CUPE traditionally represents.

*Victoria - 2005*

That CUPE BC strive to assist workers in the gaming sector to organize with CUPE and lobby the provincial government to maintain CUPE bingo hall jobs across BC as public sector jobs.

*Prince George - 1999*

That CUPE BC lobby the provincial government to at least maintain, if not increase, BC Arts Council operating grants for museums and galleries.

*Victoria - 2001*

### Good & Service purchasing

That CUPE BC explore the possibility of a CUPE members discounts program for goods and services for the members in British Columbia, and further that this plan be set up and be available for the members.

*Victoria - 2001*

### Raiding

That CUPE BC oppose the raiding of any legitimate Unions.

*Victoria - 2001*

### CUPE Credit Card

That CUPE BC be authorized to distribute information about the Union Affinity Card Program to the members of CUPE BC.

*Victoria - 2001*

### Union Label

That the Canadian Union of Public Employees BC Division encourages all locals whose members wear uniforms to attempt to negotiate a "union made" purchasing policy as part of their collective agreements.

*Vancouver - 2002*

### Housing

That CUPE BC demand the provincial government institute a fully funded subsidized housing program for those people in need of shelter; and

That CUPE BC demand the provincial government return rent increases to previous

2001 rental rate increases by which the working poor pay no more than 25% of their earned wage for proper housing.

*Vancouver - 2004*

#### Welfare

That CUPE BC, through the BC Federation of Labour, call upon the provincial government to restore welfare support (at pre-2001 levels) to all citizens who need assistance; and

That CUPE BC join in coalitions with anti-poverty organizations to oppose any denial of welfare support in British Columbia; and

That CUPE BC lobby the provincial government to rescind all regressive legislation and restore programs for those in need.

*Vancouver - 2004*

#### Newfoundland and Labrador

That the delegates to this CUPE BC Convention condemn the actions of the Danny Williams Progressive Conservative government; and demand that they negotiate a fair collective agreement; and

That this CUPE BC Convention send a strong message of support to our sisters and brothers in CUPE and Newfoundland and Labrador Association of Public Employees (NAPE).

*Vancouver - 2004*

#### The Town of Port Alice

That CUPE BC demand the BC Liberal government guarantee an adequate wood fibre supply for the Port Alice pulp mill; and

That CUPE BC demand that the BC Liberal government provide assistance to the town of Port Alice while the pulp mill is in these difficult times; and

That CUPE BC through CUPE National

demand that the Federal Liberal government provide similar assistance to the town of Port Alice.

*Vancouver - 2004*

#### Trade Investment and Labour Mobility Agreement (TILMA)

Continue to oppose Trade, Investment and Labour Mobility Agreement (TILMA) which was secretly negotiated between the provincial governments of British Columbia and Alberta; and

Continue to educate our members and the public about the many negative aspects of TILMA, to our members and the communities that we work and live in; and

Work with CUPE National and other CUPE Divisions to expose TILMA to other provincial governments so that it is not spread throughout the country; and

Continue to work with other unions, the BC Federation of Labour and coalitions, including the Council of Canadians in our opposition of TILMA.

*Vancouver - 2008*

## CUPE BC Action Plan 2017/2018

---

We, as CUPE members in British Columbia, remain committed to seeking a just and equitable society with strong, properly funded public services, protecting the civil rights and liberties of public employees and free democratic trade unionism.

To achieve this, CUPE BC will:

- 1. Strengthen our membership by:**
  - supporting training for our members and activists;
  - educating our members on important issues and campaigns;
  - ensuring that equity issues, access and environmental sustainability are considered and supported in all our activities;
  - helping to recruit a new generation of diverse activists; and
  - recognizing and celebrating current and past CUPE activists in British Columbia.
  
- 2. Defend the dignity of our work by:**
  - opposing precarious work and attempts to undermine worker and union rights;
  - coordinating support for workers in bargaining, under attack by their employers or those threatened by privatization;
  - encouraging organizing non-unionized workers;
  - promoting support for public services; and
  - advocating for inclusive, safe, respectful, sustainable, equitable and secure work for all our members.
  
- 3. Build solidarity and capacity by:**
  - assisting CUPE locals in British Columbia to develop better communication tools, build stronger ties to each other and improve coordination;
  - encouraging active participation in District Councils, Labour Councils and the BC Federation of Labour;
  - implementing the Truth and Reconciliation Commission calls to action relevant to our Union;
  - strengthening relationships with other BC Federation of Labour affiliated unions;
  - engaging with progressive and related organizations & coalitions;
  - developing and strengthening relationships with other labour organizations globally.
  
- 4. Engage in political action by:**
  - continuing our affiliation and support of the NDP and working toward their election in the 2017 provincial election;
  - lobbying and interacting with all levels of the provincial government;
  - identifying and supporting progressive candidates for the 2018 local government election, including council and mayors, school board trustees and regional district boards;
  - advocating for proper funding and resources for public services with appropriate levels of government; and
  - encouraging on-going local connections between elected officials and local leadership across the province.

## COORDINATED BARGAINING POLICY

---

### **Interim Policy Framework**

1. CUPE B.C. will continue to hold an annual bargaining for all locals. At that Conference:
  - Locals will be provided with information on current trends, employer demands as well as model language and research data as requested by locals through a pre-conference survey, or as directed through Convention resolution.
  - Delegates will decide on common issues and language for proposals at all tables and determine priorities.
2. The Bargaining Conference will allow an opportunity for each sector to Meet as a provincial group to decide on their own coordination process, and decide on common sector specific issues, demands and priorities. (Some sectors may wish to focus on regional/sectoral structures and, if so, a method of information sharing and reporting to the Provincial Committee will be established).
3. Each sectoral group (or regional sectoral group) will develop and Present its coordination strategy to the Provincial Committee.
4. Each sector will be assigned a Staff Coordinator, who will joint with the Director, Assistant Director and CUPE B.C. Officers to form the Sectoral Coordinated Bargaining Committee. They will meet at least twice annually.
5. The Planning and Priorities Committee, consisting f the Directors, Division Officers, two servicing staff, two technical support staff, and the Legislative Coordinator, will meet more regularly to share information and coordinate cross/sector strategies.
6. Settlement information will be distributed to Locals through the Provincial Committee.

