

LEVEL THE PLAYING FIELD



58th

CONVENTION

NOVEMBER 26 TO 30, 2018



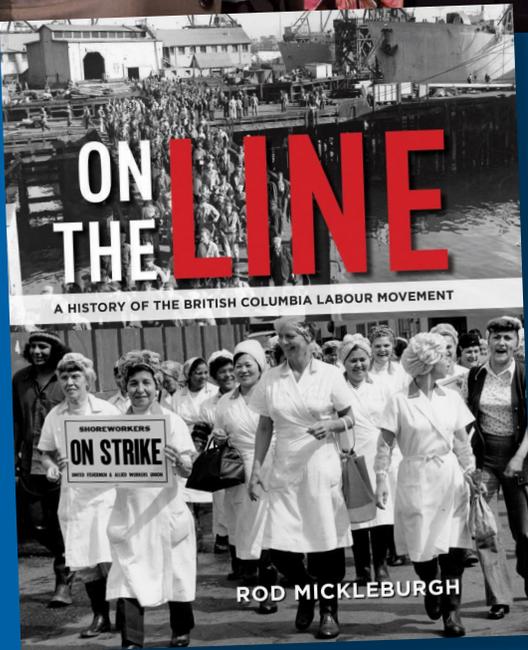


The unions' credit union

Community Savings is proud to be the funding sponsor of *On The Line*, A History of the BC Labour Movement. This book produced by The BC Labour Heritage Centre chronicles BC's labour movement and celebrates BC workers' strong record of fighting back against unfair pay and unsafe working conditions.

As the unions' credit union, Community Savings is deeply committed to the labour movement. Community Savings is union strong, union minded, union friendly, and works side-by-side with 100+ union organizations.

Choose to bank with a credit union that shares your union values and has a pro-union vision.



Community Savings

the unions' credit union

Vancouver • Burnaby • Surrey • Port Coquitlam • New Westminster • Victoria

604-654-2000 comsavings.com



CALL TO ORDER

O Canada and Solidarity Forever 4
 Rules of Order 5
 Statement on Harassment 7
 New Delegates Guide 8

CONSTITUTION & BYLAWS 14

EXECUTIVE COUNCIL REPORT27

Equity Representatives’ Reports
 Addendum.....56
 Apprenticeship & Skills Training
 Working Group Addendum.....61
 Climate Change Working Group
 Addendum.....65

FINANCIAL STATEMENTS 69

COMMITTEE REPORTS

Community and Social Action Committee... 81
 Education Committee.....85
 Human Rights Committee89
 OH&S Committee93
 Political Action Committee.....100
 Women’s Rights Committee105
 Young Workers’ Committee109
 Union Acronyms of BCFED Affiliates113
 Travel Pool Claim Form.....115



58TH CONVENTION NOVEMBER 26 TO 30, 2018

bcfed.ca

convention.bcfed.ca



facebook.com/bcfed



[@bcfed](https://twitter.com/bcfed) #bcfed18

Download this book in PDF format at convention.bcfed.ca/materials



O Canada

O Canada! Our home and native land!
True patriot love in all of us command.
With glowing hearts we see thee rise,
The True North strong and free!

From far and wide, O Canada,
we stand on guard for thee.
God keep our land glorious and free!
O Canada, we stand on guard for thee.
O Canada, we stand on guard for thee.

Solidarity Forever

When the Union's inspiration,
through the workers' blood shall run,
There can be no power greater
anywhere beneath the sun.
Yet what force on earth is weaker
than the feeble strength of one?
For the Union makes us strong.

CHORUS

Solidarity forever!

Solidarity forever!

Solidarity forever!

For the Union makes us strong

It is we who ploughed the prairies,
built the cities where they trade,
Dug the mines and built the workshops,
endless miles of railroad laid.
We shall never stand outcast from
all the wonders we have made,
For the Union makes us strong.

CHORUS

They have taken untold millions,
that they never toiled to earn,
But without our brain and muscle,
not a single wheel could turn.
We can break their haughty power,
gain our freedom when we learn
That the Union makes us strong.

CHORUS

We are the women of the union,
we have just begun to fight.
We have learned of women issues,
we have learned of women's rights.
We no longer will tolerate injustices and wrongs,
For the Union makes us strong.

CHORUS

In our hands is placed a power
greater than their hoarded gold,
Greater than the might of armies
magnified a thousand fold.
We can bring to birth a new world
from the ashes of the old
For the Union makes us strong.

CHORUS

Rules of Order

THE RULES OF ORDER OF BUSINESS GOVERNING THE CONVENTION WILL BE:

1. The president will chair all regular and special conventions. In their absence, or at their request, the secretary-treasurer or another executive officer may be designated as chairperson.
2. There will be no smoking or vaping of any product in the convention hall.

RESOLUTIONS

3. Committees may amend resolutions, use one resolution to cover the intent of other resolutions, or combine resolutions (composite) to cover the intent of other resolutions.
4. Late resolutions that, in the opinion of the chair, deal with a pressing issue (emergency) that arose after the deadline for submission of resolutions will be referred to the resolutions committee for consideration and be debatable at any time. Per the Constitution, all other late resolutions can only be referred to the resolutions committee following the completion of all convention business and upon receipt of two-thirds majority consent by the convention.

MOTIONS AND DEBATE

5. When a delegate wishes to speak they will proceed to one of the microphones provided for this purpose. When recognized by the chair, the delegate will give their name and the organization they represent and will confine their remarks to the question at issue.
6. A delegate wishing to speak in favour of a particular resolution or report must speak at a microphone labelled "pro." A delegate wishing to speak against the resolution or report must speak from a microphone labeled "con."
7. Speeches will be limited to three minutes.
8. A delegate will not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
9. A delegate will not interrupt another except to call a point of order or for a question of privilege.
10. When a question is pending before the convention, no motion will be in order except to refer back for reconsideration, to postpone for a definite time (table the motion), or to put the question (call for a vote on the question). If any of the foregoing motions are defeated, they cannot be moved again until further debate has taken place.
11. A motion to refer back is not debatable and, when properly seconded, the question will be immediately put to the convention. A delegate cannot not move a motion to refer back after they have spoken on the question at issue.



12. If the report of a committee is adopted, it becomes the decision of the convention. If defeated, it may be referred back to the committee for reconsideration.
13. When a motion is made to call the question, no discussion or amendment is permitted. The chair, after announcing the question, will ask: "Are you ready for the question?" If the majority vote that the question be now put, the original motion has to be voted on without debate. If the motion to put the question is defeated, discussion will continue on the original motion.
14. A motion may be reconsidered provided the mover voted with the majority, notice of motion is given for consideration at the next sitting, and the notice of motion is supported by two-thirds of the delegates.

VOTING

15. Questions may be decided by a show of hands or a standing vote. A roll call vote may be demanded by one-third of the delegates present. Standing votes and roll call votes will be conducted on the basis of one vote per delegate.
16. Two delegates may appeal the decision of the chair. The chair will then put the question like this: "Shall the decision of the chair be sustained?" The question will not be debatable except that the chair and the challenger may make an explanation for their decision.
17. The chairperson will have the same rights as other delegates to vote on any question. In case of a tie vote, they will cast the deciding vote.

UNPARLIAMENTARY CONDUCT

18. If a delegate is called to order, the delegate will, at the request of the chair, take their seat until the question of order has been decided.
19. Should a delegate persist in unparliamentary conduct, the chairperson will be compelled to name the delegate and submit their conduct to the judgment of the convention. In such case, the delegate whose conduct is in question, will explain and then withdraw until the convention determines what course to pursue in the matter.
20. Bourinot's Rules of Order will govern in all matters not regulated by these rules of order.

ALTERNATE DELEGATE STATUS

21. An alternative delegate replaces a regular delegate and will have full voice and vote.
22. As the regular delegate and their replacement (alternate) delegate cannot be on the floor at the same time, an alternate delegate badge will not be issued until the regular delegate turns their badge in to the convention office. If different alternate delegates are attending each day, the same procedure is followed.

VISITOR STATUS

23. Visitors are welcome to attend convention. They have no voice or vote and are not allowed on the convention floor.

Statement on Harassment

THE FOLLOWING STATEMENT WILL BE READ AT THE COMMENCEMENT OF ALL BC FEDERATION OF LABOUR CONVENTIONS AND CONFERENCES:

Solidarity is the foundation of the labour movement.

Any conduct which undermines that solidarity, which undermines the dignity of our fellow members, and prevents us from achieving our goals.

Sexual harassment and harassment based on religion, race, sexual orientation, gender identity or other grounds, contradict the words of equality and justice that we so often use in our resolutions and speeches.

As long as we tell sexist and racist jokes, or indulge in behaviour that degrades women, gays and lesbians, visible minorities or other groups, they will never be able to participate fully in the labour movement or claim their place as equals in our society.

Harassment can include comments, slurs and jokes about sex, race, religion, sexual orientation, disability, ethnic or national origin.

It can include displaying degrading or pornographic pictures or graffiti and, in the case of sexual harassment, includes unwanted physical contact or sexual demands.

If you experience harassment here or at any Federation event, do not feel you have to put up with it — let us try to resolve the problem.

There is a simple process to follow.

1. Contact the Ombudsperson appointed for the duration of the event. At convention, you can contact them by approaching any Federation staff member or officer, or you can leave a message for the Ombudsperson at the convention office.
2. The Ombudsperson will investigate and try to resolve the problem. They may take any action required to stop the harassment and may ask that the harasser be removed from the event.

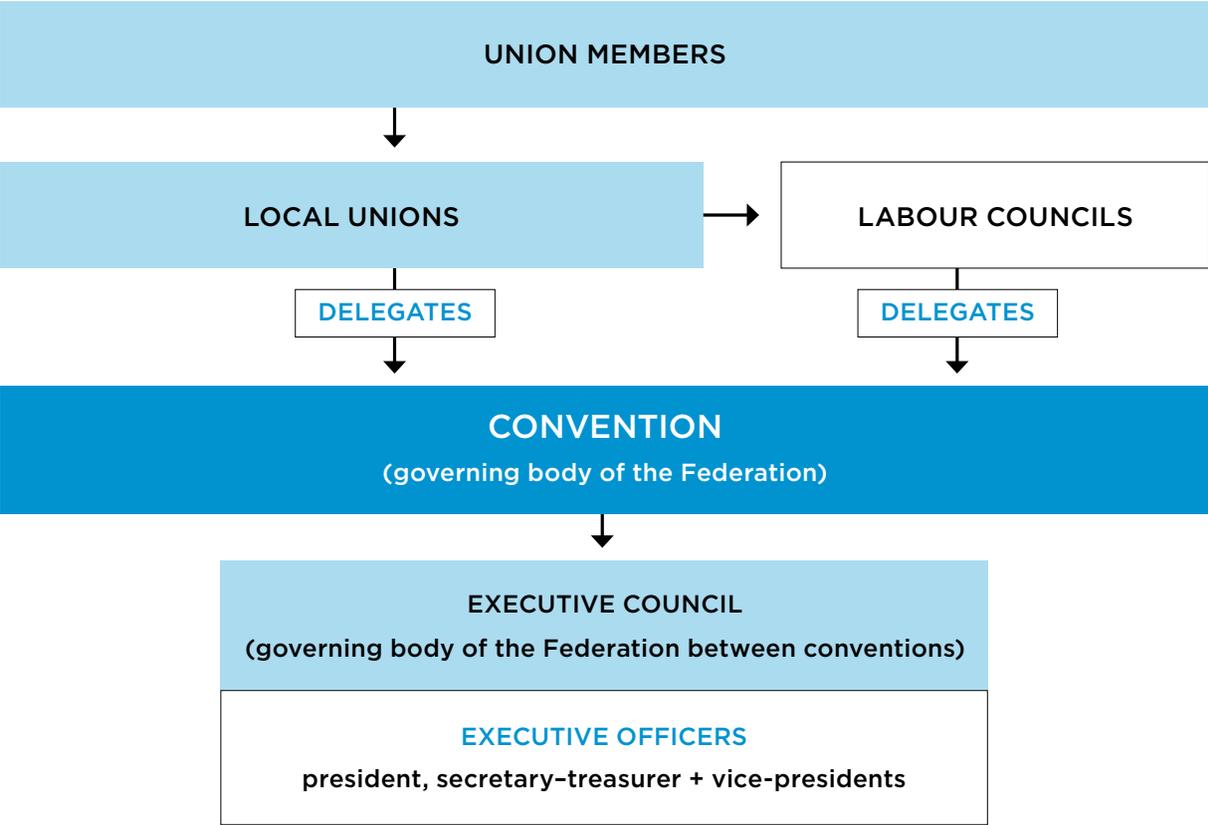
Confidentiality will be respected throughout the process.

The purpose of this statement is to make it clear — there is no room for harassment at Federation events. We do not condone it, and we will not tolerate it.

We want our events to be harassment-free so they reflect the trust, cooperation and respect required for solidarity.

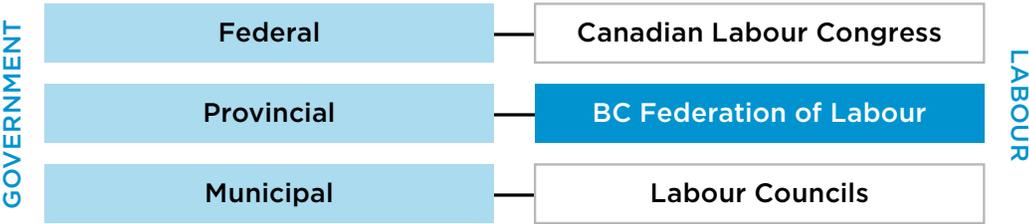
New Delegates Guide

FEDERATION STRUCTURE



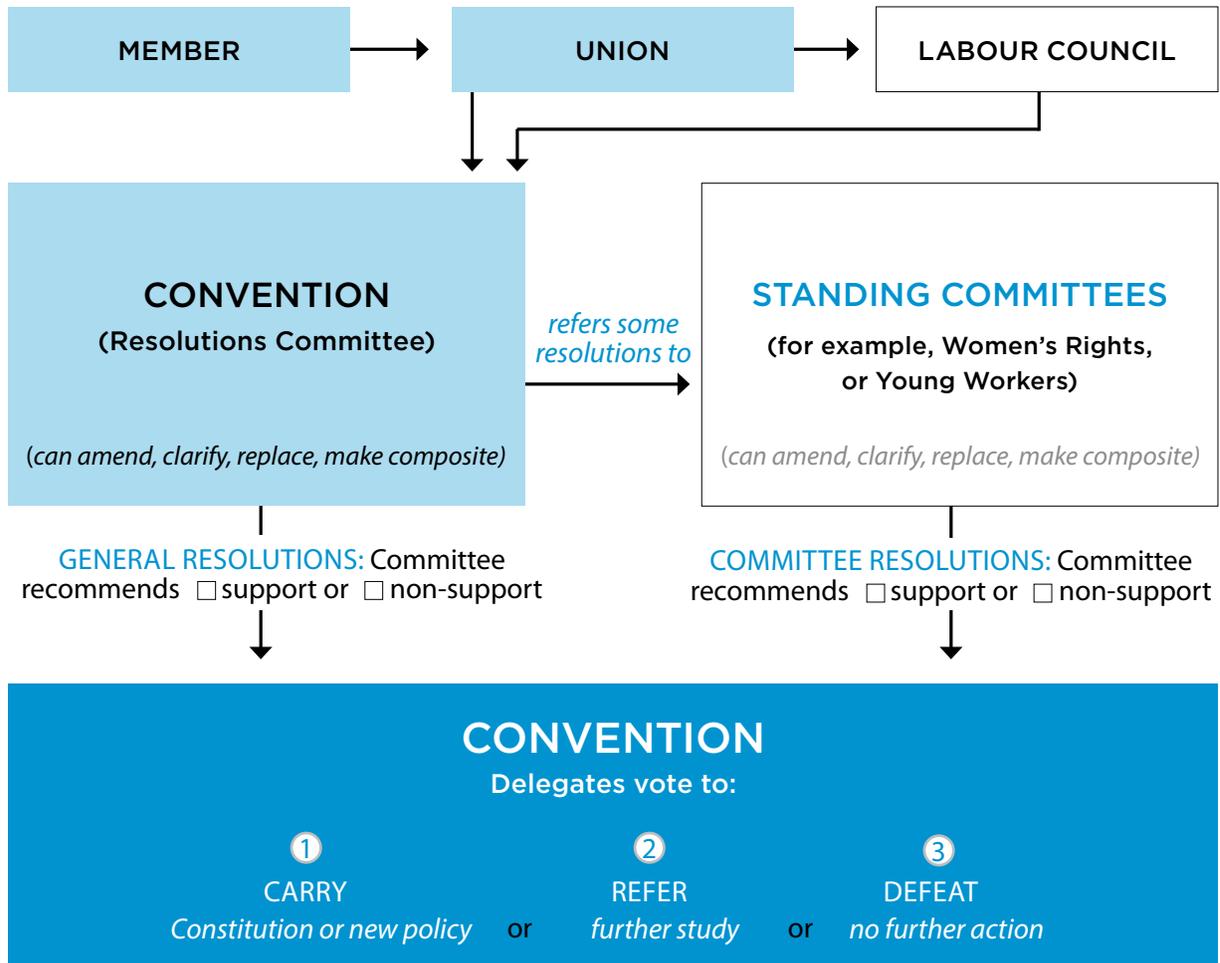
LABOUR MOVEMENT STRUCTURE

The labour movement is organized on the national, provincial and local levels, similar to government.