June, 1998

## GUIDELINES FOR DONATIONS AND/OR COST-SHARING ELECTION CAMPAIGNS

---

1. All requests must be made in writing to the CUPE B.C. Office.
2. All requests must be received 2 weeks prior to the respective elections.
3. Request must include a Budget for the Campaign.
4. Request should indicate that candidates asking for support have been approved by a CUPE Local and the Labour Council in the area. Where candidates endorsed by a CUPE Local do not receive endorsement of the Area Labour Council, a special appeal may be made to CUPE B.C. Executive board for matching funds.
5. A final statement with appropriate receipts, etc. must be forwarded to the CUPE B.C. Office by December 30<sup>th</sup> of the campaign year. Failure to do so may disqualify the Local from future campaign funding.
6. Donations by CUPE B.C. to Provincial or Federal Campaigns will be made on the basis of one contribution through the Provincial body. There is no matching for these campaigns.
7. All requests in excess of the amounts outlined in point 8 or 9 must be approved by the Executive board before any money is paid out.
8. Under normal circumstances CUPE B.C. contributions will be based on a maximum of \$2,500.00 per candidate or \$5,000.00 per Municipal or School Board election campaign.
9. Individual CUPE members seeking elected office at the community level will be entitled to a grant of \$750.00 from CUPE National and a matching grant of \$750.00 from CUPE B.C. Any CUPE member requesting grant money shall have the endorsement of the local affected by the election or the CUPE local of which they are a member in good standing.

Other donations will be matched to a limit of \$2,500.00. Members seeking such funding must be endorsed by the CUPE Local representing members where they are seeking office.

(Victoria – 1997)

*Amended – Vancouver – 2006*

## POLICY STATEMENT ON TAX FAIRNESS

---

British Columbia's tax system is increasingly less fair. That in turn means all levels of government are facing serious revenue problems. Tax cutting and tax shifting, in combination with the economic slowdown, have all reduced revenues sharply. The inevitable result is a reduction in public service quality. Services are being cut, public service positions are being reduced and privatization is encouraged.

The increasing unfairness is in response to an organized and effective lobby by the large corporate sector. They have succeeded in convincing governments to cut corporate taxes and to shift tax off the books of corporations onto the backs of working people.

Meanwhile, municipal governments have limited revenue options and are overly reliant on the property tax. Even though more British Columbians live in cities and towns each year, and even though local governments are downloaded responsibility for an increasing list of service demands (like social housing, transit and childcare), federal and provincial governments refuse to provide new revenue sources other than the property tax.

One result of these policies is that BC has the leanest public sector in the country. According to a recent study by the BC Office of the Canadian Centre for Policy Alternatives, BC has the lowest level of public sector employment of any province. As well, consolidated spending by the provincial government has been steadily falling from 20% of provincial gross domestic product in the early 1990s to 15% in 2008/09.

Working in coalition with those who use and depend on public services, CUPE members need to demand a fairer tax system to help defend the services that make communities strong.

### **BACKGROUND**

#### (i) Corporate tax cuts and the provincial revenue problem

The March 2010 Provincial Budget shows \$835 million less in overall taxation revenue than projected only last September. There is a 34.6% decline in corporate income tax revenues alone. Reduced revenue from corporate income tax is a natural result of several corporate income tax cuts since the Campbell government first came to power in 2001. BC's corporate income tax rate is the second lowest in the country. The combined federal/provincial corporate tax rate of 25% in BC is amongst the lowest in industrialized countries (10 points lower than the United States by 2012). Over just the last two fiscal years (09/10 and 10/11) corporate income tax revenue is down \$330 million. Bad resource economic policies are also resulting in a sharp fall in resource revenue. Over the last two fiscals, forestry revenue is down \$104 million.



(ii) Industrial property tax revolt

The longstanding social contract between industrial operators like pulp and paper mills and the forest dependent communities in which they operate has been completely shattered since re-election of the Liberal government in May of 2009.

Shortly after the re-election of the Campbell government, major pulp and paper companies (led by Catalyst Paper) served notice that they simply refuse to pay the full amount of industrial property tax which they have been legally assessed. In Campbell River, Port Alberni, Powell River and North Cowichan, Catalyst hand delivered cheques worth only 25% of the amounts the mills legally owed and challenged their tax assessments in court. Similar actions were taken by the Celgar mill in Castlegar and the West Fraser mill in Kitimat. Island Cogen and TimberWest piled on in Campbell River with tax challenges of their own.

For the last few years, forest dependent municipalities have been trying to respond to demands from the companies for lower taxes. In Campbell River, industrial rates were reduced 10% prior to the tax revolt but this was not sufficient for the companies.

The four Catalyst communities eventually had the legal validity of their tax assessment upheld in BC Supreme Court, but the company filed an appeal. All the affected municipalities are facing major cash flow problems while the legal challenges are sorted out. The predictable results are service cuts and much higher residential taxes. In Port Alberni, 2010 residential tax rates were increased by 23%.

The provincial government has done little except set up a Task Force to review the industrial property tax issue. The Task Force they chose has some municipal representation but is heavily stacked with representatives of the companies and the BC Business Council. In 2006, then Forests Minister Rich Coleman summarized the views of the Campbell government when he accused municipalities of “dining out” on the industrial property tax. In response to pressure from industry, the Campbell government has actually floated the idea of giving corporations the right to vote in municipal elections!

Besides service cuts and residential tax increases, the industrial tax revolt is also leading to privatization. In April 2010, the City of Powell River announced a deal with Catalyst whereby Catalyst tax payments will be permanently capped and Catalyst will be paid \$750,000 per year

to treat community sewage. CUPE Local 798 will fight this plan to privatize Powell River sewage treatment.

The companies argue they should only pay taxes for the specific services that they use. This is a dangerous concept fundamentally at odds with Canadian values. Catalyst and the other companies want to decide which services they pay for and which they don't. But taxes are meant to provide for services of benefit to the whole community and the priorities for such spending are determined by citizens who are elected to office democratically. Imagine what would happen to public services if each taxpayer could decide which specific services they were willing to pay for.

Industrial operators have long benefitted from the public services, infrastructure and reliable trained workforce in the communities in which they operate. It has been a long time social contract in BC that mills pay their fair share of industrial taxes in exchange for these benefits. That social contract is now badly in need of repair.

(iii) Shifting Commercial Taxes – Vancouver

In recent years, the City of Vancouver has faced major pressure from business to reduce commercial property taxes. The City has responded with a significant tax shift away from business and towards residential property taxpayers. The current City Council has promised to shift 1 percentage point of property tax away from business and onto residential taxpayers each year of their three year mandate. In 2009, this meant the City froze tax increases for business but increased residential tax rates by 4%.