RESOLUTIONS FLOW



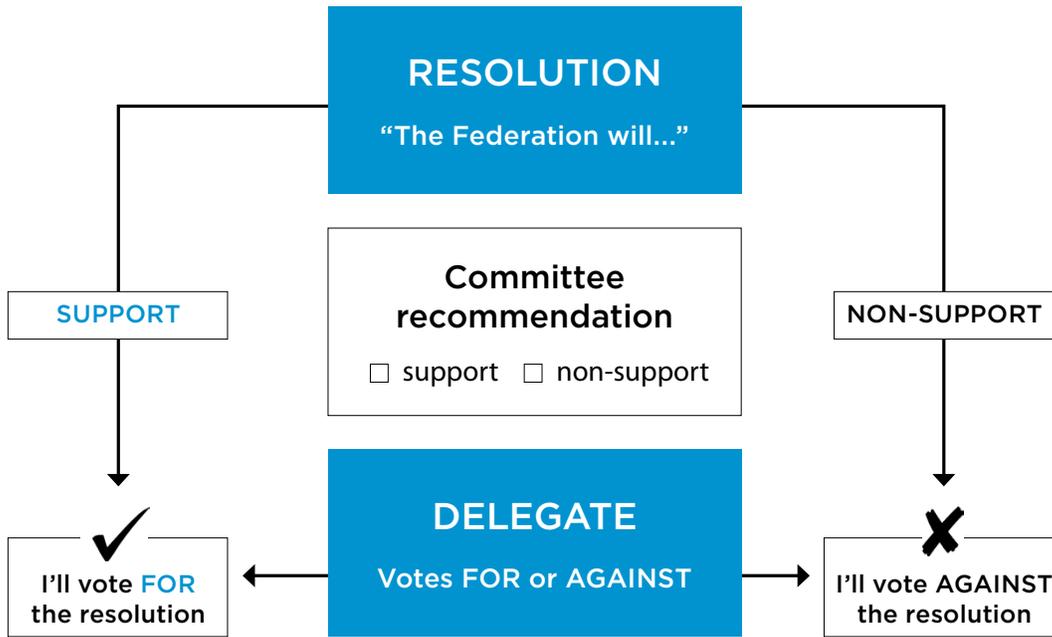
When resolutions are sent to the BC Federation of Labour, they become the property of the convention and are processed by the Resolutions Committee. The convention refers resolutions to committees upon recommendations of the Resolutions Committee.

The resolutions referred to particular committees pertain to their area. Committees may amend, form composites, prioritize, and finally decide to support or not support each resolution.

When a resolution is presented to the convention, delegates are informed whether the committee supports the resolution.

Delegates then vote in favour or not in favour of the resolution.

VOTING ON RESOLUTIONS



Once all delegates' votes are counted, the resolution is then

carried *or* defeated

CHANGING RESOLUTIONS

AMENDMENTS

Amendments are made by the committee processing the resolutions.

COMPOSITE RESOLUTIONS

Often several resolutions are submitted on the same subject calling for a similar action. Rather than pass or adopt each resolution individually, a composite is written, which includes the major points of each resolution. In many instances, the resolution is actually better than any one resolution because it includes the good points of all resolutions.

MOTION TO REFER

Resolutions are referred back to the committee for further study or clarification. Resolutions are referred to the Executive Council because of time constraints, or because the subject is of major significance to the labour movement and requires more investigation.



SAMPLE COMPOSITE RESOLUTIONS

These resolutions from the Federation’s history show how composite resolutions work. They were submitted to the 32nd Convention in 1987, and were merged by the Resolutions Committee. (All “Because’s” have been left out, so the original resolutions include just “The Federation will...” like in the final resolutions that appear in the convention *Summary of Proceedings*.)

<p>RESOLUTION L-50</p> <p>The Federation will continue to support the South African people’s struggle to end apartheid; and</p> <p>The Federation will once again call on the Canadian government to impose comprehensive political, social and economic sanctions against the apartheid government of South Africa; and</p> <p>This 32nd Annual Convention of the BC Federation of Labour joins with the rest of the labour movement to call for the boycott of Shell Oil Company and its products.</p> <p>— Carpenters Local 452</p>	<p>RESOLUTION L-51</p> <p>The Federation will:</p> <ol style="list-style-type: none"> 1. Again call on the federal government to enact full comprehensive sanctions against South Africa; 2. Renew its call for the immediate release of all political prisoners, including Nelson Mandela; and 3. Again encourage affiliates to refuse to handle goods destined for, and from, South Africa and to negotiate contract language to secure this right. <p>— Prince Rupert & District Labour Council</p>	<p>RESOLUTION L-52</p> <p>The Federation will express our full solidarity with the United Democratic Front and the African National Congress in their just struggle to overthrow the apartheid regime by all forms necessary; and</p> <p>The Federation will demand political and economic sanctions against the apartheid regime by the Canadian government; and</p> <p>The Federation will, in consultation with affiliates, will co-ordinate labour action in protest of trade with South Africa, including boycotts and other measures against South African products on sale in BC.</p> <p>— Marine Workers’ & Boilermakers’ Union, Local 1</p>
---	--	---



COMPOSITE RESOLUTION AMENDED TO COVER L-50, L-51 AND L-52.

<p>The Federation will re-affirm our support for the South African people’s struggle to end apartheid; and</p> <p>The Federation will express our full solidarity with the United Democratic Front and the African National Congress in their just struggle against the apartheid regime; and</p> <p>The Federation will endorse the Canadian Labour Congress’ continued call on the Canadian government to impose comprehensive political, social and economic sanctions against the apartheid government of South Africa; and</p>	<p>The Federation will, through the Canadian Labour Congress, will demand the immediate release of political prisoners, including Nelson Mandela; and</p> <p>The Federation will encourage all affiliates to refuse to handle goods destined for or received from South Africa, and to negotiate contract language to secure the right to refuse; and</p> <p>The Federation will, in consultation with affiliates, co-ordinate labour action in protest of trade with South Africa, including the Shell Oil boycott and other measures to stop the sale of South African goods in British Columbia.</p>
---	---



RESOLUTION L-72

This 32nd Annual Convention of the BC Federation of Labour demands the moratorium (on petroleum exploration on the west coast) be maintained until proponents of exploration and production satisfy the people of BC, through a formal public inquiry, that such activity is acceptable.

— UFAWU Locals 1-99

RESOLUTION L-73

The BC Federation of Labour will call on the provincial government to retain the moratorium on offshore drilling leases.

— Prince Rupert Amalgamated Shoreworkers & Clerks Local 1674



COMPOSITE RESOLUTION AMENDED TO COVER L-72 AND L-73

This 32nd Annual Convention of the BC Federation of Labour demands the moratorium on petroleum exploration on the west coast be maintained until proponents of exploration and production satisfy the people of BC, through a formal public inquiry, that such activity is environmentally sound.

RESOLUTION F-6

This 32nd Annual Convention of the BC Federation of Labour goes on record as being opposed to the provincial government's proposed legislation to gain financial control of WCB funds; and

The Federation will:

1. Call on the provincial government to adopt the restructuring of the WCB as proposed by the BC Federation of Labour;
2. Send letters to the Minister of Labour and WCB Chairman protesting the WCB's assessment credit program; and
3. Express our lack of confidence in WCB Chairman Jim Neilsen.

— Carpenters Local 452

RESOLUTION F-8

This 32nd Annual Convention of the BC Federation of Labour totally opposes the move to release control of funds which were set aside for future liability to the provincial government.

RESOLUTION F-7

This 32nd Annual Convention of the BC Federation of Labour condemns the \$99.3 million kickback to those selected BC employers; and

The Federation will demand the recovery of this money.

— IWA-Canada on behalf of Local Unions Nos. 1-71, 1-80, 1-85, 1-118, 1-217, 1-357, 1-363, 1-367, 1-405, 1-417, 1-423, 1-424, and 1-425



COMPOSITE RESOLUTION AMENDED TO COVER F-6, F-7 AND F-8

The Federation will go on record as being opposed to the provincial government's proposed legislation to gain financial control of WCB funds; and

The Federation will send letters to the Minister of Labour and the Worker's Compensation Board Chairman protesting the \$99.3 million kickback to selected BC employers; and

The Federation will express the lack of confidence of our members in WCB Chairman Jim Neilsen; and

This Federation will call on the provincial government to adopt the proposal of the BC Federation of Labour to restructure the Workers' Compensation Board recover the \$99.3 million and use it to establish workers' health and safety centres.

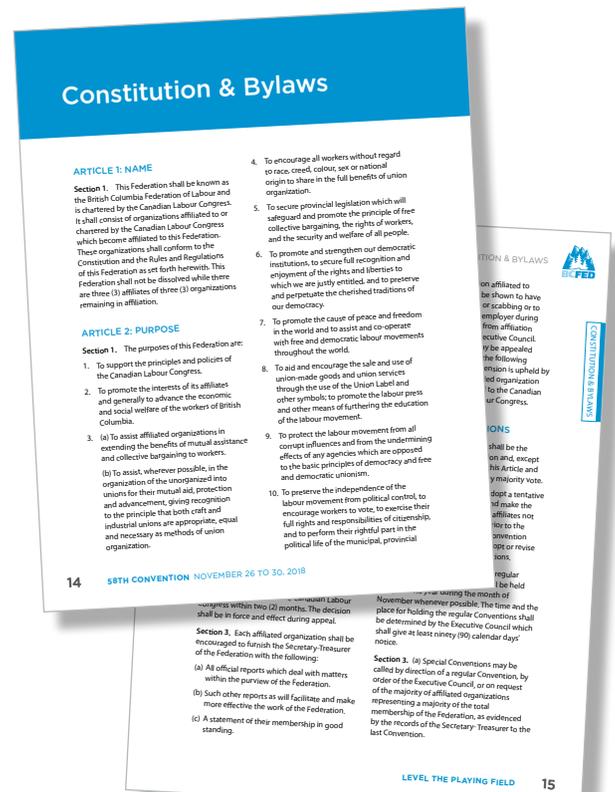
QUICK REFERENCE TO THE BCFED CONSTITUTION

CONVENTION

- Governing body of the Federation:
Article 4, Section 1
- During November whenever possible:
Article 4, Section 2
- 90 days notice required:
Article 4, Section 2
- Delegates based on average per capita payment: Article 4, Section 4
- Delegate entitlement formula:
Article 4, Section 4
 - 1 for 100 or less members, plus
 - 1 for additional 150 members
- Labour Council delegates:
Article 4, Section 4
- Credentials must be sent out 60 days prior:
Article 4, Section 5
- Credentials Committee to rule on credentials: Article 4, Section 9
- Quorum is 1/4 of delegates:
Article 4, Section 14

RESOLUTIONS

- Must be received 60 days prior in paper or electronic form: Article 4, Section 12a
- Must bear signatures, deal with one subject, and be of 150 words or less:
Article 4, Section 12b
- Special procedure to allow late resolutions on floor: Article 4, Section 12c



OFFICERS

- Election procedures: Article 5
- Duties of president: Article 6
- Duties of secretary-treasurer: Article 7

EXECUTIVE COUNCIL

- Election and duties: Article 9

TRUSTEES

- Election and duties: Article 11

Constitution & Bylaws

ARTICLE 1: NAME

Section 1. This Federation shall be known as the British Columbia Federation of Labour and is chartered by the Canadian Labour Congress. It shall consist of organizations affiliated to or chartered by the Canadian Labour Congress which become affiliated to this Federation. These organizations shall conform to the Constitution and the Rules and Regulations of this Federation as set forth herewith. This Federation shall not be dissolved while there are three (3) affiliates of three (3) organizations remaining in affiliation.

ARTICLE 2: PURPOSE

Section 1. The purposes of this Federation are:

1. To support the principles and policies of the Canadian Labour Congress.
2. To promote the interests of its affiliates and generally to advance the economic and social welfare of the workers of British Columbia.
3. (a) To assist affiliated organizations in extending the benefits of mutual assistance and collective bargaining to workers.
(b) To assist, wherever possible, in the organization of the unorganized into unions for their mutual aid, protection and advancement, giving recognition to the principle that both craft and industrial unions are appropriate, equal and necessary as methods of union organization.
4. To encourage all workers without regard to race, creed, colour, sex or national origin to share in the full benefits of union organization.
5. To secure provincial legislation which will safeguard and promote the principle of free collective bargaining, the rights of workers, and the security and welfare of all people.
6. To promote and strengthen our democratic institutions, to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled, and to preserve and perpetuate the cherished traditions of our democracy.
7. To promote the cause of peace and freedom in the world and to assist and co-operate with free and democratic labour movements throughout the world.
8. To aid and encourage the sale and use of union-made goods and union services through the use of the Union Label and other symbols; to promote the labour press and other means of furthering the education of the labour movement.
9. To protect the labour movement from all corrupt influences and from the undermining effects of any agencies which are opposed to the basic principles of democracy and free and democratic unionism.
10. To preserve the independence of the labour movement from political control, to encourage workers to vote, to exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the municipal, provincial

and federal governments. To promote and develop action in the political field and to support the legislative program of the Canadian Labour Congress.

ARTICLE 3: MEMBERSHIP

Section 1. (a) The Federation shall be composed of:

- (i) Local unions, branches and lodges of national and international unions, regional and provincial organizations affiliated to the Canadian Labour Congress.
 - (ii) Local unions within the province chartered by the Canadian Labour Congress.
 - (iii) Labour Councils within the province chartered by the Canadian Labour Congress.
- (b) The application of the above shall not be deemed in any way to provide for dual representation and a delegate is entitled to only one (1) credential.

Section 2. Any organization affiliated with this Federation may be expelled from affiliation by a two-thirds (2/3) roll call vote of the Convention. Any decision to expel may be appealed to the Canadian Council of the Canadian Labour Congress within two (2) months. The decision shall be in force and effect during appeal.

Section 3. Each affiliated organization shall be encouraged to furnish the Secretary-Treasurer of the Federation with the following:

- (a) All official reports which deal with matters within the purview of the Federation.
- (b) Such other reports as will facilitate and make more effective the work of the Federation.
- (c) A statement of their membership in good standing.

Section 4. Any organization affiliated to this Federation which can be shown to have engaged in strikebreaking or scabbing or to have aided or assisted any employer during a strike may be suspended from affiliation by a majority vote of the Executive Council. Any decision to suspend may be appealed by the suspended union to the following Convention and if such suspension is upheld by the Convention, the suspended organization shall have the right to appeal to the Canadian Council of the Canadian Labour Congress.

ARTICLE 4: CONVENTIONS

Section 1. (a) The Convention shall be the governing body of the Federation and, except as provided in Section 12(c) of this Article and Article 12, its decision shall be by majority vote.

(b) The Executive Officers shall adopt a tentative agenda for the Convention and make the tentative agenda available to affiliates not less than fourteen (14) days prior to the opening of Convention. The Convention shall retain the authority to adopt or revise the agenda during its deliberations.

Section 2. Beginning in 2010, the regular Conventions of the Federation shall be held every second year during the month of November whenever possible. The time and the place for holding the regular Conventions shall be determined by the Executive Council which shall give at least ninety (90) calendar days' notice.

Section 3. (a) Special Conventions may be called by direction of a regular Convention, by order of the Executive Council, or on request of the majority of affiliated organizations representing a majority of the total membership of the Federation, as evidenced by the records of the Secretary-Treasurer to the last Convention.

- (b) In the event a majority as provided in subsection(a) requests a Special Convention, the Executive Council shall issue the call for the Special Convention within thirty (30) calendar days of such request, and shall give all organizations at least forty-five (45) calendar days' notice of the time and place for holding the Special Convention, together with a statement of the business to be considered at such Convention.
- (c) Representation to Special Conventions shall be on the same basis as regular Conventions.
- (d) Except as provided in subsection(b), a Special Convention shall exercise the same authority as regular Conventions.
- (e) Notwithstanding anything to the contrary contained in this Article, in an emergency situation, the Executive Council may order an emergency Convention, and shall provide for the issuance of credentials and the registration of delegates in a manner appropriate to the circumstances.

Section 4. (a) In order to be seated as a delegate, a member shall have membership in a local union, branch or lodge affiliated with the Federation. Representation at Conventions shall be:

- (i) From affiliated local unions, branches and lodges, one (1) delegate for the first one hundred (100) or less members and one (1) additional delegate for each additional one hundred and fifty (150) members, or major fraction thereof.
 - (ii) Local Labour Councils shall be entitled to a maximum of three (3) delegates.
 - (iii) The B.C. Federation of Retired Union Members shall be entitled to a maximum of two (2) delegates.
- (b) The average per capita tax payment of the previous twelve (12) months prior to the issuing of the Convention Call shall determine the basis of representation.

Section 5. Not less than sixty (60) calendar days prior to the opening of each regular Convention, and forty-five (45) days prior to any Special Convention, the Secretary-Treasurer shall furnish each affiliate with credential blanks in duplicate, which must be attested as required on the blanks. The original shall be retained by the delegate and the duplicate sent to the Secretary-Treasurer. A delegate must be a member of the local union, branch or lodge he or she represents at Convention. Two (2) or more local unions, branches or lodges may combine to send a delegate. No credentials shall be accepted later than fifteen (15) days prior to the opening date of a regular Convention, and ten (10) calendar days prior to a Special Convention. Conventions may permit seating of delegates upon recommendation of Credentials Committee.

Section 6. A registration fee for Convention shall be determined by the Executive Council prior to the notice of Convention required under Section 2. The stated fee shall accompany the credential being sent to the Secretary-Treasurer.

Section 7. (a) Any organization suspended or expelled by the Canadian Labour Congress or this Federation shall not, while under such penalty, be allowed representation in the Federation.

(b) Any organization which, at the opening date of the Convention, is in arrears to the Federation for per capita tax for three (3) months or more, or has not paid its share of the previous year's travel pool, shall not be entitled to recognition or representation in the Convention.

Section 8. Any organization which has not applied for and obtained a Certificate of Affiliation at least one (1) month prior to the Convention shall not be allowed representation in this Federation.



Section 9. (a) Prior to the opening date of the Convention, the President, in consultation with the Executive Officers, shall appoint a Committee on Credentials. Such Committee shall consist of not less than three (3) members chosen from those on whose behalf credentials have been submitted. The Committee shall meet prior to the opening day of the Convention, shall pass on the validity of the credentials which have been received by the Federation, and register those approved by the Committee. It shall report to the Convention on the first day thereof and subsequent days if necessary. The Convention shall be constituted for business and delegates deemed to be seated upon report by the Committee and acceptance thereof by the delegates so reported. Appeals from any decision of the Committee shall be laid before the Convention so constituted.

(b) The Credentials Committee shall make its second report within twenty-four (24) hours from the opening of the Convention. Delegates arriving after that time will not be seated except on report and recommendation from the Credentials Committee and approved by the majority of the delegates.

Section 10. Members of the Executive Council shall be deemed to be delegates to the Convention with all rights and privileges.

Section 11. Officers of the Canadian Labour Congress and invited Honoured Delegates attending Conventions of the Federation shall be entitled to all rights of delegates other than voting or standing for office.

Section 12. (a) (i) Except as provided in subsection(c) of this Section, all resolutions, petitions and appeals other than those provided in Section 11 hereof, to be considered by any Convention of the Federation, must be received by the Secretary-Treasurer not

less than sixty (60) calendar days immediately preceding the opening of the Convention.

- (ii) Electronic facsimiles of written resolutions shall be accepted, provided the resolutions comply with the requirements of subsection(b).
- (b) Any resolution to be accepted must be submitted by the Executive Council or Executive Officers, or by an organization directly affiliated to the Federation, or by an affiliated organization as defined in Article 10, Section 3. Each resolution must be signed by the presiding officer and secretary of the body submitting it. A resolution shall not deal with more than one (1) subject, shall refer to the action which is proposed and shall contain no more than one hundred and fifty (150) words.
- (c) Resolutions, petitions and appeals received or submitted contrary to the above shall be stamped as to date of arrival; shall be referred to the Resolutions Committee following the completion of all Convention business, and may be referred in order of receipt to the Convention, with the understanding that consideration is dependent upon two-thirds (2/3) majority consent of the Convention.
- (d) Notwithstanding anything to the contrary contained in this Section, amendments to the Constitution must be in resolution form and submitted to the Secretary-Treasurer of the Federation not less than sixty (60) calendar days immediately preceding the opening of the Convention.
- (e) Resolutions submitted in compliance with the requirements of this Section shall be made available to affiliates not less than fourteen (14) days prior to the opening of the Convention.

Section 13. Prior to the opening date of the Convention, the President, in consultation with the Executive Officers, shall appoint such

committees as are necessary to conduct the affairs of the Convention. The Executive Officers may request any such Committee to meet prior to the Convention for the purpose of considering matters placed before it, in which event, the members thereof shall be paid by the Federation such expenses for such extra days as the Executive Council shall determine.

Section 14. One-fourth (1/4) of the registered delegates at any Convention shall constitute a quorum for the transaction of business.

Section 15. The Rules of Order governing Federation Conventions shall be Bourinot's Rules of Order.

Section 16. Unless otherwise specified, any decision taken by the Convention shall take effect immediately upon adjournment of the Convention.

Section 17. A travel pool shall be provided for Convention delegates.

ARTICLE 5: OFFICERS

Section 1. (a) The Executive Officers of the Federation shall consist of a President, Secretary-Treasurer, and fourteen (14) Vice-Presidents designated by each of the fourteen (14) largest affiliated organizations of the Federation, and one (1) representative from the Maritime Council, provided the person comes from a union affiliated to the BC Federation of Labour, and one (1) representative from the building trades, provided the person comes from a union affiliated to the BC Federation of Labour.

(b) At least seven (7) of the Vice-Presidents shall be women. In the event that less than seven (7) women are designated by the affiliated organizations, the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional women Vice-Presidents to meet this requirement.

Section 2. Each Executive Officer shall be a member in good standing of an affiliated organization. No candidate who has reached age sixty-five (65) may be nominated for a position as an Executive Officer or as a member of the Executive Council.

Section 3. (a) Nominees allowing their names to go forward for the offices of President and Secretary-Treasurer shall, upon acceptance of the nomination, come forward to the Convention platform and clearly affirm the following lines to the assembled delegates:

"I, do hereby, sincerely pledge my word of honour to perform my duties as an Executive Officer of the British Columbia Federation of Labour. I will attend, when able to do so, all meetings of the Executive Officers or Executive Council of which I shall be a member, and at the end of my term of office, I shall turn over to the British Columbia Federation of Labour or to my successor, all properties or funds in my possession that belong to the Federation."

(b) All Executive Officers and Executive Council members shall affirm this oath of office prior to assuming their duties.

Section 4. The terms of the Executive Officers of the Federation shall commence within thirty (30) days following the adjournment of the Convention and shall be of two (2) years' duration.

Section 5. (a) In the event of a vacancy in the office of President, the Secretary-Treasurer shall perform the duties of the vacant office until a successor is elected.

(b) It shall be the duty of the Secretary-Treasurer immediately to issue a call for a meeting of the Executive Council of this Federation, to take place within thirty (30) days of the date upon which the vacancy occurred, for the purpose of electing an Executive Officer to fill such vacancy for the unexpired term.



- (c) In the event of a vacancy in the office of the Secretary-Treasurer, the President shall perform the duties of the vacant office until a successor is elected.
- (d) It shall be the duty of the President immediately to issue a call for a meeting of the Executive Council of this Federation, to take place within thirty (30) days of the date upon which the vacancy occurred, for the purpose of electing an Executive Officer to fill said vacancy for the unexpired term.

Section 6. The Executive Council shall hold title to any real estate of the Federation as Trustees for the Federation. They shall have no rights to sell, convey or encumber any real estate without first submitting the proposition to a Convention and such proposition is approved.

Section 7. On the call of the President, or on request of two (2) Vice-Presidents representing two (2) affiliated organizations, a meeting of the Executive Officers shall be convened when required between meetings of the Executive Council. The attendance of eight (8) members of the Executive Officers shall constitute a quorum for the transaction of the business of the Executive Officers.

Section 8. The Executive Officers of the Federation, while engaged in business of the Federation, shall be compensated for wages, transportation, hotel accommodation, meals and other justifiable and necessary expenses while out of town, upon submission of receipts.

ARTICLE 6: DUTIES OF THE PRESIDENT

Section 1. The President shall be the full-time chief executive officer and spokesperson of the Federation and shall be responsible for the implementation of all policies of the Federation as determined by Convention. The President

shall exercise supervision over the affairs of the Federation, sign all official documents and preside at regular and special Conventions, Executive Council meetings and Executive Officers' meetings. In the event of a tie vote, the President shall cast the deciding ballot. The President shall carry out other duties as may be requested, from time to time, by the Executive Officers and/or by the Executive Council of the Federation.

Section 2. Notwithstanding Section 1, the President may delegate the duty to preside at regular and special Conventions, Executive Council meetings and Executive Officers' meetings to another Officer of the Federation.

Section 3. The President, in consultation with the Secretary-Treasurer and the Executive Officers, shall employ, direct and fix compensation of Directors and technical staff as is necessary, subject to the approval of the Executive Council. The direction of all Directors and technical staff shall be under the President or his or her designated representative.

Section 4. Subject to appeal to the Canadian Labour Congress, the President shall have authority to interpret this Constitution and such interpretation shall be conclusive and in full force and effect, unless reversed or changed by the Executive Council or a Convention or the Canadian Labour Congress.

Section 5. The President shall make a report on the affairs of the Federation to the Convention through the report of the Executive Council.

Section 6. The President shall assume the duties of the Secretary-Treasurer in the event of his or her absence.

ARTICLE 7: DUTIES OF THE SECRETARY-TREASURER

Section 1. The Secretary-Treasurer shall be a full-time Executive Officer of the Federation and shall be responsible for all financial and administrative operations of the Federation.

Section 2. The Secretary-Treasurer shall be in charge of books, documents, files and effects of the Federation which shall, at all times, be subject to the inspection of the President and the Executive Council.

Section 3. The Secretary-Treasurer shall prepare a financial statement of the Federation for each meeting of the Executive Council. Copy of this statement shall be forwarded to the Canadian Labour Congress Regional Office.

Section 4. The Secretary-Treasurer shall have the books of the Federation audited at least once each year by a registered firm of chartered accountants selected by the President and approved by the Executive Council. Such audit shall be furnished to the Executive Council and to the Convention and a copy shall be forwarded to the Canadian Labour Congress Regional Office.

Section 5. The Secretary-Treasurer shall deposit all monies received in a bank or banks or other approved financial institutions and shall, subject to the approval of the Executive Council, invest surplus funds of the Federation in securities.

Section 6. The Secretary-Treasurer shall be bonded in such amount as may be determined by the Executive Council.

Section 7. The Secretary-Treasurer is empowered to require affiliated organizations to provide statistical data in their possession relating to the membership of their organizations.

Section 8. The Secretary-Treasurer shall issue the call for, and act as, Secretary at Conventions, and shall cause the proceedings of all Conventions and all sessions of the Executive Council to be recorded. Copies of all proceedings shall be forwarded to the Canadian Labour Congress Regional Office.

Section 9. The Secretary-Treasurer shall, in consultation with the President and Executive Officers, employ, direct and fix compensation for all administrative support staff, subject to approval of the Executive Council.

Section 10. The Secretary-Treasurer shall make a full financial report to the Annual Convention of the Federation.

Section 11. The Secretary-Treasurer shall, upon ceasing to act as Secretary-Treasurer, surrender and turn over to the President or Executive Council, all books, monies or other property in his or her custody, possession or control.

Section 12. The Secretary-Treasurer shall assume the duties of the President in the event of his or her absence.

Section 13. All cheques issued against the funds of the Federation shall be signed by the Secretary-Treasurer and the President. Two (2) Vice-Presidents will be designated by the Executive Officers to act as signing officers. Either one of these designated Vice-Presidents may sign cheques in the absence of either the Secretary-Treasurer or President, but not both.

ARTICLE 8: OFFICERS' REMUNERATION

Section 1. (a) The salaries of the President and Secretary-Treasurer will be increased annually on January 1st, by applying the percentage in the Statistics Canada average of major settlements in British Columbia for the previous twelve (12) months to the President's salary,



with the resulting dollar figure applied equally to the salaries of the President and Secretary-Treasurer.

(b) Annual salary increases for the President and Secretary-Treasurer shall be reported to Convention.

Section 2. The President and Secretary-Treasurer shall receive such fringe benefits as may be recommended by the Executive Council and approved by the Convention. Such benefits shall include, but not be limited to, pensions, dental plan, health and welfare, transportation (automobile), life insurance, vacations, statutory holidays, severance pay.

ARTICLE 9: EXECUTIVE COUNCIL

Section 1. (a) The Executive Council shall consist of the President, Secretary-Treasurer and:

- (i) (1) Two (2) members designated by each of the fourteen (14) largest affiliated organizations. At least one (1) of the two (2) members designated by each of the affiliated organizations must be a member of an affirmative action group. For this purpose, affirmative action groups include women, workers of colour, Aboriginal peoples, people with disabilities, LGBTQ (lesbian, gay, bisexual, transgender and queer) persons.
- (2) Each affiliated organization will designate one (1) of their two (2) members as a Vice-President, pursuant to Article 5, Section 1.
- (ii) One (1) member designated by each affiliated organization that is not among the largest fourteen (14).
- (iii) Four (4) members of the Human Rights Standing Committee selected in accordance with Article 10, who shall

each represent one (1) of the following groups of Federation members:

- (1) Workers of colour.
- (2) Aboriginal peoples.
- (3) People with disabilities.
- (4) LGBTQ (lesbian, gay, bisexual, transgender and queer) persons.
- (iv) One member of the Young Workers Committee, selected in accordance with Article 10.
- (v) Five (5) members representing Labour Councils, selected in accordance with Article 10.
- (vi) The President or designate of the B.C. Federation of Retired Union Members (BC FORUM).
- (vii) In addition to the membership of the Executive Council set out in this Section, each affiliated organization with an affiliated membership exceeding twenty thousand (20,000) members shall be entitled to appoint an additional member for each ten thousand (10,000) affiliated members, or major fraction thereof, in excess of twenty thousand (20,000).
- (b) The term of office of Executive Council members shall be two (2) years.

Section 2. The Executive Council shall be the governing body of this Federation between Conventions. It shall take such action and render such decisions as may be necessary to carry out fully the decisions and instructions of the Convention and to enforce the provisions contained in this Constitution.

Section 3. The Executive Council shall meet at least five (5) times between Conventions, and at least two (2) of these meetings will be convened outside of the Lower Mainland region.

Section 4. It shall be the duty of the Executive Council to:

- (a) Initiate provincial legislative action in the interests of working people.
- (b) Direct the political action program of the Federation.
- (c) Direct the policy and program development of the Federation's Standing Committees.

Section 5. (a) The Executive Council shall have the power to conduct an investigation of any situation in which there is reason to believe:

- (i) any affiliated organization may be dominated, controlled or substantially influenced in the conduct of its affairs by any corrupt influence; or
 - (ii) any affiliated organization's policies or activities are contrary to the principles or policies of the Federation.
- (b) Upon the completion of such an investigation, including a hearing, if requested, the Executive Council shall have the authority to make recommendations to the organization involved and to the Canadian Labour Congress and/or to the next British Columbia Federation of Labour Convention. It shall have the further authority upon a two-thirds (2/3) vote of the Council to suspend any organization. Any action of the Executive Council under this Section may be appealed to the Convention.

Section 6. The Executive Officers may, from time to time, assign to members of the committees such duties as they may determine.

Section 7. The decision of the Executive Officers, or of the Executive Council, or any sub-committee thereof, may be effected by a letter or telegram and, in that event, a decision of a majority of the members of the Executive Officers, or of the Executive Council, shall be the decision of the sub-committee.

Section 8. A minimum of thirty (30) days' notice of any meeting of the Executive Council shall be forwarded to each member thereof, whenever possible.

Section 9. The Executive Council shall present to the Convention a report of the activities of the Federation between Conventions.

Section 10. A quorum for the transaction of the business of the Executive Council shall consist of at least twenty (20) members of the Council representing at least nine (9) affiliated organizations.

Section 11. The Executive Council is authorized to reimburse members of the Council for necessary expenses in performing their duties for the Federation.

Section 12. (a) In votes on questions before the Executive Council, each member shall be entitled to one (1) vote.

(b) Notwithstanding subsection (a):

- (i) When an election by the Executive Council is required to fill a vacancy in the office of President or Secretary-Treasurer during the term of office, a weighted vote shall be conducted by secret ballot.
- (ii) At the request of a Council member representing an affiliated organization, a weighted vote shall be conducted on any question before the Council, provided such a request is made prior to a vote on the question.

(c) A weighted vote shall be conducted in the following manner:

- (i) Each affiliated organization represented on the Executive Council shall be entitled to one (1) weighted vote, and the weight of that vote shall be equal to the number of affiliated members used to determine the delegate entitlement of the affiliated organization for the previous Convention.



- (ii) In the event an organization affiliates to the Federation after the Convention preceding the vote, the weight of its ballot shall be equal to the number of members currently affiliated.
- (iii) An affiliated organization may divide its support on a question, and in casting its vote, shall indicate the weight to be attributed both for and against the Motion.
- (iv) The question shall be decided by the total weight of the votes both for and against the Motion.

ARTICLE 10: ELECTION AND DESIGNATION OF EXECUTIVE OFFICERS AND EXECUTIVE COUNCIL

Section 1. (a) The President, Secretary-Treasurer, and Executive Council members representing Labour Councils shall be elected at the Constitutional Convention by majority vote. Such election shall take place on the last day of the Convention, unless otherwise determined by the Convention.

- (b) Elections shall be by secret ballot. A majority of votes cast shall be required before any candidate can be declared elected, and second (2nd) and subsequent ballots shall be taken if necessary, to obtain such a majority. On the second (2nd) and subsequent ballots, the candidate receiving the lowest number of votes in the previous ballot, shall be dropped. In the case of a final tie vote, the presiding executive officer may cast the deciding vote.
- (c) The nomination and election to offices in the Federation shall be conducted in the following order: President, Secretary-Treasurer, Executive Council members representing Labour Councils and Trustees-at-Large.

Section 2. Executive Officers and Executive Council members designated by affiliated organizations shall be selected in accordance with the internal by-laws and procedures of that organization.

Section 3. For the purposes of this Article, all affiliated local unions, branches, and lodges of a British Columbia union shall be considered one (1) affiliated organization.

Section 4. In the event of a vacancy in the designated representation of an affiliated organization on the Executive Officers or Executive Council, the affiliated organization shall designate a replacement.

Section 5. (a) In the event of an affiliation or merger that results in an affiliated organization becoming one (1) of the fourteen (14) largest affiliated organizations, the new affiliated organization shall be entitled to appoint Executive Officers and Executive Council Members in accordance with its entitlement under Article 5, and the requirements of this Article.

- (b) The incumbent Vice-President representing any affiliated organization affected by a change in entitlement under Article 5 because of an affiliation or merger of two (2) other affiliated organizations shall continue in their duties until the expiry of their term.

Section 6. Where an affiliated organization appoints an Executive Officer and members to the Executive Council, and:

- (a) is entitled to designate two (2) or three (3) persons, at least one (1) of these persons must be a member of an affirmative action group as defined in Article 9, Section 1(a)(i); or
- (b) is entitled to designate four (4) or five (5) persons, at least two (2) of these persons must be members of an affirmative action

group as defined in Article 9, Section 1(a)(i);
or

- (c) is entitled to designate six (6) or seven (7) persons, at least three (3) of these persons must be members of an affirmative action group as defined in Article 9, Section 1(a)(i).

Section 7. At its first meeting following each Constitutional Convention, the Executive Council shall receive recommendations from the Human Rights Standing Committee and the Young Workers' Committee, and appoint the Human Rights Standing Committee members referred to in Article 9(a)(iii) and the Young Workers Committee member referred to in Article 9(a)(iv).

Section 8. (a) The Convention shall, by majority vote, elect five (5) Executive Council members to represent affiliated Labour Councils, at least two (2) of which shall be women. These elections shall be conducted in the same manner as provided in Article 10, Section 1(b).

- (b) A candidate for Executive Council elected under this Section must be:
- (i) a member of an affiliated union; and
 - (ii) a delegate to Convention; and shall have and maintain:
 - (iii) the endorsement of the member's affiliated organization;
 - (iv) a position as an Officer of a Labour Council; and
 - (v) the endorsement of the member's Labour Council.

Section 9. In the event a member of the Executive Council vacates one (1) of the positions elected in accordance with Article 10, Section 8, the Executive Council shall appoint a successor after consultation with the Labour Councils affected, and subject to the requirements of Article 10, Section 8(b)(i), (iii), (iv) and (v).

ARTICLE 11: TRUSTEES

Section 1. (a) There shall be elected three (3) Trustees and one (1) Alternate Trustee who shall be nominated and elected at the British Columbia Federation of Labour Convention.

- (b) The term of office of two (2) of the Trustees and the Alternate Trustee shall be two (2) years and the term of the remaining Trustee shall be four (4) years.
- (c) In the event one (1) of the Trustees vacates the office during the term, the elected Alternate Trustee shall succeed that Trustee and serve for the balance of the Trustee's term.