One result is a shortfall in funds for needed public services. Amongst other results of the 2009 Budget, the Children's Zoo will be closed, the Bloedel Conservatory will either close or be privatized, there will be \$20 million in general service cutbacks and up to 177 full-time equivalent positions will be cut.

If business taxes had increased at the same rate that residential tax rates increased, none of these cutbacks would have been necessary.

(iv) The Big Tax Shift – H.S.T.

The new BC Harmonized Sales Tax (H.S.T.) is a massive tax shift which will significantly increase sales taxes paid by individuals while sharply reducing taxes paid by corporations.

The H.S.T. combines the provincial sales tax of 7 per cent with the G.S.T. of 5 per cent to create a new 12 per cent sales tax. However, the new tax applies to a much broader range of goods and services than the former

provincial sales tax, so many more items will now have an additional 7 per cent tax. There will be rebates for some items (like childcare services), for individuals with incomes less than \$20,000 per year and for local governments. But many goods and services will have a new tax added.

Examples of items which will have this new tax include restaurant food, hydro, natural gas, new houses worth more than \$525,000, home renovations, bicycles, school supplies, safety helmets, life jackets, energy conservation equipment (like solar panels), vitamins, non-prescription medication, home care fees, hair cuts and much more.

Meanwhile, corporations will see their sales tax bill reduced by at least \$2 billion per year since they will be eligible for an “input tax credit” that will reduce their sales tax bill.

In other words, regular British Columbians will pay more so corporations can pay less. And, like other sales taxes, the H.S.T. will be regressive since people with higher incomes are better able to afford them.

The H.S.T. follows introduction of the BC carbon tax in 2008. The carbon tax steadily increases from \$10 per tonne in the first year to \$30 per tonne by 2012.

While putting a price on carbon is one of the policies needed to help reduce greenhouse gas emissions, the form of carbon tax chosen by the Campbell Liberals is regressive. According to a study by the BC office of the C.C.P.A., by 2012 the BC carbon tax will hit lower and middle income British Columbians harder than higher income individuals.

### **CUPE BC POLICY**

In response to the increasing unfairness of the tax system in BC, CUPE BC will:

- Campaign and work with forest dependent communities to ensure assessed industrial property taxes are actually paid and that those communities have the revenues they need to provide the services their citizens require.
- Campaign and work with the BC Federation of Labour and the New Democrat Official Opposition to restore fairness to the provincial income tax system. As a first step, we will work to stop any further corporate tax cuts.
- Work with the Union of BC Municipalities to lobby the federal and provincial governments to diversify the revenue options available to municipalities so they are not so dependent on property taxes

- Participate actively in campaigns to stop the new Harmonized Sales Tax (H.S.T.).

(Vancouver – 2010)

*move***up**

## CUPE BC POLICY STATEMENT ON ABORIGINAL AFFAIRS

---

The position of our National Union, and the BC Division, is that we support the inherent right of First Nations, Inuit, and Metis, to self-government and recognize that such self-determination includes jurisdiction over lands and resources.

The right of the First Nations, Inuit, and Metis to have their Aboriginal title to the lands they have traditionally used and occupied recognized, is the basis for the land claims and treaty negotiations process. We urge the federal and BC governments to provide a fair, transparent, and expedited process for the negotiation of settlements to all outstanding land claims, such process to allow for public consultation and input.

Specifically, CUPE BC opposes any settlement of Aboriginal issues by public referendum and will work with Aboriginal communities to oppose any such initiatives.

We reaffirm and will publicly express our support for various Aboriginal issues, including National/Provincial/First Nations, Inuit, and Metis strategies to:

- (a) combat poverty in Aboriginal communities;
- (b) compensate victims of abuse suffered in Indian Residential schools;
- (c) establish June 21<sup>st</sup> as a national statutory holiday, to honour the contributions of all First Nations, Inuit, and Metis to Canadian society;
- (d) develop programs to combat violence against Aboriginal women, particularly in urban areas;
- (e) to call upon governments to provide adequate funding for water infrastructure improvements to First Nations, Inuit, and Metis communities, to be delivered publicly, in order to ensure that the type of crisis that recently occurred at Keseshewan, which put First Nations, Inuit, and Metis children and families at risk, not reoccur.

At the Division level, we will continue to support the development of Aboriginal CUPE staff and the various activities of our Aboriginal Council.

We will provide information, through the Aboriginal Working Group and the Committee Against Racism and Discrimination, to our district councils and continue to lobby for designated equity seats to insure the representation and inclusion of our Aboriginal brothers and sisters.

At the local level, we will continue to support Aboriginal educational initiatives including First Nations, Inuit, and Metis support staff in our school districts and, through continuous educational opportunities, we will increase our members knowledge and understanding of Aboriginal affairs, and work toward our goal of ensuring that all Aboriginal members are included and welcomed into our Union.



## CUPE BC POLICY STATEMENT ON HUMAN RIGHTS

---

The BC Division of CUPE supports the human rights of all people at the membership, provincial, federal, and international levels.

For our own members and all citizens in the province, we will continue to lobby for:

- (a) the restoration of the BC Human Rights Commission or its equivalent;
- (b) pay equity legislation or, alternatively, an amendment to our Human Rights Code to include a provision for pay equity;
- (c) a legislative entrenchment of the rights of gay and lesbian families;
- (d) more public funding for accessible public education around the issue of human rights and their enforcement;
- (e) the inclusion of a general prohibition against all types of harassment in the Human Rights Code;
- (f) the inclusion of specific protection from discrimination for bi-sexual and transgender persons;
- (g) an increase in the amount of compensation awarded to victims of discrimination, such as to encourage the elimination of racism and discrimination in the workplace and in other areas.

At the National level, we will continue to lobby:

- (a) to safeguard against any changes to the legal recognition of equal marriage for gays and lesbians;
- (b) any changes to existing federal pay equity legislation and employment equity legislation. We will continue to lobby for public anti-racism education and for programs that will increase the accessibility of victims of racism and discrimination to the Canadian Human Rights Tribunal.

Internationally, and working with and through the BC Federation of Labour, and the Canadian Labour Congress CUPE will:

- (a) encourage international solidarity links between BC Unions and those in developing countries, particularly those that are struggling to achieve human rights and labour rights;
- (b) support the work of CUPE BC's International Solidarity committee in supporting and condemning the actions of the countries, where they have aggressively bullied member states of the United Nations or interfered with the legitimate human and democratic rights of developing countries;
- (c) demand that the Canadian government require Canadian investors in developing countries to respect all international standards, human rights, labour laws, environmental protections as well as the rights of indigenous people to self-government;
- (d) continue to build international solidarity links with working people around the globe, and consistent with our commitment to international action, we will work to raise the awareness of our membership about the inter-connection of labour and equality issues at the local, provincial, national and international levels.