Section 2. It shall be the duty of the Trustees to examine all financial records semi-annually.

Section 3. The Trustees shall determine whether all receipts have been properly recorded and all expenditures authorized by the British Columbia Federation of Labour Constitution, Convention or Executive Council.

Section 4. The Trustees shall report to the Convention through the report of the Executive Council.

ARTICLE 12: OMBUDSPERSON

Section 1. (a) If a delegate from a local union, affiliated to the Federation, has a complaint or grievance against an Officer of the Federation that cannot be resolved by the procedure presently set forth in this Constitution, he or she shall have the right to submit his or her case, with all relevant material and supporting evidence, to the Ombudsperson appointed by the Canadian Labour Congress.

- (b) The Ombudsperson will, under the authority vested in him or her by the Canadian Labour Congress, undertake such inquiries, hearings or meetings that he or she deems advisable,



and report his or her findings as soon as possible to the parties to the complaint.

ARTICLE 13: APPOINTMENTS

Section 1. The President and the Secretary-Treasurer, or an Executive Officer designated by them, will be the delegates representing the Federation at Canadian Labour Congress Conventions. The Executive Officers shall appoint delegates to represent the Federation at other organizations' Conventions as the need arises.

Section 2. (a) When occasion arises and opportunity is afforded for the representation of Labour on Government Commissions or Boards, etc., through the medium of the Federation, the Executive Officers shall call upon the affiliated Labour Councils and affiliated Local Unions to nominate appointees thereto. The Executive Council shall, by secret ballot, elect the appointee from those nominated by the affiliates. Any such appointment shall be for a maximum of six (6) years from the date of appointment; however, such appointments may be extended.

(c) Where an emergency appointment is necessary, the Executive Officers shall make the appointment without calling upon the affiliates.

ARTICLE 14: COMMITTEES

Section 1. (a) The President, in consultation with the Executive Officers, shall have the authority to appoint the Chair and members of standing and ad hoc committees as are deemed necessary to the proper functioning of the Federation, subject to the approval of the Executive Council.

(b) Appointments to committees shall be made in a manner consistent with the principles of the Federation's affirmative action program.

Section 2. Standing committees shall be appointed for a two (2) year term.

Section 3. Committees shall be Chaired by an Executive Officer or member of the Executive Council and shall report on their activities to each Constitutional Convention.

Section 4. The powers of the committees established under this Article will be limited to recommending initiatives to the Executive Officers, and implementing Federation policy upon the instruction of the Executive Officers and/or the Executive Council.

Section 5. Standing committees established by Convention may be disbanded only by Convention.

ARTICLE 15: ACTIVITIES

Section 1. (a) Between Conventions, the Federation shall convene at least two (2) regional conferences outside of the Lower Mainland region.

(b) Additionally, beginning in 2011, the Federation will convene a provincial conference every second (2nd) year and the focus of this Conference will be on building and strengthening the union movement.

(c) Between Conventions, the Federation will organize a lobby of Members of the Legislative Assembly in Victoria to present labour's perspective on legislative, regulatory and policy reforms consistent with the purposes of Article 2.

Section 2. The time, place, agenda and delegate entitlement for these activities shall be determined by the Executive Council, and notice of these provisions shall be given to affiliates at least sixty (60) days prior to the start of the activity.

ARTICLE 16: REVENUE

Section 1. A per capita tax shall be paid upon the full, paid-up membership of each organization.

Section 2. (a) Effective:

- (i) January 1, 1997, each affiliated local union, branch or lodge shall pay, before the last day of each month for the preceding month, a per capita tax of sixty-seven (.67¢) cents per member per month. Effective March 1, 2013, this per capita tax shall be seventy-two (.72¢) cents per member per month, and effective March 1, 2014, this per capita tax shall be seventy-seven (.77¢) cents per member per month.
 - (ii) July 1, 2003, each affiliated local union, branch or lodge shall pay, before the last day of each month for the preceding month, a supplementary per capita tax of three cents (.03¢) per member per month to be allocated to a Campaign and Defence Fund.
 - (iii) January 1, 2004, the supplementary Campaign and Defence Fund's per capita tax of three cents (.03¢) per member per month mentioned in (ii), shall be increased to five cents (.05¢) per member per month.
- (b) Where:
- (i) the working membership of an organization is temporarily reduced by reason of the organization's involvement in job action in support of workers in a labour dispute; and
 - (ii) the dispute has continued for more than thirty (30) days since the initial job action, the per capita tax payment for the month shall be reduced by the proportion that the organization's membership has ceased or reduced paying dues as a result of job action.

(c) A reduction in per capita tax payments as provided for in subsection (b) shall not reduce an organization's rights or privileges for any other purpose.

Section 3. Each Labour Council shall pay an annual fee of ten (\$10.00) dollars per year to be due July 1st of each year.

Section 4. Any organization which does not pay its per capita tax on or before the time specified in the Constitution, shall be notified of that fact by the Secretary-Treasurer of the Federation. The Executive Council shall be empowered to determine conditions of re-affiliation for unions which have been formally suspended, or are in arrears in their per capita tax payments.

Section 5. The fiscal year of the Federation shall be from the first (1st) day of September to the thirty-first (31st) day of August each year.

ARTICLE 17: AMENDMENTS

Section 1. Amendments to this Constitution, so long as they do not conflict with the Constitution of the Canadian Labour Congress or its principles and policies, may be adopted by a two-thirds (2/3) vote of those present in Convention and voting. Any amendment shall only become effective after approval by the Canadian Council of the Canadian Labour Congress.

ARTICLE 18: RULES AND REGULATIONS

Section 1. This Provincial Federation may adopt such rules and regulations as do not conflict, nor are inconsistent with, the provisions of the Constitution or the policies of the Canadian Labour Congress.

Executive Council Report

BETTER CAN HAPPEN HERE... BETTER IS HAPPENING HERE

Two years ago, labour movement activists united around a simple, common goal: elect a John Horgan-led NDP government in the pivotal May 2017 provincial election to make life better for our members and for all working families in BC.

That meant defeating a tired but still powerful BC Liberal regime — backed by big money — that clearly didn't care about working people. Change was urgently needed because our members and the labour movement couldn't endure another four years of Christy Clark who put the interests of her party's rich and powerful friends first to make life easier for them, and harder for the rest of us.

Government can be such a positive force for change if it's on our side and working for us. And that's why in 2017, we needed to elect a government that would make our lives better — not worse. So that we have a province where all British Columbians can have a chance at a better life, and where our kids could build their future.

After many nail biting twists and turns during the campaign and after the cliffhanger results of election day, we saw John Horgan become Premier, leading an NDP government that had campaigned aggressively on an agenda for change that was so desperately needed in our province.

During the winter and spring of 2017, affiliates ramped up their political action efforts with an unprecedented coordination and commitment



To fix 16 years of BC Liberal neglect, Premier John Horgan's government is investing in services and infrastructure that will benefit working people.

of purpose and resources to make that day a reality. Through the BCFED's umbrella *Better Can Happen Here* campaign, affiliates helped build the labour and community infrastructure to engage with voters and make the case for change. The campaign had ground, air, and voter research and polling components.

IN THIS SECTION

Report to Convention	27
Recommendations.....	54
Equity Representatives' Reports Addendum...	56
Apprenticeship & Skills Training Working Group Addendum.....	61
Climate Change Working Group Addendum...	65

Candidates from labour were recruited. We harnessed our activist base in the movement to identify and train almost 500 volunteers from labour and the community to be key participants in political action in priority ridings to talk to union members and other target voters, and work on campaigns. Affiliates undertook their own member-to-member campaigns to build on this work. And during the campaign, labour augmented our volunteer capacity with special canvasses to help priority campaigns identify and turn out their vote.

The campaign combined television and radio advertising, a digital strategy, and voter engagement to elect a new John Horgan BC NDP government. The Federation's award-winning *Game Over Christy* social media advertising campaign went viral with millions of views. It broke new ground, making the case that Christy Clark had played British Columbians long enough, and urged voters to make it game over for Christy on May 9.

The election result showed a clear progressive majority of voters wanted change and a new government. But no party commanded a majority of seats. It took weeks of political intrigue — including Christy Clark's infamous "clone speech" — and a ground-breaking Confidence and Supply Agreement between the



Housing affordability and creating more good paying jobs for young people by expanding apprenticeships and skills training are priorities for the labour movement.

BC NDP and the Green Party, known as CASA for short, that set out a host of progressive actions that both parties would support that would form an important part of the new BC NDP's agenda for change.

Soon after, John Horgan was asked by the Lieutenant Governor to form only the third-ever NDP government in BC. Amid great enthusiasm of the thousands of people who took part in events around the Legislature in Victoria, the new government was sworn on July 19.

BETTER IS HAPPENING HERE IN BC

It's been almost a year and a half under the new Horgan government. And much has changed for the labour movement. After 16 years of being ignored by the BC Liberals, the BCFED and affiliated unions now have more access to decision-makers and a role in setting priorities for progressive change. Once shut out of the process, labour's issues now are being dealt with by government.

The Horgan government has been guided by four important goals:

- make life more affordable for British Columbians;

BCFED NEWS

Welcome new affiliates to the BCFED

Since the last convention, a number of unions have affiliated their members to the Federation. These include:

- IAFF Local 2399 (Port Moody Firefighters);
- IAFF Local 4457 (West Kelowna Professional Firefighters Association);
- Island Musicians Association Local 247 CFM;
- University of Northern BC Faculty Association; and
- Vancouver Musicians' Association Local 145.

- invest in the public services that British Columbians depend on;
- build an economy that works for everyone based on good-paying jobs; and
- chart a course for reconciliation by implementing the United Nations Declaration on the Rights of Indigenous Peoples (the UN Declaration) and the 94 Calls to Action of Canada's Truth and Reconciliation Commission.

Many thought Horgan's government would be short-lived, given BC's fractious political system, the government's razor thin majority in the Legislature, and the unprecedented agreement with the Greens. But 18 months in, Premier Horgan has proved to be a popular and skillful leader, a capable spokesperson and an advocate for change. The government is stable, the cabinet and caucus unified.

GOVERNMENT RELATIONS: DOORS ARE NO LONGER CLOSED

A new government that cares about working people has opened doors that the previous BC Liberal regimes had closed to the labour movement. As a consequence, our approach to government relations has changed considerably. The premier meets with BCFED leaders, and with affiliates on a regular basis. Ministers and MLAs are accessible. Labour's views are being sought on a host of issues.

And union representatives are now being appointed to government boards and commissions as the new government moves to a more balanced approach to ensure government appointments reflected a broad community of views and backgrounds. And for the first time ever, the Federation was invited to participate in the annual First Nations Leadership Gathering.

To help build and sustain the relationship with our new government, President Irene Lanzinger met with the government's ministerial assistants to brief them on the labour movement. Our

views, positions and proposals for change are sought and considered.

FULFILLING COMMITMENTS

With our Workers' Legislative Agenda, the Federation has advocated for change to ensure a range of priorities for working people were reflected in the BC NDP's election platform. Since the Horgan government came to power in July 2017, it has moved quickly to fulfill promises on many issues. According to media analysis, 75% of the BC NDP's election platform commitments have already been implemented or are underway.

While the labour movement continues to lobby for meaningful changes in key areas like the labour code, employment standards and the WCB, the list of government accomplishments to date is impressive.

Here's but a short summary of some of those measures — both big and small — that are making a difference for working people:

- a path to a \$15 minimum wage and ending exemptions, like the liquor servers' wage;
- MSP premiums are on the way to being eliminated;

BCFED AT WORK

Green jobs conference

There are no jobs on a dead planet. Climate change and inequality are the defining issues of our times. As the world acts to arrest global warming through a greener economy, how do we ensure that decent, secure jobs are created and no one is left behind? Together with the New Westminster and Vancouver Labour Councils, the BCFED played a leading role in last April's Just Transition Roundtable. The event featured local, national and international experts from labour, business, First Nations and environmental organizations, sharing practical expertise of what that transition might look like.

- the largest investments in childcare in BC's history, and a commitment to a \$10 a day plan;
- bridge tolls scrapped;
- comprehensive initiatives to tackle the housing affordability crisis and target speculators;
- increased welfare rates for the first time in more than a decade;
- eliminated tuition fees for Adult Basic Education and English Language Learning students that the BC Liberals had imposed;
- expanded access and new facilities to improve apprenticeship and skills training;
- delivering on a comprehensive poverty reduction plan expected this fall, along with the resources to address inequality;
- action to address the opioid crisis and creating a ministry for mental health and addictions;
- investing in services ranging from more sheriffs to keep court rooms running to funding anti-gang programs for young people;
- keeping women and children safe from domestic violence through funding for new transition houses;
- new health care investments to reduce wait times for common surgical procedures, improve care for seniors, and build new health care facilities in communities across the province;

- help first responders with diagnosed mental disorders like PTSD by changing the law to presume it results from work-related causes, and creating a process to consider the same change for other high-risk occupational groups like health care workers;
- drug costs reduced for low income families and actively pressing for a national pharmacare program; and
- long-overdue reviews initiated for the WCB, the *Employment Standards Act*, and the *BC Labour Relations Code*, to level the playing field for working people and begin to repair the damage done by the BC Liberals.

FIGHT FOR \$15

More than a decade ago, the BCFED and affiliated unions launched a campaign to increase the minimum wage in BC to address deep seated economic inequality and poverty in a province as rich as ours. Now, long after winning over public opinion through effective campaigning, the Federation has won the political battle. Thanks to the Horgan government, low-paid workers in BC are on a path to \$15 an hour, and discriminatory exemptions that pay some workers less, like liquor servers, have been eliminated. While the Federation celebrated the win, the implementation timeline should have been faster — by 2019 in labour's view. Making

BCFED AT WORK

BCFED wins award for Game Over Christy ad

BCFED's *Game Over Christy* 2017 BC election social media ad campaign had millions of views and tens of thousands of engagements. It won best overall TV advertisement in a major US political advertising competition. Working with our great agency, Point Blank Creative, we broke new ground combining a retro gaming aesthetic with razor sharp satire to engage non-traditional voters.



500,000 low-paid workers who currently earn less than \$15 wait until June 1, 2021 to climb above poverty wage rates is simply not fair.

Ahead of the 2017 election, President Irene Lanzinger presented then-Opposition Leader John Horgan with a 65,000-name petition calling for a \$15 per hour minimum wage. And during the course of the last year, the Federation and affiliates have been active participants in the government's Fair Wages Commission review of the minimum wage and related issues. Our efforts will continue around ending the piece rate exemption to the minimum wage that impacts mostly women farmworkers.

TACKLING POWERFUL SPECIAL INTERESTS, STRENGTHENING OUR DEMOCRACY

Organized labour has also endorsed actions taken by the new government to strengthen our democracy. One example is the lax political contribution and party spending laws that made BC the Wild West for powerful big money donations, where cash for access gave the BC Liberals an inherent and historic fundraising advantage. Victoria moved quickly to take big money out of politics by banning corporate and union contributions. That move was widely supported by the labour movement — but not by the business community. Other measures to strengthen our democratic process included stricter campaign spending limits, and new rules to clean up the murky world of political lobbyists.

Another key issue for working people is electoral reform. The labour movement believes that British Columbians deserve a voting system that works for working people, where every vote counts. Our current first-past-the-post system allows a party to win 100% of the power with only 40% (or sometimes even less) of the votes. That's why the Federation and affiliates have actively engaged in support of the "yes" side in the referendum on proportional representation

because PR will make voting more fair for everyone in BC. The deadline to mail in a ballot is November 30, and referendum results should be known soon after.

A NEW APPROACH ON PUBLIC SECTOR BARGAINING

With more than 300,000 public sector workers negotiating new contracts starting in the summer of 2018, Finance Minister Carole James has sent an important message about how government and public sector employers will engage in a different way at the bargaining table. Talks will be respectful, and the important role public sector workers play delivering services British Columbians depend on will be recognized. Through give and take at the bargaining table, settlements can be achieved that are good for workers and good for taxpayers.

That's a significant change from the last 16 years under the BC Liberals which saw signed contracts ripped up, legally negotiated protections eliminated, deep cuts made in staffing and contracting out that we still haven't recovered from, and a cynical series of bargaining mandates that were meagre on wages.

Negotiating with a new government will create both opportunities and challenges. So far, major settlements have been achieved in the public

AFFILIATE ACHIEVEMENT

CUPW:
Pay Equity win



The Canadian Union of Postal Workers persevered with dogged determination for decades, and this year won an important pay equity victory over Canada Post. It brings justice for thousands of rural and suburban mail carriers — mostly women — who received 25% less in pay and fewer benefits than letter carriers, a majority of whom are male.

service, community health, along with three in community social services. A provincial framework agreement which will form part of local bargaining for K-12 support staff has also been achieved. More public sector unions will initiate talks in the fall, including health care facilities, health science professionals, and post-secondary education. K-12 teacher bargaining is also expected to get underway back dropped by concerns about labour relations practices by local employers and the provincial employers association, along with continued funding challenges as the government completes its funding formula review. See below for more about the BCFED's Public Sector Bargaining Working Group.

CBA's GOOD FOR WORKERS: BEST BID – NOT LOW BID

The government and our affiliated building trades unions have reached a framework to maximize the value from the billions of dollars the BC



CBA's make local hiring a priority and create opportunities for apprentices, women and other under represented groups to access good paying jobs.

government spends every year building bridges, roads, transit, schools and health care facilities.

Community Benefit Agreements are great news for BC workers and the communities where projects are being built. It's a good-paying jobs strategy that gives priority for local hiring. It creates opportunities for women, First Nations and other underrepresented groups to break through barriers to gain employment opportunities. It sets minimum apprenticeship levels to give apprentices more practical work experience, which they need to complete their training. And CBAs mandate fair wages and benefits, and encourage opportunities for local small business. Further, CBAs will help contain an expanding underground economy in the construction sector.

Under the BC Liberals, "low bid" and open shop were always the order of the day. What did British Columbians gain from that approach? Massive cost overruns, no priority for local hiring, no steps to help apprentices advance, and nothing to remove barriers to women and First Nations to access new work opportunities. Low bid, open shop has been a failure and bad value for taxpayers.

BCFED AT WORK

BCCWITT: Breaking down barriers

The labour movement has been working for years to level the playing field for women in trades and non-traditional jobs because women make up only 4% of skilled trades in our province. In time for IWD 2018, Premier John Horgan committed government resources for the BC Centre for Women in the Trades, in which the Federation is a lead partner.

BCCWITT's programs are funded to be the catalyst to remove barriers to careers for women, promote retention, expand opportunities for advancement, and address skills shortages. BCCWITT is a partnership of the BCFED, BC Building Trades and their women's committee, Build Together, BC Tradeswomen Society, BC LNG Alliance, and the Construction Labour Relations Association of BC.



LEVEL THE PLAYING FIELD

LEVEL THE PLAYING FIELD CAMPAIGN

Our *Level the Playing Field* campaign is the next stage in the labour movement's efforts to improve the lives of all working people. The campaign focuses on four critical areas where the deck has been stacked by the BC Liberals against hard working British Columbians, including:

- labour code reforms to make it easier for workers to join a union;
- making our workplaces safe and improving workers' compensation for those who are killed, injured or made ill on the job; and
- providing better access to apprenticeships and training to address skill shortages and ensure opportunities for future workers; and

- improved employment standards laws with tougher enforcement, stronger protections, an end to the self-help kit, and, longer-term, paid sick leave which would benefit both union and non-union workers alike.

Find out more at leveltheplayingfield.ca.

LABOUR MAKES THE CASE FOR CHANGE: WOMEN, YOUNG WORKER LOBBIES

Regardless of who holds power, lobbying politicians is an important tool in labour's toolbox to advance the interests of working people and advocate for progressive social and economic change.

The Federation organized two such lobbies. Around International Women's Day this year, a delegation of 30 women union leaders lobbied government and opposition politicians in Victoria. They advocated for change to focus on women's safety and greater protections from violence, assaults and harassment at work, in the community, and at home.

Among the issues the BCFED is pressing for action include:

- improved sexual assault services at BC health care facilities;
- updated employment laws to include relationship abuse and family violence leave;
- better protections to address gender-based violence including sexual violence and harassment on the job; and

AFFILIATE ACHIEVEMENT

USW: Men take action to end violence



USW District 3 is the first union to train USW spokesmen for their roles as leaders for the organization in the Be More Than a Bystander campaign. The union developed an intensive train-the-trainer course modeled on other trainings done with groups such as the Winnipeg Blue Bombers, and Saskatchewan Amateur Football. The training was offered to fifteen USW male activists at CLC Winter School last February. The participants are now equipped to lead sessions in USW locals and workplaces.

- an end to exemptions to the minimum wage that see some workers like restaurant servers and farmworkers paid less than the minimum.

Our young workers, who were particularly hard hit by the policies of the old government, also mobilized to campaign for change. A delegation met with NDP government and Green Party officials and attended Question Period last June. They pressed for:

- better employment standards,
- removing barriers to join unions so that young workers can improve wages and working conditions by organizing; and
- the restoration of Grant’s Law, which the BC Liberals had stripped, for protection of late-night gas station and convenience store workers.

Federation leaders and staff also attended provincial budget lockups — two under our NDP government and one under Christy Clark and the BC Liberals — and two NDP Throne speeches to analyze and comment on developments from a broader labour movement perspective.

And the BCFED also made a wide range of submissions to provincial government consultation processes including the Fair Wages Commission, the MSP Task Force, a review of ridesharing carried out by a legislative committee, and a formal submission to the legislative standing committee dealing with the provincial budget and services provided by the provincial government.

Through the CLC Canada Council, President Irene Lanzinger participated in a number of lobbies of the Trudeau government including the desperate need for a national pharmacare program. Lanzinger also took part in a CLC delegation at the United Nations in New York to the UN Commission on the Status of Women.

In September, Lanzinger joined Vancouver Mayor Gregor Robertson on a panel discussion at the Global Climate Summit in San Francisco, discussing the importance of labour, community and government collaboration in greening the local economy.

Also on the federal government front, as part of our equity mandate, the BCFED has pressed for significant changes in the Temporary Foreign Worker program and advocacy and support for migrant workers.

AFFILIATE ACHIEVEMENT

BC Ferries and Marine Workers’ Union: Women in leadership positions



Like other unions, BCFMWU is tackling issues around women’s involvement in the union, a shortage of women in leadership positions, and how to dismantle barriers to provide more opportunities for women to work in high skilled positions. The union held its first women’s conference last year and is actively encouraging women to run for leadership positions or join the union’s women’s committee. And working with BC Women in Trades, BCFMWU women ship officers are speaking with young women about a career in the BC Ferries Corporation at career fairs across the province.

THE ROAD AHEAD

Our efforts to press for change that will make life better for working people are guided by the Workers’ Legislative Agenda, a strategic road map prepared by the Federation in advance of the 2017 provincial election. It was used to lobby all political parties. The comprehensive document sets out a vision for reform to restore fairness and balance in the labour code and at the WCB, strengthen employment standards, a \$15 minimum wage, protect and enhance vital public services, fix the apprenticeship and skills training system, and address the rise of precarious work and the decline of good-paying jobs.

The Executive Council recommendations at the conclusion of this report supplement that road map. These include measures to build the labour movement through mobilizing mutual support and solidarity to reinforce our collective strength, expand organizing efforts to bring the benefits and protections of union membership to more workers, continued political action preparations to elect politicians that support our values, and a commitment to advocate on behalf of all workers in our province. Together, these will help the labour movement navigate this unique political period and our relationship with a government that is committed to making life better for working people.

POWERFUL FORCES OPPOSE CHANGE

Despite being in a minority situation, the BC NDP government has a solid record of achievement from its first 18 months in power. However, powerful forces remain opposed to our agenda and our government. The different interests and organizations that make up the business community still wield significant influence. They have coalesced to oppose a \$15 minimum wage, WCB and labour code reforms, along with any policy that asks the rich to pay their fair share.

The first real test of the government's mandate — and our election readiness — could come this fall with the municipal elections in Nanaimo, where veteran NDP MLA Leonard Krog is running for mayor. If Krog wins, a by-election will be declared for his provincial seat.

In the months ahead, there are several critical issues that are part of the Federation's campaigning efforts to level the playing field for working people that will require constructive conversations with government to achieve BC NDP commitments. These include the scope and timing for important amendments to the labour code and the urgent need for changes to basic

employment standards for workers who don't enjoy union membership.

WCB reform issues are also crucial. The labour movement believes that changes to compensation levels paid to injured workers — which were cut by the BC Liberals — must be increased, with the cost paid from the WCB's \$2.2 billion surplus. Employers are opposed, and claim that the surplus should be returned to them, not used to improve benefits for injured workers.

Affiliates will also be pressing for progress on key issues like implementing a jobs strategy, eliminating Bill 29 and Bill 94 in health care to stop employers from contract flipping, and quickening the pace of new teacher recruitment.

While mobilizing to be election-ready and building public support for change that levels the playing field for working people continue to be a top priority, the Federation worked to support affiliates and advance our collective cause in many other important ways since the last convention.

BCFED AT WORK

Women's March on Vancouver

In the aftermath of the shocking election of Donald Trump, progressive forces around the world looked to organize an expression of resistance to the new US president's agenda of hate, fear, misogyny and racism. Women in the US and across the globe took the lead and organized a mass rally to give voice to that resistance. Here in BC, rallies were staged in places like Kelowna, Victoria and Nanaimo. The Vancouver Women's March on January 21, 2017 commanded more than 20,000 participants. The BCFED provided financial, logistical and planning support to work with women's groups to make the march an overwhelming success.



BARGAINING AND STRIKE SUPPORT

Helping unions involved in disputes by coordinating potential picket line activity with other affiliates is one of the most important responsibilities that the Federation takes on — as is building strike support and solidarity to help those union members win their disputes.

Following policy, as affiliates near a critical juncture in their disputes, like serving strike notice, the Federation convenes a strike coordinating meeting that brings together all potentially impacted affiliates. In the last two years, the Federation has coordinated more than three dozen strike coordinating meetings around different disputes. Most were resolved without picketing.

But since the last convention, a number of disputes put the resolve of our members to the test. Let's recognize members of the following unions who have walked the picket line to win fair contract settlements that improve wages and conditions for workers, or to defend important principles to fight off employer concession demands:

- USW Local 816 vs Lafarge/Holcim, Texada Quarrying Ltd;



BCGEU Hard Rock casino members struck for 10 weeks to win a first contract settlement.



USW members at Mount Polley Mine were on the line for 70 days last summer to fight concessions.

- BCGEU vs Justice Institute of BC Bookstore;
- Bakery and Confectionary Workers Union Local 468 vs Canada Bread;
- CUPE Local 1816 vs Pacific Blue Cross;
- Teamsters and IBEW vs CP Rail;
- BCGEU vs Great Canadian Gaming Company, Hard Rock Casino, Coquitlam;
- BCGEU vs Okanagan Gateway Casinos (Kamloops, Vernon, Kelowna, Penticton);
- USW Local 1-2017 vs Imperial Metals (Mount Polley Mining Corporation);
- CUPE Local 458 vs Village of Harrison Hot Springs; and
- CUPW vs Canada Post.

AFFILIATE ACHIEVEMENT

UNITE HERE! Local 40: YYJ/YVR good jobs campaign



The hospitality sector union is campaigning for good jobs at airports in Vancouver and Victoria. Food service workers at both YVR and YYJ are rallying for better pay, fair workloads, respect at work, and protections from contract flipping by employers. They even organized a special forum at YVR with Premier Horgan so that he could hear first-hand their experiences.

BCFED President Irene Lanzinger and Secretary-Treasurer Aaron Ekman attended many picket line actions across the province to broaden support for striking workers, and the Federation helped organize picket line solidarity events.

Meanwhile, at the bargaining table, affiliates built membership solidarity as a force to be reckoned with to make significant gains. USW members at the Highland Valley Copper mine in Logan Lake secured language that will ensure that one out of four apprentice opportunities at the mine will be awarded to a diversity candidate. Likewise, Steel members at Shaw Cable took the company

right to the wall to win important improvements. In Richmond, 1,000 workers at River Rock casino joined BCGEU, mobilized to build their strength against a tough employer, and won a first collective agreement which included wage increases averaging 19%, extended health and dental care, and fair vacation entitlements. Also in 2017, 4,000 HEU members employed by multinational contractors providing hospital support services in BC organized for months to win new contracts and a form of successorship when contracts are flipped from one multinational to another.

Unifor raiding undercuts solidarity

A unified labour movement that is focused on a progressive agenda for change is crucial to improve the lives of working people. However, earlier this year our movement's solidarity was fractured when Unifor commenced a series of aggressive raids against affiliates, and attacked international unions. Unifor's affiliation and involvement in the CLC, provincial federations of labour, and labour councils was terminated.

Our collective ability to make gains for working people has always been determined by our capacity to work together. The actions of Unifor undermine our solidarity. Rather than focusing all our energy and resources to take on employers and government to advance our collective cause, unions are forced to reallocate resources and energy to fight this deplorable act.

One of the unions threatened by Unifor's aggressive raiding practices at Toronto-area hotels is UNITE HERE Local 75 in Toronto, which has won most of the dozens of representation votes forced by Unifor. The BCFED has extended our support in ongoing efforts to fend off an unconscionable raid by Unifor in Ontario against Local 75.

While Unifor raiding has been focused primarily in Ontario, the BC labour movement must remain on guard because we know that attacks could come here. To coordinate, fight and mobilize against such potential raiding activity, the BCFED's Organizing Institute has established an anti-raiding working group.

In addition, Unifor's actions and forced departure from bodies like local labour councils and the BCFED have many impacts on our movement, including financial repercussions. Other workers in BC were abandoned and left for a time without formal union representation after Unifor revoked charters for a number of certifications.

The BCFED supports the pledge signed by CLC President Hassan Yussuff and CLC leaders that we must:

- work together to protect our members from raids and organize the unorganized;
- defend our members and their international unions from baseless attacks; and
- recommit our efforts to the political action necessary to improve the lives of all workers.

Efforts to resolve the conflict and end Unifor's raiding actions are currently stalled.

BCFED PUBLIC SECTOR BARGAINING WORKING GROUP

Bargaining for some 300,000 workers in the broad public sector is another priority file. The Federation’s Public Sector Bargaining Working Group brings together more than 20 different affiliates with public sector contracts to pursue strategic opportunities to open bargaining with our NDP government in advance of 2019 expiry dates. As talks unfold, information-sharing among affiliates is coordinated through the working group as are strategies to deal with employer bodies like the government’s Public Sector Employers’ Council. The BCFED also assisted a number of affiliates to carry out a public opinion survey to gauge views on bargaining, public services and public sector workers.

EQUITY

The makeup of BC’s labour force is changing rapidly. Across the province today, four out of 10 workers are Black, Indigenous or people of colour (BIPOC). In the Lower Mainland, that number is even larger — 68%.

Transforming our movement to better reflect the changing demographics of workplaces and our communities must always be a priority. Our day-to-day work must ensure the labour movement is responsive to the needs of BIPOC and LGBTQ workers, and workers with disabilities, so that we are a welcoming and inclusive movement. We need to change to stay relevant.

These changing labour force demographics also help the Federation and affiliated unions adapt to meet different needs like language, immigration status, and accessibility, and to set equity goals and targets, and measure achievements.

The BCFED supports the Downtown Eastside Women’s Memorial March to honour, remember missing and murdered Indigenous women and girls.

MURDERED AND MISSING INDIGENOUS WOMEN AND GIRLS

Then Federation continues to be an active participant in the Coalition for Murdered and Missing Indigenous Women and Girls (MMIWG). In addition to supporting the coalition’s day-to-day work and events, we work to involve other unions, support affected families, and highlight the failures of police and government agencies that contributed to this tragedy. We also monitor the progress — or lack thereof — of the Trudeau government’s National Inquiry into Murdered and Missing Indigenous Women and Girls. The inquiry is rushed, underfunded, under supported and wracked by controversy.

TFWS: MIGRANT WORKERS SUPPORT NETWORK

A focus on temporary foreign workers is an important part of our equity work. In our interaction with both federal and provincial governments, we give voice to the concerns of workers for better treatment and advocate and lobby for a better TFW policy. Some headway is being made — progress that wasn’t the case under former Prime Minister Stephen Harper and Premier Christy Clark.



One important area of TFW work is the Migrant Workers Support Network, a \$3.4 million pilot project funded and controlled by Ottawa to help develop more protections for workers in the so-called “low-skilled stream” and better policy to govern the TFW program and reduce the exploitation of workers. It brings to the table consuls general from the five largest sender countries, immigration advocacy groups, academics, independent experts and worker advocate groups like the BCFED.

Key issues being addressed include living conditions for TFWs, access to health services, immigration status, and improved worker/ workplace health and safety measures.

AFFILIATE ACHIEVEMENTS

BCGEU: Supporting the National Inquiry



BCGEU, along with the BCFED, has standing in the second phase of the National Inquiry into Murdered and Missing Indigenous Women and Girls. To help fact find, BCGEU has held three hearings to gather evidence from the experience of members who are directly affected as a family member of a murdered or missing woman, or as a front line worker with first-hand knowledge of the gaps in the system that left so many women and girls at risk. That evidence will be submitted to the inquiry.

UFCW 1518: Members bargain domestic violence leave



The 11,000 members of the United Food and Commercial Workers Local 1518 who work at Save-On-Foods stores in BC successfully bargained domestic violence leave in their collective agreement. In a contract reopener ratified last June, they now have access through a confidential process to a paid day off plus additional unpaid protected leave that maintains their seniority and ensures they return to the full duties of their jobs.

ORGANIZING INSTITUTE

The BCFED Organizing Institute (OI) has a mandate to grow and strengthen our unions by promoting union organizing, training organizers, advocating for labour code reform, and helping non-union workers organize their workplaces. Daily, we receive enquiries from workers wanting to join a union for fairness and respect at work. It's the role of the OI to support capacity amongst unions and a legislative climate to make this happen.

Union organizers are always up against a host of challenges. The right to join a union has been upheld in the Canada's Constitution, but many workers in BC are not practically able to exercise that right. Fundamentally, the boss uses job precarity to create fear among workers. Our current *BC Labour Relations Code* contains provisions which make it hard for workers to join unions, and tilts the balance to favour employers. Workplaces are becoming increasingly fractured and fissured, undermining long-term relationships and solidarity at work that keep union members united.

LEVEL THE PLAYING FIELD: MAKING THE CASE FOR LABOUR CODE REFORM

Early in 2018, a long-awaited opportunity to push for labour code reform emerged when Labour Minister Harry Bains appointed a three-person review panel. Its mandate was “to ensure British Columbians have the same rights and protections enjoyed by other Canadians by reviewing the *Labour Relations Code* to ensure workplaces support a growing, sustainable economy with fair laws for workers and business.”

The panel undertook a consultation process that included written submissions and ten community forums across BC. This process was



To press for changes to restore fairness and balance in BC's labour code, the Federation worked with affiliates to coordinate submissions to the code review process.

the biggest review of the labour code since 1994. BCFED organized affiliates and community organizations to engage with the review process. The Federation's submission called for action to:

- remove barriers for workers to exercise their constitutional right to join a union, including a return to signed union card certifications — a process already in place in eight Canadian jurisdictions;
- prevent employers from interfering in union organizing drives;
- end rampant “contract flipping” that enables employers to keep wages low for tens of thousands of workers; and
- ensure the LRB has the financial resources it needs to do its job and make timely decisions.

At time of writing, the panel has submitted its recommendations which are being reviewed by minister Bains.

While more work needs to be done to improve the legal and administrative conditions around union certification drives, the OI recognizes that we also need to continue to increase and diversify our union organizer base. Unions need to be encouraged to shift resources to organizing and

cultivate organizers amongst membership and staff. Many affiliates have made great progress in increasing the number of staff organizers, training member organizers, and strengthening the connection between organizers and negotiators for success in bargaining — particularly for first collective agreements.

AFFILIATE ACHIEVEMENT

Film Unions: at the heart of a burgeoning industry

Highly skilled unionized workers continue to be the backbone of BC's vibrant film and television industry. In total, the Directors Guild of Canada BC District Council, ICG 669, IATSE 891, Teamsters Union Local 155, and UBCP/ACTRA represent over

18,000 union members who collectively enjoy access to health, retirement, and other benefits. The memberships of all the unions and guilds has grown considerably over the last several years. This sector contributed \$3.4 billion to the BC economy in 2017/18 — a sizeable 31% increase from the previous year. Continued strong growth is predicted for the future.