## POLICY STATEMENT ON VOLUNTEERS

---

Volunteer work has always been an important feature of our community life. Many people, including our members, want to help to make their communities better places to live. They do this in all sorts of ways, such as coaching children's sports, leading Boy Scouts or Girl Guides, or doing heavy chores for elderly neighbours.

In the last few years, however, the use of volunteers has become a serious problem in many areas of public and social services. As our provincial government makes more and more drastic cuts to these services, public employers are looking for ways to reduce staff while still appearing to provide the same level of service. They do this by cutting back hours, by implementing job-sharing, and most seriously by replacing paid workers with volunteer labour.

Schools are trying to use volunteers to do the work of teacher aides, library aides, crossing guards, clerical workers and bus drivers. Hospitals use them as porters, aides, cafeteria workers and receptionists. Municipalities turn over work in parks, recreation facilities, child care centres, and home care services to volunteers. Funding cutbacks in institutions such as colleges and universities are causing the forming of societies using volunteers to replace lost service.

It is easy to see that this trend is a serious threat to our jobs, wages, and benefits, not only now but also into the future.

The labour movement has always believed that services such as health care, social and educational services, recreation, safety and community maintenance should be of the highest standard that society can provide. This includes manufacturing an adequate, permanent, trained and decently paid workforce.

We can only do this through government, because only government has the necessary resources for the funding and delivery of these basic social services that are every individual's right.

### Plan of Action:

Through Operation Solidarity and the Solidarity Coalition, we must continue to demand that government fulfil their responsibility of providing universal, accessible social services.

We must do everything possible to oppose the use of volunteers in our workplaces, using at least the following criteria:

- \* Volunteers will not be used to replace or displace paid staff
- \* The number of paid staff is to be determined without consideration of volunteer contributions

- \* Volunteers are not to be providers of service, but rather only to add something extra; for instance, more personal contact
- \* Volunteers do not run programs
- \* If volunteer activity illustrates an ongoing need, then the work should be paid. Once the pioneering is over, the job should be permanent
- \* An essential job on a continuing basis should be paid
- \* No one should voluntarily do a job for which people normally get paid, or for which there is a job description
- \* Volunteers should only be used on a "by-need", "special occasion" basis, but should not supplement a program on an ongoing basis.

C.U.P.E. Locals should negotiate language into their collective agreements to protect their members' jobs from volunteers; including joint union-management agreement on the use of any volunteers.

All members should monitor their worksites for use of volunteers and should report to their local executives and to the B.C. Division for action.

The B.C. Division should continue its education campaign against all attempts to erode our job security, wages, or benefits, including the use of volunteers, the reduction of hours, and the introduction of job-sharing. This could be done through newsletters, speakers at local union meetings, educational seminars and workshops and public relations. The B.C. Division should also continue to communicate our policy to politicians at all levels and also to community groups.

This stand is not always a popular one, and initially there will be criticism, but our job is to make as many people as possible understand that this position, taken now, will save not only our jobs but also the quality of the services we provide.

(Kelowna - 1984)

## POLICY ON RETIREMENT

---

WHEREAS this trend requires adjustments to existing pension plans legislation and collective agreements to ensure that our existing benefits and rights are maintained.

The B.C. Division of CUPE established the following policy on retirement:

- (1) Retirement age be elective rather than mandatory;
- (2) No individual be denied pension benefits to which they would otherwise be entitled should they elect to retire at other than "normal" retirement age;
- (3) All Canadians must have access to adequate indexed pensions within 40 years of entering the workforce;
- (4) Pre-retirement counselling be provided to all our members;
- (5) Contracting-out provisions in our collective agreements be improved to prevent retirees from contracting back into the workforce.

(Prince George - 1983)

## POLICY ON JOB SHARING

---

In 1983 CUPE B.C. established a policy that was completely opposed to job sharing. Our National Union's policy is basically the same. Our opposition has been based on the principle that a policy of 'job sharing' could lead to the erosion of full time jobs. Our union has also been concerned that while job sharing may seem attractive to those who do not need full time salaries, it contains all the drawbacks associated with part time work including lower or no benefits and less seniority protection. In addition, those entering into job sharing arrangements may find their jobs downgraded and they themselves passed over for promotion.

However, since this policy was established we have found that in CUPE in B.C. there is some job sharing going on and we are also finding there are a number of our members supporting job sharing who would, in fact, like to be part of such an arrangement.

Your Executive proposed to the 1989 CUPE B.C. Convention that we examine this policy with a view to revising both CUPE B.C. policy and National policy for the following reasons:

1. To preserve the number of full time positions within the collective agreement at the same level as if no job sharing arrangements had occurred.
2. To ensure the negotiated collective bargaining language of the contract is maintained when job sharing occurs.
3. At the present time the number of job sharing arrangements known to us are small. Many cases may exist without being recognized and can, therefore, have the effect of undermining the number of full time positions and the negotiated provisions of the collective agreement. Last year's convention directed that this proposed policy on job sharing be discussed at all levels of CUPE in B.C. and that comments be incorporated in a revised paper. The policy was discussed at workshops at the Library Workers and School Workers Conferences as well as at District Councils and locals and this paper reflects the comments of members.

## FACTS

Ninety per cent of employees who wish to enter a job sharing arrangement are women. The reasons that women workers want to enter job sharing are varied. Many wish to spend more time with their young children; others want to balance work with their efforts to achieve higher education; some simply wish to have more time for other interests.

The problem for far too many women is that they are forced to consider job sharing because their family responsibilities are heavy and they have to bear these responsibilities without adequate support and assistance. CUPE is committed to the development of child care policy and programs which will provide quality child care for Canadian children and which will permit Canadian women to enjoy full rights to full time employment.

CUPE B.C. is also alert to the right-wing promotion of job sharing and the motives that inspire it. We in CUPE reject the encouragement of job sharing as a method of:

- reducing unemployment figures
- reducing the number of full time positions
- undermining the contract language of negotiated collective agreements
- reinforcing the regressive view that women are not full-fledged participants in the work force
- reinforcing the regressive view that "women belong in the home".

In addition to the concerns of members about the pressures women are under because of responsibilities for their families, members are concerned that women do not have adequate access to programs of job training or educational leave. Women should not have to job share in order to improve their skills and education.