BATTLING UNSCRUPULOUS EMPLOYERS, CLAC

Meanwhile, contracted building cleaners at some of BC's public post-secondary institutions unionized with SEIU Local 2 after a long campaign which involved taking on the employer and its rat union CLAC, the Christian Labour Association of Canada.

Workers for Best Services Pro at Capilano University signed up with SEIU Local 2 only to have their application challenged by the employer who said they were already represented by CLAC (with whom Best had a voluntary recognition agreement at other campuses). The union was successful in their application and organized the workers at the other Best Service Pro/CLAC sites to join SEIU Local 2 through its "Justice for Janitors" campaign. It took over a year of work and a significant fight at the Labour Relations Board to have SEIU Local 2 recognized as the rightful union, giving those cleaners a chance at living wages and fair working conditions.



SEIU Local 2 members are taking on CLAC and making gains to improve wages and benefits for building cleaners.

CASINO WORKERS ON THE FRONT LINE

Despite the challenges of unfair labour laws+, many BCFED affiliates have organized significant groups of workers to achieve collective bargaining rights and a voice at work.

For example, workers at some of BC's biggest casinos unionized for better wages and working conditions. In 2015, nearly 1,000 workers at River Rock Casino in Richmond joined BCGEU. BCGEU knew that to achieve a first collective agreement with the casino, owned by Great Canadian Gaming Corp., they would need to continue to organize this new unit to build strength and union confidence amongst the members.

After months of organizing in support of contract negotiations, those workers ratified their first

collective agreement in September 2017. The agreement included an average of 19% wage increase, extended health and dental care, parental and adoption leave, and fair vacation entitlements.

Momentum at River Rock inspired 400 casino workers at Hard Rock Casino in Coquitlam to join BCGEU in 2016. Their path to a first contract included a 10-week strike and a mediated settlement in July.

AFFILIATE ACHIEVEMENT



HSA: Raid threat sparks commitment to activism

The Health Sciences Association turned a raid threat on its membership by the BC Nurses Union into a commitment to activism, with a planned program of member engagement and organizing. This commitment has increased participation by members at all levels, and resulted in newly unionized workplaces. HSA achieved important successes in addressing violence in health care and community social services workplaces. The union is also proud of their recent establishment of a \$3-million professional development fund to address chronic shortages among health science professionals and improve access to specialized services in communities across BC.

SIGNIFICANT EVENTS

BCFED organizer training and development events since last convention include:

- an annual OI three-day basic organizing training course at the CLC Winter School, for 40 member-organizers in 2017 and 2018;
- customized training workshops for affiliates (ILWU, Ironworkers 712, PEA);
- “think tank” seminars for union organizers, including a two-day training session with US organizer Jane McAlevey on power structure analysis;
- a dedicated organizing workshop stream at our 2017 Union Renewal Conference, and a focus on organizing at the BCFED Regional Conference in June; and
- partnerships with Organize BC in hosting Canroots in 2017, and with the Urban Worker Project skills sharing conference for freelance and independent workers in February.

Finally, BCFED affiliates have successfully pressed the LRB to stop using mail-in ballots for certification votes unless requested by both the

union and employer. And in a positive move, the board regained responsibility for directing the industrial relations officers who are involved in certification applications to minimize delays in carrying out the vote.

OCCUPATIONAL HEALTH & SAFETY

Undoing the significant damage done by 16 years of BC Liberal government to workplace health and safety is a critical element of our workers’ agenda. The Federation is campaigning hard to pressure government, the WCB and employers to implement tougher rules, more aggressive enforcement, stiffer penalties for violations, and measures to undo the cuts in compensation for injured workers implemented by the BC Liberals.

MORE NEEDS TO BE DONE TO KEEP WORKERS SAFE

That BC Liberal legacy means there is an urgent need for the new government, the WCB, and employers to do more to keep workers safe on the job—and impose more meaningful penalties on employers, including jail time for employers whose negligence kills or seriously injures a worker.

But while Christy Clark went out the door contemplating the giveaway of hundreds of millions of dollars in WCB funds to employers, our new government signalled early in its mandate that things were going to change.

They appointed a new WCB board chair, Ralph McGinn, a past president and CEO of the organization. And labour minister and one-time Steelworker member Harry Bains selected new board members who reflect a broader range of interests and perspectives. The WCB is now charged with looking at everything through the eyes and experiences of workers—those who the system is supposed to protect.

Remembering Susan Orr

It was a very sad moment for the BC labour movement when long-time BCFED staff person Susan Orr died suddenly last June after a brief illness. The operations manager in the office, Susan worked for more than 20 years with three different Federation presidents and secretary treasurers, and was the keeper of much of our historical institutional knowledge and records. A union activist in her own right with MoveUp, Susan contributed greatly to the work we do to build a strong labour movement and advocate for working people. She will be dearly missed.



Change is now a priority. One study of existing compensation policies has already been undertaken, and the results and recommendations are under consideration. In a formal submission earlier this year, the Federation and affiliates called on the board to improve payments to workers who've been injured at work and left with a permanent or partial disability. Labour's brief highlighted the unfair way the WCB calculates real earnings loss for permanently or partially disabled workers and called for immediate changes to solve the inequity created by the BC Liberals.

Labour minister Bains wants to make BC workplaces the safest in Canada. Meanwhile, the government moved earlier this year with a new mental trauma initiative that will help first responders with psychological injuries caused by traumatic working conditions receive the treatment and WCB compensation they deserve.

The *Workers Compensation Act* was changed to presume that first responders (firefighters, ambulance paramedics, police, sheriffs and correctional officers) with diagnosed psychological injuries like PTSD resulted from work-related causes. The change also creates a process for other high-risk occupations like health care to be covered by similar standards in future.

But progress will be slow to achieve. A culture where employers get a slap on the wrist when an employee is killed or injured is hard to change.

WCB BUDGET SURPLUS SHOULD FUND EXPANDED ENFORCEMENT, IMPROVED BENEFITS

Another emerging high stakes conflict is the effort by some business groups like the Canadian Federation of Independent Business (CFIB) to siphon a \$2.2 billion budget surplus at the board into employer coffers — a road the BC Liberals headed down just before their defeat in 2017. Unions say the surplus funds should be used to pay for expanded enforcement and to improve

WCB benefits that were cut by the BC Liberals early in their 16-year reign.

The slow pace for reform is symbolized by the epidemic of workplace deaths in the lead-up to the 2018 April 28 Day of Mourning for workers killed, injured or made ill because of their work. While the board took the unprecedented step of calling out employers and reminding them in a special bulletin of their legal obligation to keep employees alive and safe at work, 11 workers were killed at work within a three-week period. In 2016, 164 BC workers were killed on the job or died from occupational diseases. In 2017, that number climbed to 198.

Organizing around April 28 is a top priority for the Federation and affiliates with events held in many communities across the province. In 2017 — in the midst of the provincial election campaign — unions staged a high profile rally in Victoria, carrying a symbolic 100 coffins to the provincial Legislature. In 2018 there was a joint event to mark the somber occasion co-hosted by the BCFED, the Vancouver and District Labour Council, WCB, the Business Council of BC and the Employers' Forum.

AFFILIATE ACHIEVEMENT

HEU: Better working and caring conditions in nursing homes



HEU members' *Care Can't Wait* campaign for higher staffing levels in seniors' care paid off with nearly \$250 million committed by the NDP government to reach staffing guidelines for care homes by 2021. HEU continues to fight against contracting out and contract flipping — a practice that destabilizes care. When 150 workers at two Coquitlam care homes joined the union last summer, only to be contracted out, the union reached a deal with the owner and Fraser Health to protect jobs and care — a deal that's being tested again with news of another contract flip. Time to change the law to end this anti-social practice!



At the Bentall Centre memorial, BCFED President Irene Lanzinger calls for action from government and the WCB to make our workplaces safer.

All workplace deaths are preventable. That's why the Federation is pursuing a proactive communications strategy to call attention to workplace incidents where workers are killed, made ill, or seriously injured on the job, along with circumstances where the WCB fails to implement a meaningful penalty on employers.

BCFED HEALTH AND SAFETY CENTRE

A key part of our efforts to make workplaces safer, the BCFED's Health and Safety Centre continues to build on its success as BC's go-to provider of health and safety training. This past summer, the centre reached a new funding agreement with the WCB that will see the board invest \$4.7 million in funding support for the next two years. That will enable the centre to consolidate its role and unique approach to learning with programs that reach workers and employers in almost every community in the province. Course and program offerings include Basic OH&S, Mental Health First Aid, Supervisor OH&S Responsibilities, Workplace Violence Prevention, and Improving Safety Committee Effectiveness.

Since it opened its doors with two staff in 2001, the centre has grown significantly and accomplished much. It has trained 44,000 joint OH&S committee representatives, reached 200,000 high school students and employment program participants through the *Alive After 5* program to promote greater awareness of workplace health and safety among young people, and served 1,500 migrant workers across the province. And the centre has helped close to 1,000 new Canadians improve their English skills and their knowledge of workplace health and safety through its unique English as an Additional Language course.

WE WILL REMEMBER

Another crucial part of promoting healthier and safer workplaces is commemorating past tragedies to serve as a clarion call for change today. Every year, the Federation participates in a number of these ceremonies to remember, to mourn, and organize. These events include the Bentall Centre and Ironworkers Memorials, and the Golden Tree Vigil commemorating three women farmworkers who died in a horrific van crash while being transported to work.

BCFED NEWS

Organizational review

Officers of the Federation laid the groundwork for a more comprehensive strategic planning process to set priorities for the Federation's work by holding an organizational review this past summer. All of the Federation's work including responsibilities mandated by convention, roles and relationships with other organizations, and resources were put under a microscope to help inform the priority-setting process.

GRANT'S LAW

Part of our agenda for safer workplaces is the return of Grant's Law. In 2005, 24-year-old Grant De Patie was working alone as a gas station attendant when he was killed during a gas and dash incident. His family and the BCFED fought for and won new safety regulations called "Grant's Law" to better protect workers. Under pressure from big corporations Christy Clark's government watered down critical worker protections in 2012. Every year in April, BCFED young workers hold an overnight protest at a Mac's Convenience Store to restore Grant's Law. We are calling on government and the WCB to return these protections and to ensure similar tragedies do not occur.

Young workers continue to mobilize around restoring Grant's Law to better protect convenience and gas station workers.



SKILLS TRAINING AND BREAKING BARRIERS

YEARS OF BC LIBERAL GOVERNMENT MISMANAGEMENT

Overcoming significant problems in our apprenticeship and skills training system has been another important priority of the Federation — and a file where the new government is moving to fix the damage caused by 16 years of BC Liberal government mismanagement.

In an experiment that was a massive failure, right-wing lobby groups like the Independent Contractors and Businesses Association (ICBA) convinced the Liberals to deregulate training for skilled trades. Comprehensive training programs were chopped into modules. Hours of mandatory classroom learning and on-the-job practical work experience for apprentices were cut to the lowest levels in Canada. And the requirement that work in complex and dangerous fields like electrical, refrigeration, crane operation and plumbing be performed by a trained, certified journeyman, called compulsory certification, was dropped.

Overall, training became narrow and shallow. It created a workforce that lacks the depth and breadth of skills to meet current needs. Critically, while registrations in trades training and apprenticeship programs have increased, overall apprenticeship completion rates declined compared to a decade ago, and relative to other provinces. In an era of chronic skills shortages, the biggest barrier for apprentices to complete their training is the absence of practical work experience opportunities. And the BC government — the biggest builder of construction projects in the province — refused to set minimum apprenticeship levels on public

AFFILIATE ACHIEVEMENT

FPSE: Removing financial barriers for ABE students



One of the first acts by the new NDP government on taking power in 2017 was to eliminate tuition fees levied by the BC Liberals on Adult Basic Education and English Language Learning students. It was a move praised by affiliates like FPSE which energetically campaigned with the support of affiliates and student groups like BCFS to remove the fees which created a barrier to accessing training programs and good paying jobs.



The Horgan government is opening skills training doors in the trades for women and under-represented groups.

projects that would have eased the apprentice completion bottleneck.

Through the affiliates on our Apprenticeship and Skills Training Working Group (ASTWG), the Federation undertook an important and comprehensive analysis of the Liberal's failed experience. Those findings formed the basis of an op-ed submission in the Province paper by BCFED President Irene Lanzinger and ASTWG Chair Laird Cronk, IBEW International representative.

AFFILIATE ACHIEVEMENT

BCBT: Creating opportunities for vulnerable youth



BC's Building Trades are helping to provide career opportunities for vulnerable young people aging out of government care at 19. The unions worked with the Horgan government to expand a tuition fee waiver program for former youth in care to attend union-run training facilities. The waiver — which is significant given the cost of post-secondary and skills training programs — will give young people with troubled pasts a chance to train for a rewarding, good-paying job. The tuition waiver is also available for those enrolled in any post-secondary program, including apprenticeship training.

NEW LOOK ITA A STEP FORWARD

Our new government is moving quickly to get our skills training system back on track. A new Industry Training Authority chair has been appointed — Roberta Ellis, a former official of the WCB. Soon after her appointment, Ellis met with the ASTWG for affiliated unions.

Labour representation on the ITA board has been balanced, with a number of new appointments to help guide a more cooperative ITA. It has a new mandate to fix the problems of the past and build a training system that ensures British Columbians have access to the skills required for the good paying jobs that will be in high demand in the future. That broad agenda for change includes apprenticeship ratios on construction projects to help improve red seal completion rates, recruiting more women and underrepresented groups into training programs, (see BCCWITT sidebar below) and making programs more affordable and accessible for students.

And on other fronts, the government has backed up this commitment with concrete action. The Community Benefits Agreement model for building public infrastructure sets concrete apprenticeship ratios and creates opportunities for women and underrepresented groups to break through barriers to good paying jobs. One of the first acts by the new NDP government upon taking power in 2017 was to eliminate tuition fees levied by the BC Liberals on Adult Basic Education and English Language Training students. It was a move praised by affiliates like FPSE and student groups like the BC Federation of Students (BCFS), who had both campaigned energetically to remove the fees, which created a barrier to accessing training programs and good paying jobs.

Meanwhile the NDP government is also investing millions more in skills training in new facilities along with more student spaces and supports at post-secondary facilities across the province.

AFFILIATE ACHIEVEMENTS

CUPE: Making links in the world around us

CUPE in BC has a long, proud commitment to international solidarity. CUPE has developed partnership links and committed financial resources to dozens of unions and progressive organizations globally to lend support for those in struggle, and to share experiences and expertise. One example is a NOMADESC, a Colombian group fighting to protect human rights in a country notorious for repression. "CUPE's support helps keep us alive," the group's Berenice Celeyta told delegates at CUPE BC's recent convention.

**PEA: Working to protect the public interest**

The BC Liberals surrendered responsibility for the public interest, stewardship and compliance in natural resource development to resource companies to self-police. Hundreds of expert government staff were laid off while protections were reduced. The PEA is campaigning to change that, and to lobby the new government take back primary responsibility for stewardship and compliance so that the public interest is better protected. Recommendations from recent report signal the NDP are moving in that direction.



BC's Union for Professionals

MoveUP: End discriminatory blood donation policies

MoveUP is campaigning to put pressure on the Canadian Blood Services to end its discriminatory practice of banning gay or bisexual men, or transgender women, from donating blood unless they have been celibate for at least one year. The high profile social media campaign featured videos and a petition drive urging supporters to sign on.

**UNION EDUCATION AND TRAINING****2017 UNION RENEWAL CONFERENCE**

Working with affiliates to build the capacity of our leadership base and recruit younger activists to take on the fight and advance our cause is a role the Federation fills. More than 230 activists took part in the October 2017 union renewal conference in Victoria. Themed around *Making Work Work for Everyone*, the conference explored the ways in which our workplaces are changing and ideas for how our labour laws and organizing strategies need to evolve to better support workers. Eleven different workshops were offered along with a keynote speech from Premier John Horgan.

CAMP JUBILEE

The annual Young Workers' School at Camp Jubilee is another way that the Federation provides union education and training to labour and community activists in BC. In the past two years, more than 150 young activists from a range of affiliate unions participated in the school's labour-themed course offerings, networking



Training the next generation of labour activists at the BCFED's annual Camp Jubilee School.

opportunities, and engagement with community group representatives who were invited to participate as well.

LABOUR EDUCATION PROGRAM

Educating young workers as they enter the workforce about their rights on the job, how to defend them, and the progressive role of unions is another priority area for the Federation and affiliates. Through our labour education outreach program, a team of trained young worker facilitators visit high schools and reach thousands of students every year.

HARRISON WINTER SCHOOL

The BCFED and affiliates work closely with CLC Pacific Region staff who organize the annual CLC Harrison Winter School. Since 1975, Harrison Winter School has been the major project for the CLC Pacific Region. It is the largest labour education program in Canada, with over 1,000 activists attending each year. Participants receive top-notch skills training to take back to their

unions and their worksites. The winter school will increase to five full weeks in 2019, corresponding to the recent Family Day date change. Affiliates are also taking advantage of the opportunity to offer their own leadership and skills training courses at the school.

2018 REGIONAL CONFERENCE

How our efforts to win change will make life better for all working people in BC was the guiding theme of our 2018 regional conference in the Comox Valley. It drew close to 100 activists who heard from labour minister Harry Bains and took part in a host of different workshops on topics like workplace violence, bullying and harassment, electoral reform and proportional representation, and organizing in today's workplaces. The conference also piggybacked on Miners Memorial Weekend and a host of exciting events including the 100th anniversary of the murder of union organizer Ginger Goodwin at the hands of a police special constable, including a re-enactment of Goodwin's funeral procession through the streets of Cumberland.

AFFILIATE ACHIEVEMENT

PSAC: Federal pay disaster continues

For over two years, PSAC members have showed up every day to deliver crucial public services Canadians depend on — even though they stopped getting paid properly. Over 200,000 workers, including 15,000 in BC, and their families are still suffering the financial and emotional fallout from the failed Phoenix pay system, which was originally rolled out by the Conservatives. The Liberal government has been slow with a fix. PSAC members continue to take action at rallies and events across BC, calling on the Prime Minister to do more to ensure they are paid properly and on time, every time.



BCFED NEWS

Recognizing BCFED staff

It's been a difficult and challenging year at the BCFED on the staffing front. Retirements, a tragedy, and staff leaving to pursue other opportunities have been taxing and stressful. But in difficult circumstances, our MoveUP admin support workers and USW staff have pulled together to keep everything on track. Thank you.

Technology

The Federation is working on a major technology upgrade to replace aging servers and undertake a quantum leap forward in our capacity. The update will make our operations more efficient, and create the capacity to archive documents of historical significance.

LABOUR IN THE COMMUNITY

BE MORE THAN A BYSTANDER

The BCFED has long been a proud partner of the BC Lions' and Ending Violence Association of BC's *Be More Than a Bystander* campaign to break the silence surrounding violence against women and girls by training male role models to advocate for an end to violence.

Since 2011, the campaign has trained over 100,000 people in how to speak up and break the silence on violence against women. The campaign has also made two new films and numerous videos on the subject, won many awards, reached over 800 million impressions on social and mainstream media, and has been profiled by the United Nations at the 57th Commission on the Status of Women in New York.

With the #metoo movement gaining strength, violence against women is one of the most widely discussed social issues today. The labour movement has advocated on the issue of violence against women for decades. Through *Be More Than a Bystander*, our movement continues to lead to change the culture around violence against women.

BC Lions players have presented to thousands of high school students across BC. When young students hear from male role models, they listen. When schools and communities adopt a culture of no tolerance for male violence against women and girls, they start to change long-standing behaviour patterns.

In 2018, the BCFED achieved Official Partnership status with the BC Lions and EVA BC on this program, thanks to the financial support and involvement of twelve affiliates.

MINERS MEMORIAL DAY PROCLAMATION, GINGER GOODWIN WAY SIDEBAR

Having a government that is on our side can make an important difference in so many ways. We have a rich tradition of labour history in BC but the important contributions that so many from the labour movement have made are rarely recognized. July 27, 2018 marked the 100th anniversary of the death of union organizer Ginger Goodwin, who was shot by police in the Cumberland Valley. To honour the occasion, the provincial government declared July 27 to be Ginger Goodwin Day in BC, and designated a 13 km stretch of the Island Highway as Ginger Goodwin Way.





BC unions organize events across the province to mark Labour Day to celebrate our accomplishments for working people and the contributions that union members make in their communities.

COMMUNITY PARTNERS

Working with community partners is an important way for the Federation to build alliances through joint work to advance the interests of working people. Here are some of the community organizations that we partner with:

- Abbotsford Community Services
- ACORN
- Agricultural Workers Advisory Committee
- BC Employment Standards Coalition
- BC Federation of Students
- BC Forum
- BC Health Coalition
- BC Labour Heritage Centre
- BC Lions
- BC NDP
- Canadian Centre for Policy Alternatives
- Canadian Mental Health Association Bottom Line Conference

- CanRoots
- Centre for Research on Work Disability Policy
- Check Your Head

BCFED AT WORK

Affiliates come together for polling project

Bringing affiliates together to engage in collective projects is one of many small ways your Federation adds value. Following the 2017 BC election, the BCFED, in partnership with some affiliates, undertook a year-long polling program to track the new political landscape in the province, gauge support for critical labour-related issues and campaigns, and to follow hot-button issues as they emerged. The BCFED contracted Strategic Communications to lead the project and work with affiliates to set the questions ahead of each poll. The omni polls were conducted four times over 2018 — February, May, September, and November.

- Coalition of Child Care Advocates of BC
- Coalition on Missing and Murdered Indigenous Women and Girls
- Columbia Institute
- Community Legal Assistance Society
- Council of Senior Citizens Organizations
- Ending Violence Association of BC
- First Nations Leadership Summit
- Living Wage for Families Campaign
- Metro Vancouver Alliance
- Migrant Worker Centre (formerly West Coast Domestic Workers Centre)
- Murdered and Missing Indigenous Women's Group Coalition
- Poverty Reduction Coalition
- Precarious Work Network
- Radical Action with Migrants in Agriculture (RAMA)
- Raise the Rates Coalition
- Sanctuary Health
- SFU Labour Studies Advisory Committee
- Single Mothers Alliance
- SkillsBC
- Sustainable Communities Initiative
- The Union Protein Project
- United Way
- Work Wellness & Disability Prevention Institute
- Working Opportunities Fund

LABOUR DAY

Labour Day events are held in communities across the province to acknowledge the legacy of the labour movement in BC, and to celebrate how our movement is growing and evolving today. Local labour councils take on the job of organizing a picnic or event for members and their families to gather and mark the day together.

Given the large number of working people living in the Metro Vancouver region, the Vancouver and District Labour Council (VDLC), and New Westminster and District Labour Council (NWDLC) decided to alternate years for hosting a regional event.

In 2017, the NWDLC organized a successful picnic at Holland Park in Surrey. A highlight of the event was the attendance of Premier John Horgan and members of the BC NDP caucus — their first appearance at Labour Day since forming government.

2018 marked *Labour Day at the Fair*, organized by the VDLC with the support of nearly 30 unions and labour organizations. A partnership with the Pacific National Exhibition (PNE) enabled thousands of union members and their families to rally at the Pacific Coliseum and enjoy a day at the fair.

COMMUNITY PARTNER FOCUS

BC LABOUR HERITAGE CENTRE

Working people and unions in BC have a long, rich history. Our community partner,



the BC Labour Heritage Centre works to preserve and represent our roles in building the economic and social fabric of our province.

Thanks to generous funding from Community Savings, the unions' credit union, this year the centre published *On the Line*, a comprehensive and vibrant history of BC's labour movement. Authored by journalist Rod Mickleburgh it starts with the first known job action in BC — an 1849 strike of coal miners protesting wretched conditions — through current developments. Launched, fittingly, on May 1 of this year, *On the Line* has proved a popular record of our struggles to build a better province and a better world.

The centre also organized a number of special events to mark this year's 35th anniversary of the 1983 Solidarity movement and the rising up of labour and community groups against the repressive Socred government of the day. For more information about the centre: labourheritagecentre.ca

BC HEALTH COALITION

Along with a number of health care affiliates, the BCFED is part of the BC Health Coalition, which brings together unions and community groups from across the province to advocate for public health care. The coalition is playing a leading role defending Medicare from the legal attack of high profile privateer Brian Day, closely monitoring the lengthy Charter Challenge launched by private interests.



It also advocates for reform and improvements in home and community services so that our health care system better serves seniors and people with disabilities. And its work on progressive approaches for addressing surgical wait lists for high profile procedures laid the ground work

for changes already implemented by our NDP government. A vocal opponent of privatization, the coalition campaigned to protect patients from illegal private fees and extra billing.

Uniquely, it partners with young people to ensure the struggle to protect public Medicare isn't lost by future generations and to help build a bright future for public health care. For more information about the coalition: bchealthcoalition.ca

BC FEDERATION OF RETIRED UNION MEMBERS (BC FORUM)

Here's a challenge for the movement. With people working together for



social justice, solidarity is strength. Yet every day, the strength and experience of thousands of members are potentially lost to us because they retire. The challenge is how to retain senior activists. That's the purpose of the BC Federation of Retired Union Members (BCFORUM), an organization that serves the needs of both retired and active union members over the age of 50 throughout British Columbia.

Membership in BC FORUM allows 50-plus current or retired union members an opportunity to renew social networks, participate in labour campaigns and political action, and gain access to savings in a range of programs, services and products. Represented on the Executive Council, BC Forum is proud to be the only seniors organization that is formally a part of the BC labour movement.

The volunteer directors of BC FORUM are very grateful for the tremendous support received from the BCFED, a growing number of affiliates, Labour Councils, and WE Consulting and Benefits. For more information about BC FORUM: bcforum.ca

AFFILIATE ACHIEVEMENT

BCTF: Supporting the 94 Calls to Action



Teaching for decolonization is key among the BC Teachers' Federation leadership priorities. For over 150 years, education was used as a tool of oppression of Indigenous peoples. Now, we aim to transform our public schools into places of healing, truth-telling, and reconciliation. The BCTF creates classroom resources, offers workshops, and works in partnership across the K-12 sector to enhance opportunities and promote equity for Aboriginal students, families, and teachers. Much accomplished, much remains to be done!

FIVE CLC PRIORITY ISSUES

The Federation works closely with the Canadian Labour Congress and staff in the Pacific Region office on a host of issues. Here are a handful of examples of where work is being undertaken to advance the cause of working people.



Federal NDP Leader Jagmeet Singh supports labour's efforts to win a national pharmacare plan.

PHARMACARE

Through the CLC campaign, *A Plan for Everyone*, unions are leading the charge for a universal, national prescription drug plan in Canada. Nobody should be forced to choose between groceries and paying for the medication they need. A universal prescription drug plan that covers all Canadians is achievable. The CLC will ramp up the campaign ahead of the 2019 federal election to ensure this issue remains in the forefront of voters' minds.

THE REFUGEE INSTALLATION

The Refugee Installation is a project to raise awareness about the global displacement crisis. As participants at the BCFED's 2017 union renewal conference experienced, it uses virtual reality technology to put participants in the shoes of a refugee. Appearing at labour events throughout the province, the installation is popular as an innovative empathy-building tool and a mechanism to provoke political action around policies and best practices impacting displaced peoples.

DIGITAL TOOLBOX

The CLC has launched an initiative to modernize the tools labour councils use to engage with activists online. The new digital toolbox contains email and SMS engagement, event and RSVP signups, lobbying tools for contacting elected representatives, a letter to the editor generator, and a database system (NationBuilder platform) for easy data capture and management.

DOMESTIC VIOLENCE LEAVE

The CLC has been working with federations of labour, including the BCFED, to lobby federal and provincial governments for paid domestic violence leave. This lobbying has been successful, with Ottawa and several provinces implementing domestic violence leave. The CLC continues with its training on the issue of domestic violence in the workplace. More info: canadianlabour.ca/issues-research/domestic-violence-work.

MUNICIPALITIES MATTER! STRONGER COMMUNITIES TOGETHER

The CLC's municipal campaign aims to build strong, productive relationships between unions and local governments to build vibrant communities. The CLC's enhanced municipal campaign, *Stronger Communities Together*, provides more support to workers who are organizing around local elections, and strengthens our collaboration with endorsed and elected candidates. This fall the campaign was strategically launched in BC for the 2018 municipal elections.

RECOMMENDATIONS TO CONVENTION

1. HOLDING POLITICAL POWER BRINGS CHANGE

The Federation will continue to support and elect progressive candidates and governments that share our values at the federal, provincial and local levels through coordination of the labour movement to use political action to bring about progressive change and hold government to account to fulfill its election promises.

2. WE ARE ONLY AS STRONG AS THE SUM OF OUR PARTS

The Federation continue to support our affiliates and build collective strength through:

- picket line coordination and strike support;
- mobilizing solidarity to help affiliates fight against raids and other actions by organizations that do not support our values;
- initiatives to advance organizing efforts;
- promoting and implementing equity initiatives to ensure that the labour movement reflects today's workers and their needs;
- continued coordination of public sector bargaining; and
- research, policy development and submissions, and training and education.

3. WHAT WE DESIRE FOR OURSELVES, WE WISH FOR ALL

The Federation will continue to advocate to win political, economic and social change that benefits all working people in both the short and long term. The Federation shall continue its *Level the Playing Field* campaign to:

- make workplaces safer and healthier, improve

WCB benefits for those workers who are injured, made ill or killed at work, and ensure the WCB's surplus is used to fund these important initiatives;

- improve employment standards to strengthen minimum protections for all workers;
- restore fairness and balance to the Labour Code and make it easier for workers to join unions; and
- expand access to apprenticeships and skills training to address skills shortages and ensure that young people, Indigenous people, women and other underrepresented groups have opportunities for good-paying jobs.

4. LABOUR AND THE COMMUNITY: COMMON CAUSE

Broadening relationships with our partners in the community is an important way for the labour movement continue to collaborate with community groups to achieve these important objectives of improving social and economic justice for working people.

5. MAKE RECONCILIATION REAL

The Federation will continue work to:

- implement the 94 Calls to Action of the Truth and Reconciliation Commission of Canada;
- support the UN Declaration on the Rights of Indigenous Peoples; and
- renew a First Nations-Labour protocol.

6. SUPPORTING THE WORK OF THE HEALTH AND SAFETY CENTRE, BCCWITT

The Federation continue to support the work of the BCFED Health and Safety Centre and the BC Centre for Women in the Trades, and calls on the provincial government and WCB to continue to fund both the Health and Safety Centre and BCCWITT.



OFFICERS AND EXECUTIVE COUNCIL MEMBERS

OFFICERS

Robert Ashton, **ILWU**

Val Avery, **HSA**

Donisa Bernardo, **HEU**

David Black, **MoveUP**

Brian Cochrane, **IUOE**

Laird Cronk, **IBEW**

Emet Davis, **BCGEU**

George Davison, **FPSE**

Robert Demand, **UNITE HERE!**

Aaron Ekman, **BCFED**

Victor Elkins, **HEU**

Paul Faoro, **CUPE**

Glen Hansman, **BCTF**

Dave Holmes,
BC Building Trades

Steve Hunt, **USW**

Orion Irvine, **CLC**

Phil Klapwyk, **IATSE**

Irene Lanzinger, **BCFED**

Michelle Laurie, **USW**

Ivan Limpricht, **UFCW**

Jamey Mills, **PSAC**

Kim Novak, **UFCW**

Karen Ranalletta, **CUPE**

Stephanie Smith, **BCGEU**

EXECUTIVE COUNCIL

Manuel Alvernaz, **CSWU**

Janet Andrews, **New
Westminster & DLC**

Tim Armstrong, **CUPW**

Shelley Balfour,
East Kootenay DLC

Paul Beacom, **Ironworkers**

Meena Brisard, **CUPE**

Amanda Bronswyk, **IATSE**

Sheryl Burns, **CUPE**

Chris Carolan,
TNG/CANADA/CWA

Zailda Chan, **UNITE HERE!**

Caitlin Davidson-King, **MoveUP**

Trevor Davies, **CUPE**

Mark Derton, **BC Regional
Council of Carpenters**

Gordon Ditchburn, **BCPFFA**

Paul Finch, **BCGEU**

Natalie Fletcher,
North Central LC

Guy Fraser, **UFCW**

Walter Gerlach, **IAMAW**

Keith Martin Gordey,
UBCP/ACTRA

Shawn Henter, **Teamsters**

Rob Jandric, **CUPE**

Graeme Johnston, **BCFMWU**

Dusty Kelly, **VMA**

Frank Kohlberger, **PEA**

Robert Larson, **DGC**

Lee Loftus, **IAHFIW**

Scott Lovell, **ATU**

George MacPherson, **Shipyards
General Workers' Federation**

Lori Mayhew, **MoveUP**

Cindy McQueen, **CUPE**

Karen McVeigh, **HEU**

Teri Mooring, **BCTF**

Al Phillips, **UA**

Danielle Pohl, **Fraser Valley LC**

Shanee Prasad, **BCTF**

Shelley Saje Ricci, **CUPE**

Chris Sherman, **IBEW**

Sussanne Skidmore, **BCGEU**

Todd Smith, **PSAC**

Laura Snow, **CEU**

Miriam Sobrino, **HSA**

Teresa Tracy, **IUOE**

Terri Van Steinburg, **FPSE**

Jennifer Whiteside, **HEU**

Diane Wood, **BC FORUM**

Kenzie Woodbridge, **BCIT FSA**

Equity Representatives' Reports

INDIGENOUS WORKERS' REPRESENTATIVE

SHELLEY SAJE RICCI

It's been three years since the Truth and Reconciliation Commission released its final report. Indigenous Workers' Caucus members have been busy working toward education and enhancement of Indigenous recognition, goals and visions. We are on a path toward a conciliatory relationship between settlers and Indigenous peoples. But it will take action from informed, knowledgeable allies at labour councils, union halls, public forums, talking circles and at board room tables to move the Indigenous agenda forward at a faster pace. Therefore, we call upon friends and comrades to "warrior up and ally up!"

In terms of broader society and reconciliation, consensus is that there is a long way to go. In general there is a tendency to lean on public forums, reports, and catchy taglines without putting into practice the recommendations published in the reports, or following through on the requests Indigenous communities make as part of these processes. Now it's time to move it forward — through #reconciliACTION.

Progress is slowly happening in the labour movement. It is important to have Indigenous voices at decision-making tables, at the local committee level, in leadership and political roles, and included in reports that influence our workers. Now that we have made progress on Acknowledgement of Traditional Territories, we

need more action and acknowledgement about how decisions impact solidarity with Indigenous workers. It's time!

We have a number of recommendations:

- That all union executives and top front-line management participate in The Blanket Exercise and/or a Reconciliation Talking Circle to set the example from the leadership level;
- That all affiliates create a reconciliation plan which is included in the organizational structure; become familiar with #next150; and supports Indigenous education, goals and campaigns;
- That all affiliates add land acknowledgment to social media and email signatures, including all labour related magazines, newsletters, leaflets, flyers and invitations; and
- The BCFED lobby to make National Indigenous Peoples Day, June 21, a national statutory holiday.

Reconciliation can be advanced by picking one of the 94 Calls to Action and implementing it either into the constitution or into action with a committee. We suggest people read, understand and support the United Nations Declaration on the Rights of Indigenous Peoples and learn that issues are on a nation-to-nation basis. It's not simply labour issues. Treaties, the constitution, legislation and land claims are all involved. We also recommend that unions take action wherever possible to support the fight against any more Missing and Murdered Indigenous Women and Girls+ in Canada.

Without a formal reconciliation plan, we will just hear words. It is important to rebuild and

rebalance with the First Peoples of this country. Investing in better education, training, well-paid jobs and contracts, and paying fairly for specialized Indigenous knowledge, art, stories and input will contribute to “levelling the playing field” for Indigenous workers of BC.

Over the past two years, Indigenous Workers’ Executive Council member Shelley Saje Ricci represented and shared voice at The Sister’s In Spirit Vigil in Vancouver, presented at the Fair Wages Commission in Kelowna, lobbied on violence against women in Victoria, attended MMIWG+ Coalition meetings, moderated a panel at the BCFED conference in Victoria, participated as a panel expert for Lancaster House Human Rights Conference, facilitated The Blanket Exercise for CLC Labour College at Winter School, and shared a workshop with the BCFED Young Workers’ retreat about how truth can inspire ReconciliACTION in the labour movement.