Both men and women who are in high-stress positions are vulnerable to the "burnout" syndrome and may feel that job sharing is their only option. Collective agreements which provide adequately for stress leave will help employees in high-stress positions and prevent situations in which employers use the technique of job sharing as a substitute for adequate levels of staffing.

In short, the establishment of policy on job sharing is not aimed at promoting job sharing among CUPE members. Its purpose is to ensure that members who seek job sharing as a way to maintain their links with the workplace while they meet their other needs will not be undermining the role of the union in maintaining full time positions and negotiated collective agreement language.

We propose the following:

1. All job sharing arrangements must be covered by the collective agreement.

***Rationale:***

All job sharing arrangements should be covered by the collective agreement to ensure that the practice of job sharing does not lead to a reduction in the number of full time positions and that the negotiated language of the collective agreement is not undermined by job sharing.

2. The position to be job shared is maintained as a permanent, full time position.
3. If a full time position becomes vacant as a result of the job sharing arrangement, that position is also maintained as a permanent, full time position.

***Rationale:***

Positions which are job shared should be maintained as full time positions so that job sharing is not used as an employer technique of substituting part time work for full time work or as a technique of eliminating positions. The employer should be required to recognize that job sharing does not change the status of full time positions and that it may not be used as a method of circumventing the provisions of the contract (for example, contract language on overtime).

4. Job sharing should be initiated by the interested employee(s), not by the employer. The members involved should first discuss this with the union, and the local union, if agreeable would then approach the employer. Both the union and the employer must agree to the arrangement.
5. A particular job sharing arrangement should be limited to existing permanent employees.

***Rationale:***

Job sharing should be limited to existing, permanent employees so that the contract rights of other employees are not undermined. It would not be fair to an existing employee who hopes for promotion

to a position which is temporarily job shared if a new employee were hired to job share and gain the advantage of experience in the position.

6. Participants in a job sharing arrangement should be at the same job level.

***Rationale:***

Job sharing should be limited to employees who have already achieved the same job level so that job sharing does not become a method of promotion.

7. For each participant in a job sharing arrangement the employer must agree to maintain the Unemployment Insurance and Canada Pension Plan coverage.

***Rationale:***

A job sharing arrangement should provide that each participant, if presently qualified, maintain unbroken eligibility for Unemployment Insurance and Canada Pension Plan coverage.

8. The collective agreement should set a time limit for the period over which a job sharing arrangement can be extended.

***Rationale:***

Job sharing arrangements should be governed by a standard time limit recognized in the collective agreement. A pre-determined period for job sharing provides greater security for participants, a more stable environment for other employees and a clearer framework for union monitoring of compliance with the negotiated language of the collective agreement. A time limit on each job sharing arrangement has the added feature of ensuring that pensions can be calculated on a full time salary level with minimum effects on the pension fund.

9. As a minimum, employee benefits during job sharing should be determined by pro-rating the benefits of the full time position.

***Rationale:***

Participants in a job sharing arrangement should receive at least the pro-rated benefits of the full time position so that each participant maintains a fair share of benefits and the employer understands that job sharing a position does not reduce employer costs.

10. Service accumulation for pension purposes may be pro-rated, but the salary base for pension calculation should be the full time salary of the position providing the member's pension plan provides this option.

**Rationale:**

For the period during which a position is job shared the participants will accumulate service on a pro-rated basis, but the salary level at which the participants are working should be acknowledged as the full time salary level.

If job sharing arrangements are time-limited, this approach to pension calculation will assist participants in maintaining pension benefit levels while, at the same time, assuring minimal extra cost to the pension fund.

11. Participants in a job sharing arrangement should not be eligible to jointly apply for promotion to a higher level position.

**Rationale:**

If a position at a higher level than a job shared position becomes vacant, the job sharing participants should understand that they cannot jointly apply for the higher level position. If they were permitted to be jointly promoted, they might be removing the opportunity for another existing employee to fill the higher level position on a full time basis. While job sharers should not be eligible to apply together for a higher level position, individuals who are in a job sharing arrangement will be individually eligible to apply for a higher level position on a full time basis.

12. The work schedule for a job shared position should remain the same as if the position were not shared.

**Rationale:**

The work schedule of a position should not be changed by the existence of a job-sharing arrangement. Unless the contract specifies this standard, an employer may be tempted to change the work schedule to provide overlapping work at peak work periods rather than retraining or hiring other employees. Nor should employers be permitted to circumvent negotiated contract language governing overtime provisions.

13. If the job sharing arrangement ends because one participant decides to opt out before the expiry of the arrangement, the collective agreement should contain a notice provision for the situation and ensure that, after notice, each employee may post in to a similar full time position.

**Rationale:**

There will be job sharing arrangements which are ended by one of the participants. Where this occurs, the contract should provide the remaining participant the right to fill the position full time. In the case where a participant or both participants wish(es) to end the job



sharing arrangement before the term of the arrangement is complete, the contract should have language which ensures that each employee will be entitled to a similar permanent, full time position.

14. When the job sharing arrangement expires according to the collective agreement, the participants will be entitled to similar full time positions within the workplace.

***Rationale:***

At the end of the period for a job sharing arrangement, each participant should retain the seniority rights which he/she has accumulated and be eligible on a seniority basis for full time employment within the workplace. If both job sharers were full time employees before the job sharing began, each has a right to maintain a full time position when the arrangement is terminated. If one employee had previously been a permanent, part time employee, she/he would have the right to a similar position or to apply for a full time position under the provisions of the negotiated contract language.

15. There shall be no reduction of the number of full time positions as a result of the establishment of a job sharing arrangement or job sharing arrangements.
16. Any agreement with the employer must be by Letter of Understanding and should not be written into the Collective Agreement.

(Nanaimo - 1990)

## POLICY ON WORKING AT HOME

---

### INTRODUCTION

With the increased use of technology and advanced communications systems in the business and government sectors, working at home is a growing phenomenon.

In dealing with the increasing appeal for this form of work, it is important that CUPE members understand what working at home is, including its nature and any potential advantages and disadvantages. Also, it is essential that we determine the most effective methods of addressing what can be a potentially detrimental form of work organization that is being promoted by a number of our employers.

Working at home is defined as paid work performed in the residence of the worker, under the direction and control of the employer. In the case of CUPE, examples of working at home often include stenographic and clerical services, computer services, billing services, and the work of any member who is primarily employed to use a computer.

Working at home does not include work traditionally performed in the home of a client. For example, a practical nurse attending their patient in the person's home or a domestic worker in their employer's home does not constitute working at home.

CUPE has found that this form of work organization is often exploitive of workers and undermines a union's ability to represent the interests of its members. Clearly, working at home is a tool for employers and has not proven itself in any meaningful way to be beneficial to working people and their unions.

### ADVANTAGES

There are a number of aspects of working at home which the proponents identify as the substantive advantages of this form of employment.

Advocates of working at home point to research that shows significant improvements in productivity. A study by the Ontario Hospital Association, conducted in 1984/85, determined that working at home reduced sick leave by up to five days annually, increased independence and self-reliance, and increased productivity by up to eight per cent.

They also argue that there are savings for employees. The elimination of any special clothing requirements will save money, though primarily for the employer. Further, workers have reduced transportation costs. They will realize savings in gasoline, parking and vehicle maintenance costs or will save on transit fares in the case of users of public transportation.

It is also argued that working at home will reduce child care costs for working parents. However, evidence suggests the contrary may be true. Statistics show that the vast majority of homeworkers are women and research clearly shows that these women continue to carry the burden for child care in the home. If women are

expected to meet their employers' requirements, it is unlikely they will be able to successfully fulfil these responsibilities without child care support.

Potentially, working at home offers disabled workers increased opportunities for employment. However, it may also undermine current campaigns to make workplaces more accessible.

Working at home does save employers money through reduced overhead costs. Office needs and related facility and furnishing expenses are reduced. Unfortunately, these savings are rarely paid to homeworkers as reimbursement, in the form of rental charges, for the use of the employee's home as a place of work.

## DISADVANTAGES

There are a number of disadvantages linked to working at home. Many of these involve the ability of the employer to alienate and exploit homeworkers.

Employers using homeworkers often are motivated by cost savings. These savings are frequently realized by paying minimum wages and offering few, if any, benefits and vacation entitlements. What is a proven disadvantage for homeworkers, who have lost much of the ability to collectively pressure their employer for fair wages and working conditions, is a clear benefit for the employer. The term 'electronic sweatshop' has been used to describe a number of these operations.

There is also a tendency for homeworkers to put in long hours without fair compensation. One study found telecommuters averaged 62.4 hours of work per week. This is often without regular pay for those additional hours, let alone overtime.

Working at home without supervisors makes the use of electronic monitoring appealing to employers. Increasingly, employers are using these systems to supervise homeworkers. For example, computer monitoring programs can register both the amount of production and time of use of a computer. These systems also allow the employer to directly monitor the particular piece of work being produced at any given time.

There is a potential problem of isolation for homeworkers. However, by having workers frequently come into the office this can be addressed. It has been found that homeworkers often do create their own networks and information sharing systems.

Also, many women who have agreed to work at home as a way of resolving their child care problems report that, in fact, this does not help them deal with their child care needs. They still continue to need child care support in order to meet their work obligations.

## MANAGEMENT RIGHTS

Management has been successful in arguing its right to implement this form of work. In one Canadian arbitration case, management asserted its right to enter into a homework agreement, based on their traditional management right's clause in the collective agreement. The union argument that the home was not covered under the clause was unsuccessful.

This decision has seriously undermined the ability of a union to use traditional methods to achieve its objectives. Organizing has become increasingly difficult. Picketing and dispute organization is much more difficult. Further, certification may need to be achieved for workers as dependent contractors rather than as conventional employees. There is also a potential problem with disciplinary matters concerning what constitutes work conduct versus non-work conduct.

There is also a potential difficulty concerning the Employment Standards Act. Under the Act, the home is not considered a place of work and this may create a situation where the protection provided by Employment Standards will not apply.

## CONCLUSION

Clearly, working at home is detrimental to working people and to unions. To the greatest degree possible locals should attempt to bargain clauses in collective agreements which eliminate or seriously limit the employer's ability to implement working at home.

Locals should put collective agreement language on the bargaining table which will block working at home. For example:

"The parties to this agreement agree that all work performed for the employer shall be on the employer's premises, or to and from the employer's premises. In no case shall an employee be permitted to enter into an agreement which would conflict with the above, without prior consent of the union."

In the event that the union is not able to negotiate a ban on working at home, it is important to include specific language which will protect the worker and the union.

This language should include clauses which: guarantee the amount of work which will be provided to a homeworker; guarantee that homework will not lead to the lay off of other workers; identify employer responsibility for all equipment and supplies necessary for the worker to perform their duties; establish that there be specific hours and days during which work will be performed and during which the employee's home will be considered a workplace; guarantee that homeworkers are covered by WCB; that homeworkers are paid wages and benefits, or additional pay in lieu of benefits, at the same rates as central workers; that homeworkers be appraised of and eligible as internal employees for any employment postings; that homeworkers not be permitted to enter into any agreements separate from the

collective agreement; that the union be supplied with the names, addresses and phone numbers of all homeworkers on a monthly basis.

Working at home needs to be opposed as strenuously as possible. In those cases where it cannot be blocked, there needs to be collective agreement protection which will help ensure that homeworkers are not exploited and that the union continues to represent all employees, regardless of place of work.

(Victoria - 1993)

## POLICY STATEMENT ON THE TREATY NEGOTIATIONS PROCESS IN BRITISH COLUMBIA

---

The position of our National Union with respect to aboriginal rights is that we support the inherent right of First Nations to self-government. Specifically, there are four areas involving aboriginal rights to which our Union is responding. These are: employment equity, racism, education, and self-government. CUPE is making employment equity a priority and building support for such programs. In the areas of racism and education, CUPE has had an impressive involvement with developing anti-racism and cross-cultural awareness and education programs. In the area of self-government, CUPE will officially support the sovereign rights of aboriginal peoples and recognize that self-determination includes jurisdiction over lands and resources.

We in CUPE B.C. have, at many conventions, addressed resolutions supporting the struggles of native people with respect to their land claims.

The issue is one of justice. The rights of the First Nations of the Province to have their aboriginal title to the lands that they have traditionally used and occupied recognized is the foundation for the treaty negotiations process.

We in CUPE B.C. will continue to actively support the efforts of a treaty negotiation process to resolve outstanding land claims between the First Nations and government. We urge the government to pursue a process that provides ongoing information to the public and ongoing opportunities for input. We commit to educating our membership to the traditional struggles of aboriginal people to achieve recognition of their rights. Finally, we commit to increasing the awareness of our members and to broadening their participation. Specifically, we will work with the Committee Against Racism and Discrimination, and at the District Council level, to make educational materials on the subject of aboriginal rights available to our membership in the treaty negotiations process.

(Prince George - 1995)

## POLICY ON HARRASSMENT

---

CUPE BC believes that union solidarity is based on the principle that union members are equal and deserve mutual respect. We want a union that supports groups that historically have been the victims of unfair treatment. CUPE recognizes that any form of harassment prevents CUPE members from participating equally at CUPE sponsored events.

We believe that our union must create an environment at all CUPE functions in which every member is valued, regardless of race, colour, ancestry, place of origin, gender, marital status, religion, sexual orientation, disability, age, or political affiliation or activity.

CUPE BC recommends, therefore, that the following action plan be adopted. We also encourage Locals to develop similar action policies and procedures. The action plan addresses four kinds of harassment, as defined here.

### Sexual Harassment

Sexual harassment can be defined as follows:

- unwanted sexual attention of a persistent or abusive nature, made by a person who knows or ought reasonably to know that such attention is unwanted;

or

- implied or expressed threat or reprisal, in the form either of actual reprisal or the denial of opportunity, for refusal to comply with a sexually oriented request;

or

- sexually oriented remarks and behaviour which may reasonably be perceived to create a negative psychological and emotional environment for work or for functioning in the union.

Sexual harassment is an expression of power or control, which threatens a worker's job or well-being. The vast majority of victims are women. Sexual harassment is a form of discrimination based on sex. Sexual harassment is always demeaning, offensive, intimidating, embarrassing and hurtful.

### Examples of sexual harassment include:

- verbal abuse;
- unwelcome remarks, jokes, innuendoes or taunting about a person's body, attire, marital status, etc.;
- displaying of pornographic, offensive or derogatory pictures or other materials;
- practical jokes which ought reasonably to be known to cause embarrassment or humiliation;
- invitations or request which are reasonably known to be unwelcome – whether indirect, explicit or intimidating;
- leering or other gestures;
- demands for sexual favours;
- unwanted and in appropriate physical contact such as touching, patting, pinching, hugging, punching; and
- physical assault up to and including rape.

### Racial or Ethnic Harassment

Racial harassment refers to words or actions taken against an individual which show disrespect or cause humiliation to another employee or union member because of his or her race, colour, creed, ancestry, place of origin, or ethnic origin. Racial harassment refers to destructive practices which, even in jest or when disguised as a joke, are derogatory and humiliating in their effect. Acts of harassment may be subtle or overt, but they are always demeaning, offensive, intimidating, embarrassing, and hurtful.

### Examples of racial harassment include:

- slurs, gestures, name-calling, innuendoes, or taunts about an individual's racial or ethnic background;
- similar remarks about other racial groups made in the presence of another;
- unwelcome banter, "teasing" or jokes that are racially insulting or present stereotypical portrayals of racial or ethnic groups;
- displaying racist, derogatory or offensive pictures, materials, or graffiti;
- refusing to work with or even have contact with an employee on the job or in the union because of his or her racial or ethnic background;



- threats, intimidation, assaults, or any use of physical force or violence because of a member's racial or ethnic background.

### Harassment on the Basis of Sexual Orientation

Many CUPE members and their families are discriminated against on the basis of their sexual orientation. Harassment on the basis of sexual orientation can be defined as any comment, gesture, or action directed at an individual's sexual preference or orientation. It is always demeaning, offensive, intimidating, embarrassing and hurtful.

### Examples of harassment on the basis of sexual orientation include:

- slurs, gestures, name-calling, innuendoes, or taunts about a lesbian or gay co-worker or union member;
- unwelcome banter, "teasing" or jokes that are directed towards lesbians and gays;
- displaying derogatory, or offensive pictures or other materials against lesbians and gays;
- refusing to work with or even have contact with lesbians or gays;
- threats, intimidation, assaults, or any use of force or violence directed towards a person because of a person's sexual orientation.

### Personal Harassment

Personal harassment can be defined as a pattern of derogatory remarks or actions about an individual's intelligence, competence, religious belief, age, physical appearance or other characteristics which creates a negative psychological and emotional environment in the workplace or in the union.

Personal harassment is always demeaning, offensive, intimidating, embarrassing and hurtful.

### Examples of personal harassment include:

- verbal abuse;
- unwelcome gestures;
- actions that invade the privacy or personal property of co-workers and union members;
- spreading unfounded or misinformed rumours that damage a co-worker or union member's reputation.

## Procedures To Deal With Harassment At A CUPE-Sponsored Function

A sufficient number of selected staff and members will be trained to serve as ombudspersons at labour schools, conferences, and conventions. A selection committee will determine criteria and choose individuals for training.

These ombudspersons would investigate and process harassment complaints. If appropriate, the ombudspersons would seek an informal resolution to the complaint. If the complainant requests support in the form of conciliation, the ombudspersons would seek resolution through a conciliation process. If informal resolution and conciliation cannot resolve the situation, then the ombudspersons would investigate the case and report to the table officers of CUPE BC.

The selection committee will be composed of the CUPE BC Regional Director or designate, one staff representative, and one representative from the CUPE BC Executive Board.

The following outlines the various methods of dealing with a harassment complaint:

(i) Informal Resolution

The ombudspersons will seek informal resolution where possible, through discussion with the complainant and the alleged harasser. The complainant need not deal with the alleged harasser directly.

(ii) Conciliation

Conciliation is only an option if the complainant wishes it to take place. This alternative operates similarly to that of informal resolution except that the ombudspersons act as conciliators involved with both parties.

(iii) Formal Complaint

If the complainant is not satisfied with the outcome, then he/she may wish to lodge a formal complaint with the ombudsperson who would then report to CUPE table officers and the BC Regional Director or designate for their consideration.

(iv) External Alternatives

Every effort will be made to ensure that there are sufficient resources and services available to resolve harassment within our union. Situations may arise, however, where a victim of harassment may wish to consider external alternatives. Complaints may be taken to the BC Human Rights Commission. Charges may be laid under the Criminal Code.

### An Action Plan to End Harassment

- A provincial awareness and educational campaign will be conducted using union meetings, bulletins, union newsletters, forums, guest speakers, audio-visuals and anti-harassment courses.
- A membership survey may also be used to support the awareness and education campaign.
- CUPE BC will make available through National Office harassment material for new members' orientation kits and meetings. This material includes the Harassment Awareness Kit and the Resource Kit on Co-worker Sexual Harassment, material produced by the Rainbow Committee and the Pink Triangle Committee, and other appropriate CUPE policies.
- CUPE BC will read CUPE BC's Equality Statement at the beginning of each provincial CUPE event and distribute a copy of the Statement to all participants.
- CUPE BC will encourage and support the education of its leadership, local union activists, and shop stewards on the different types of member to member harassment and ensure that training is available on how to deal with this form of harassment and work towards the eradication of harassment within our union.

### What Can the Victim Do?

If you are a victim of harassment at a Union function:

- Say No – if possible, tell the harasser(s) clearly that you do not welcome their actions, remarks, or suggestions. The most important thing you can do is to take some positive action to stop the harassment. Perhaps you will want to have an ombudsperson or a friend with you if you choose to confront the harasser.
- Tell Someone – Inform the ombudsperson committee appointed to deal with complaints of harassment. Advise the committee if you know of others who have had similar problems with the harasser. If there is no committee, approach a trained resource person such as your union representative or an elected union official.
- Document What Happened – Write down the date, time, location, names of witnesses when possible, how the person (people) whom you are alleging harassed you, approached you and how you responded. Record particulars of actions and speech in as thorough and detailed fashion as possible. If you suffer any adverse health problems or work or union-related problems as a result of the harassment, document them whether or not you can prove they are related to the harassment.

The committee or individual will help you to resolve the conflict through available

courses of action – informal or formal, internal or external, and possible methods of resolution. All such discussions will be treated with complete confidentiality by both the complainant and the resource person(s).

The purpose of this is to attempt to resolve the complaint before it reaches the stage where a formal complaint is necessary.

#### What To Do If You are Accused of Harassment At A CUPE-Sponsored Function

- Stop Your Actions or Speech – If you are told that your actions or speech are unwelcome and unwanted, then stop and listen. Remember, it is not up to you to define what is uncomfortable for another person.
- Cooperate in Getting the Complaint Resolved – You may be approached informally with concerns about alleged harassment. This is a good opportunity for both parties to resolve the incident in a positive manner. Confidentiality will be respected for all parties concerned.
- Document What Happened – Write down the date, time, location, names of witnesses when possible, and your interpretation of the incident.

(Prince George – 1995)

## POLICY STATEMENT

### GUIDELINES FOR SPONSORSHIP

---

Increasingly, we are experiencing corporate sponsorship in public education. This activity is motivated, in large part, by the budgetary pressures on the school system in British Columbia. However, even though the pressures may be real, CUPE BC is very concerned that corporate sponsorship will lead to the commercialization of public education.

Corporate sponsorship provides the potential that corporate interests will have a privileged position and influence on policy and curriculum in public education. Too often those that pay for programs have the ability to influence such programs under threat, whether real or not, of a withdrawal of funding. Further there is a real concern that younger children; who are easily influenced, will face undue exposure and influence from the corporation which is providing sponsorship, in the form of advertising and promotions. This is particularly disturbing if the student feels that there is some level of tacit endorsement from the educational institution of the product or service of the corporate sponsor.

Based on these concerns CUPE BC adopts the following position concerning corporate sponsorship in education:

CUPE BC opposes corporate sponsorship as an appropriate way to address fiscal pressures in the British Columbia school system. It is our position that public education should be financed with public dollars and that undue corporate influence should not be allowed.

Should corporate sponsorship be allowed to occur in the education system there must be strict and binding conditions adopted by government before any such projects are permitted. These conditions should include the following:

1. It is to be acknowledged that the partnership in education is between society and the education system. The business/education relationship is secondary to that societal partnership. Any relationship between business and the education system must always put the public interest first.
2. Any partnership discussion must be broader than just the school and the business. Education is a broader societal responsibility and the discussion must reflect that. Both in terms of participants in those discussions and the topics for discussion.
3. Business must have no additional influence on the curriculum or policy direction in education.
4. Corporate sponsors should not receive tax deductions, free labour or product promotion for its sponsorship.
5. Institution, educator and student participation in any sponsorship activity, from

- K-12 through post secondary, must be voluntary.
6. All sponsorship support should go through a publicly administered foundation. No institution should deal directly with any business.
  7. Advertising and the presence of corporate logos is potentially exploitive of students and should not be allowed.
  8. Any sponsorships which promote preparation for work must include an understanding of employment standards, health and safety, workers compensation, the role of unions, and the rights of workers.

CUPE BC will advocate the elimination of corporate sponsorship in education. Should that strategy not be successful then the above conditions must provide the minimum standard for sponsorship in education.

(Richmond – 1996)

POLICY STATEMENT

TRAINING & CERTIFICATION OF

---

SOCIAL SERVICE WORKERS AND TEACHING ASSISTANTS

There is growing interest in the provision of improved training for contracted social services workers and teaching assistants in British Columbia. It is expected that this training will ultimately lead to certification programs in both these occupational areas.

CUPE BC is a supporter of enhanced training for its members who work in both social services and the classroom as teaching assistants. This has been demonstrated by our active role in the Multi Lateral Task Force on Training, Career Pathing and Labour Mobility in the Community Social Services Sector and the CUPE BC Teaching Assistants Task Force and subsequent CUPE educational workshops on Behaviour Strategies and Roles and Responsibilities for Teaching Assistants.

However, CUPE members who work in these two areas do have concerns that some unscrupulous employers could use these training and certification requirements unfairly as they impact on existing workers. CUPE BC knows that our members who work in these areas have proven themselves as both skilled and experienced in their work. These workers are dedicated to their jobs and the services they provide. CUPE BC is equally committed to ensuring that our existing members are protected under any training and certification plans.

Therefore CUPE BC's support, in principle, of improved training and recognition through certification of contracted social service workers and teaching assistants, is contingent on a number of conditions which respect existing workers and equal opportunity of training.

1. Any plan must be clear and unequivocal in its position that it has no intention, nor should any of its actions or recommendations be interpreted, to undermine or interfere with collective bargaining or collective agreements.
2. The structure of any plan strive to ensure that it has representation and input along both service lines and geographic considerations. Also, it ensure that any future structure which governs, initiates or monitors training have the same balance.
3. Training and certification is not a vehicle of an employer or employers association but, rather, an independent tool for developing training.
4. There be a standardization of training to ensure that certification, in-service and other training be recognized equally across British Columbia.
5. There be assurances that there will be framework for assessing and recognizing

the experience and skill levels of existing employees in any certification process.

6. There be support and resources to ensure that training opportunities are available to existing workers at the expense of the employers or government and not the workers.
7. There be worker and union input into the development of specific training programs to ensure that those programs are grounded with the experience and expertise of direct line workers as to the needs and requirements for training.

These conditions are a prerequisite to CUPE BC support for any training or certification strategy which government or the employers may consider.

(Richmond – 1996)