We need more people speaking more often about Indigenous issues. Our vision would be that our province has a formal plan to educate and train Reconciliation/ReconciliACTION experts, both Indigenous and non-Indigenous, binary and non-binary. We need to work toward thinking inclusively, then moving that inclusion toward action. The time for simple words and acknowledgement is over, now we require action. Unions are organized. Unions are inclusive. Unions support human rights.

Our vision is that all unions embrace and advocate for Indigenous rights. We are making progress with land acknowledgement. Next is to have Indigenous voice at decision-making tables. For example, in the curriculum for Sexual Orientation Gender Identification in schools, there is mere mention of two-spirited, but no actual voice advocating for Indigenous inclusion or Indigenous rights in our education system.

When the labour movement acknowledges Indigenous territory, it must reach further and consider what Indigenous people want in terms

of reconciliation, inclusion and rights for our people.

LGBTQ WORKERS’ REPRESENTATIVE

KAREN MCVEIGH

Over the past two years the LGBTQ Workers’ Caucus has talked about many issues. The group has gone through resolutions from last convention, and advised the BCFED Human Rights Committee on how to implement them.

Often, the LGBTQ Workers’ Caucus conference calls have been a vehicle for mutual support in our respective struggles. In this way, the caucus functions as an affinity group as well as an advisory committee.

The caucus has had several conference calls over the last two years. We have talked about Pride, and about going further with our efforts like supporting Rainbow Refugee, creating mental health workshops for LGBTQ community members, and policies that support LGBTQ workers. Good feedback has been received from those calls. Topics covered also included Black Lives Matter, Pride, mental health, and domestic violence.

Members of the caucus attended many Pride events across BC, including Surrey, Prince George, New Westminster, Vancouver and Victoria.

In October 2017, LGBTQ Executive Council member Karen McVeigh attended and presented to the Fair Wages Commission hearing in Cranbrook, and talked about the challenges that LGBTQ community members face with respect to under-employment, leading to poverty because many are being forced to live on minimum wage.

Last March, Karen McVeigh also participated in the BCFED lobby on women’s safety at

the legislature in Victoria. In meetings with government ministers and MLAs, she spoke about the need to make sure that any legislation created to deal with intimate partner violence be inclusive of and protect same sex partners who experience abuse. Often LGBTQ community members are left out of discussions on gender-based violence which leads to them falling through the cracks of the social safety net.

Apart from attending events in public, the caucus has maintained a presence on social media, which helps to support members in more remote communities with information and interaction.

WORKERS WITH DISABILITIES REPRESENTATIVE

SHERYL BURNS

The last two years have been a period of unusual and significant activity on issues impacting persons with disabilities. And during that period, the BCFED has been a strong advocate.

In February 2017, Workers With Disabilities Executive Council member Sheryl Burns spoke from a disability perspective at a rally protesting the unveiling of the Trump Tower, reminding attendees of Trump's ableist and demeaning comments regarding people with disabilities.

The International Labour Organization held consultations in May this year regarding workers with disabilities at an experts meeting in Geneva. This gathering was the second ever of its kind worldwide. Here, trade union activists from around the world discussed the need for significant shifts in culture and mindset required to advance the struggle of access to work for persons with disabilities. Sheryl Burns attended on behalf of CUPE and the Public Services International (PSI), and provided a presentation on the work Canadian labour does with NGOs

and community groups to advance the right to decent work.

The issue of mental health in the workplace remains a significant challenge. Workers who live with mental health issues face negative stereotypes and misconceptions, and discrimination is rampant. To combat these stereotypes and provide concrete solutions on how best to support workers with disabilities in the workplace, Sheryl Burns co-facilitated a workshop at Saskatchewan's Prairie School for Union Women in June, 2017. This workshop was well-attended and helped combat negative stereotypes regarding workers with mental health issues.

Closer to home, Sheryl Burns presented on social justice from an equity perspective at BCGEU's Equity and Human Rights Conference. The focus was on disability rights and the need to ensure workers with disabilities are encouraged to apply for meaningful and decent work. Able-bodied citizens and workers must regularly check their own negative and harmful perceptions regarding the ability of persons with disabilities to contribute to the workforce in concrete and significant ways.

The NDP provincial government has been eager to improve the lives of British Columbian workers and citizens, including people with disabilities. Parliamentary Secretary for Sport and Multiculturalism Ravi Kahlon conducted hearings about reinstating the BC Human Rights Commission. Approximately 50% of all human rights claims are a result of discrimination on the basis of disability. So it's imperative that a disability perspective was present in these hearings.

Sheryl Burns also presented at Fair Wage Commission hearings on the minimum wage in 2017 on behalf of workers with disabilities. It was only the second presentation on behalf of persons with disabilities the commission had heard.

The new government has announced an ambitious childcare plan. Too often, children with disabilities have been excluded from quality childcare or not considered in the development of childcare plans. To this end, the caucus participated in meetings to advocate for the inclusion of children with disabilities in the advancement of the government's childcare plan, and the caucus was part of a delegation to meet with ministers Katrina Chen and Katrine Conroy to discuss the provision of childcare for children with disabilities.

Many workers develop disabilities later in life or experience injury and require home care services. In the Fraser Valley, there is a disparity in the provision of home care services, and people with disabilities are increasingly responsible for their own care. Along with other representatives of the Disability Alliance BC, the caucus engaged in conversation with Fraser Health Authority board chair Jim Sinclair to address this disparity to ensure those who live in or relocate to the Fraser Valley receive the same quality of home care services as those living with disabilities in other regions of the province.

As a result of significant, long-term pressure from disability rights advocates, the provincial government has announced several improvements addressing the needs of people with disabilities. This includes a significant overhaul to ICBC's Part 7 Accident Benefits, which doubles the overall accident benefit maximum from \$150,000 to \$300,000 for serious injury claims effective April 2019.

The government also extended compensation of \$10,000 to all abuse survivors of the Woodlands School where significant and widespread physical and sexual abuse of residents occurred. The previous BC Liberal government provided compensation only to residents who resided at Woodlands after 1974.

Other benefits, such as a \$100 per month increase to disability benefits for persons with

disabilities have also been announced by the current NDP government.

WORKERS OF COLOUR REPRESENTATIVE

SHANEE PRASAD

Workers of Colour Executive Council member Shanee Prasad participated in a number of panel discussions to provide an understanding of the diverse experiences of racialized workers in workplaces, union spaces and communities. She also presented to the Fair Wages Commission in Victoria, bringing attention to how a vast majority of minimum wage earners are racialized people, often having to work more than one job to make ends meet.

As well, Shanee Prasad delivered workshops on building inclusive organizations at both the BCFED Union Renewal Conference, the Summer Institute for Union Women, and the Young Workers' School at Camp Jubilee.

The Workers of Colour Caucus is also represented on the BCFED Human Rights Committee. The HRC has advocated for the rights of Workers of Colour with continued support for events like Black History Month in February, and the International Day to Eliminate Racism and Discrimination on March 21. As well, the HRC has invited guest speakers representing community organizations advocating for workers of colour. The committee continues to advocate for equity and encouraging conversations in the labour movement through resolutions at the BCFED convention.

Of central concern to our caucus members are the alarming rates of increased racism and discrimination in the workplace, in our unions, and in public spaces. The labour movement must continue to condemn acts of hate directed



at racialized people, and lead and actively participate in anti-racist campaigns.

Roughly 68% of Metro Vancouver residents are Black, Indigenous or people of colour. Province-wide, it's four in ten. Demographics in our province are changing, and it is imperative that the union movement understands the importance of equity and inclusion and works to protect racialized workers. Unions can be vital in eradicating systemic racism via our internal organizing, which can be achieved through using an intersectional lens when it comes to how bargaining and health and safety issues and policies are achieved.

Recognizing how race, class and gender intersect in our membership will go a long way

in establishing both collective agreements and union policy that are truly inclusive and uphold equity in work and union spaces. Inclusive spaces must be founded on the basis of equity and intersectionality. We must invite those silenced to the table, and ensure our contributions lead how our struggles are challenged.

Further, inclusion that moves beyond tokenism will propel our movements forward with momentum and action that will ricochet throughout our society. This role requires that we lead, are consulted with, and are active participants in establishing inclusive union spaces. This will solidify space for younger generations of racialized workers, so that they can have a place from which they can lead our diverse movement forward.

Apprenticeship & Skills Training Working Group

Careers in the skilled trades are good, family-supporting jobs that British Columbians should be trained and ready to step into when the opportunity arises.

Apprenticeship programs strengthen communities by providing career paths with higher average wages, health benefits, pensions and job stability. Apprentices and skilled trades increase public, environmental and workplace health and safety. For industry, investing in apprentices reduces recruitment and retention risks, increasing their competitive advantage.

However, under the BC Liberal government, many of the motivating factors to engage in apprenticeship and skills training were removed for workers and industry. The skilled trades were deregulated, no longer requiring a qualified tradesperson to do skilled work. Comprehensive certification programs were chopped into pieces, and apprentices were no longer required to be under the supervision of a journeyman for their on-the-job training.

While the demand for qualified tradespeople in our province is projected to increase, apprenticeship completion rates have plummeted.

The result: A failed experiment that has led to a shortage of skilled workers.

With a new government in place, it's time for BC to seize the opportunity to renew the apprenticeship and skills training system in BC, and invest in our young and under-represented people, such as Indigenous peoples, women and people of color. Our economic and social prosperity depends on it.

The BCFED Apprenticeship and Skills Training Working Group (ASTWG) and our affiliates have long advocated for key changes in the apprenticeship system that would significantly increase the number of apprentices and successful completions, leading to more certified tradespersons in BC.

GOVERNANCE AND STAKEHOLDER ENGAGEMENT

Due to the complexities of the apprenticeship and skills training system, it is essential that governance, strategic direction, planning and decision-making includes the full spectrum of stakeholder perspectives.

The governance structures of the Industry Training Authority (ITA) must have equal representation from Indigenous peoples, employers and labour. Each stakeholder group should ensure that other under-represented, equity-seeking groups are reflected in their representation.

Recent changes to the composition of the ITA Board of Directors, which includes more representation from labour, Indigenous peoples and women is a positive change. However, the BCFED seeks to have this balanced representation codified in the legislation to ensure that it is a sustainable model.

Sector-based advisory groups (SAGs) also need to ensure that there is equal and balanced representation of all stakeholders. In contrast to the existing process, it is essential that each stakeholder group be able to appoint their own representatives to ensure the right balance is achieved in a more organized and coordinated manner.

Additionally, sector-based groups have proven to be problematic as several trades span multiple sectors and the SAGs are not coordinated to discuss the individual needs of trades in a holistic and productive manner. Trade-based advisory groups should be reintroduced, perhaps in addition to the existing sector-based groups.

Under the previous government, SAGs were not provided with the opportunity to be involved in the ITA's planning, strategic direction, policy direction or decision-making. This has led to significant levels of disengagement by many SAG representatives, making the SAGs dysfunctional from their original purpose. Paramount to the success of the apprenticeship and skills training system is full and meaningful stakeholder engagement.

COMPULSORY DESIGNATION

The ASTWG, with the financial support of our affiliates, commissioned a report to examine the current state of our apprenticeship system in BC. Released in 2018, the aptly titled report, *British Columbia's (Not So) Great Apprenticeship Training Experiment — A Decade Reconsidered*, illuminated the failures of our current model and recommended the reinstatement of compulsory trades with an effective enforcement program.

Since its demise, compulsory certification of key trades has been a priority for the BC labour movement. Mandating that qualified tradespersons perform skilled work ensures the health and safety of the public, workers and the environment. Many of our concerns about the viability of the current system would be resolved with the reinstatement of mandatory trades certification.

British Columbia is the only jurisdiction in Canada — one of two jurisdictions in North America — to not have any compulsory trades.

The government has begun a comprehensive review of this by-product of the Liberal

government. The ASTWG is excited for the opportunity to engage with government, the ITA and other stakeholders to restore the health and integrity of the system by reinstating compulsory certification.

APPRENTICE SUPERVISION AND RATIOS

BC is the only jurisdiction in Canada that does not require a journeyperson to supervise work-based training for apprentices. With 80% or more of skills training taking place on the job, it is illogical and unsettling that the mentorship, training and supervision can be done by someone who is not certified themselves but has received sign-off authority by the Industrial Training Authority (ITA).

The BCFED and its affiliates heard several horror stories from workers with respect to this practice. For the sake of quality, as well as the health and safety of apprentices and other workers, the public and the environment, it is essential to require journeypersons to play this role.

Setting mandatory journeyperson to apprentice ratios for each trade goes together with this, to ensure there is a sufficient number of journeypersons providing the mentorship, training and supervision of apprentices.

EQUITY-SEEKING GROUPS

Recruitment, retention, and advancement of Indigenous peoples, women and other equity-seeking groups needs to be a priority to fulfill the anticipated future demands for skilled workers. The government needs to set hard targets for industry to meet. There is a growing number of research studies from other jurisdictions across North America and internationally that illustrate the effectiveness of these strategies in increasing the participation of equity-seeking groups in the trades.

Shifting the culture in workplaces is also a priority. Research has shown that the government and the ITA need to work with industry and labour to develop more programs and initiatives that address the systemic barriers for equity-seeking groups in the trades. Increased funding to pilot multi-stakeholder, centralized projects will support this objective.

The BCFED and the BC Building Trades, along with industry partners, were pleased to be able to support women from the trades in achieving two years of funding from the Ministry of Advanced Education, Skills and Training to launch the BC Centre for Women in the Trades (BCCWITT) in June 2018. BCCWITT seeks to increase the number of women that enter, remain and advance in the skilled trades through networking and mentoring; shifting the culture of bullying and harassment; and, building organizational capacity to support tradeswomen. The first session — a four day leadership training for 20 women from under-represented sectors — was well received.

APPRENTICESHIP ADVISORS

While the ITA increased the number of apprenticeship advisors following the 2014 review, the system could use even more. Apprenticeship advisors' role should be expanded to include more time to work closely with apprentices and employers to achieve improved outcomes, including the retention and advancement of equity-seeking persons.

PUBLIC INFRASTRUCTURE PROJECTS

As the largest employer in BC, government has an important role to play in hiring and advancing apprentices. While working on the reinstatement of compulsory trades, government should play a direct role in providing apprentices with jobs on publicly-funded infrastructure projects, making

apprenticeship quotas a mandatory condition of project tenders.

Early in 2018, the BCFED and our affiliates participated in the government stakeholder consultations exploring ways to improve the previous government's policy for apprenticeships on publicly-funded infrastructure projects. Labour advocated for a policy that would set hard targets for industry to meet for hiring apprentices, as well as separate quotas addressing Indigenous, women and other equity-seeking apprentices. While we continue to wait for the government to launch a revised policy, the new community benefits agreement framework — announced this past summer for the Pattullo Bridge Replacement Project and the Trans Canada Highway 1 Kamloops to Alberta Border Four-Laning Project — incorporates much of what labour was seeking with regards to the utilization of apprentices and skilled tradesperson on public infrastructure projects.

The government could also provide a significant number of apprenticeship opportunities that reflect replacement predictions for retirements and employment resignations and terminations in hospitals, schools, universities, colleges and crown corporations. There are many examples of former crown corporations effectively and efficiently demonstrating the value of such joint union/management programs like public transit. It is time for government to partner with public sector unions on apprenticeship training so that hospitals, schools, universities, colleges, crown corporations and government funded entities like transit, ferries, road building, etc., provide apprenticeship employment to the maximum possible.

RECOMMENDATIONS TO CONVENTION

The BC Federation of Labour will lobby for:

1. Equal representation by organized labour, Indigenous peoples and employers at all levels of the ITA, including the board of directors and sector advisory groups;
2. Reinstatement of compulsory certification along with a robust enforcement system;
3. Reinstatement of the requirement for journeypersons to provide apprentices on-the-job training and supervision as well as establishing appropriate journeyperson to apprentice ratios;
4. Hiring quotas for Indigenous peoples, women and other under-represented apprentices and journeypersons in the skilled trades;
5. Permanent funding for the BC Centre for Women in the Trades to provide wrap-around supports to increase the retention and advancement of under-represented apprentices and journeypersons in the skilled trades; and
6. Hiring quotas for apprentices and under-represented groups in the public sector, including publicly-funded infrastructure projects, direct government, public services and crown corporations.

APPRENTICESHIP AND SKILLS TRAINING WORKING GROUP MEMBERS

Ron Adamson, OPCMIA	Rob Duff, Teamsters	T Mark Miller, PSAC
Manuel Alvernaz, CSWU	Rob Duffy, BCGEU	Eric Parmar, ILWU
Randy Anderson-Fennell, CUPE	Michael Evans, Teamsters	Allen Paterson, BCGEU
Tom Babott, BCGEU	Walter Gerlach, IAMAW	Joanne Quirk, IATSE
Brynn Bourke, BC Building Trades	Jeff Gorham, IUOE	Steven Reid, UBCJA
Shelley Bridge, HEU	Nina Hansen, BCFED	Tom Sigurdson, BC Building Trades
Frank Carr, IUOE	Darrell Hawk, UBCJA	Fred Simmons, MWBIU
Ian Clough, CUPE	Ken Jakobsson, IAHFIAW	Ernie Tanguay, HEU
Laird Cronk, IBEW	Kurt Kashuba, UBCJA	Fred Webber, CSWU
Emet Davis, BCGEU	Adrien Livingston, Western Joint Electrical Training	Gord Weel, IBB
Bob Davis, FPSE	Jud Martell, SMWIU	Kyle Wolf, USW
Phil Davis, IBEW	Doug McKay, IBEW	
Barry Donaldson, UAPICBC	Cam McRobb, BCGEU	

Climate Change Working Group

TAKING ACTION ON CLIMATE CHANGE

Climate change and economic inequality are the greatest challenges facing us today. Both have devastating effects on workers and our communities worldwide, and require urgent action globally and locally.

Solutions to climate change and economic inequality are interlinked. Both can be addressed by:

- developing and implementing a comprehensive, low carbon economic strategy that reduces greenhouse gas emissions;
- implementing appropriate adaptation solutions; and
- accelerating the greening of existing jobs and the creation of new good, green jobs.

This strategy requires vision, resources, commitment, and the political will to take coordinated action at international, national and provincial levels.

JUST TRANSITION

The labour movement must demand that the transition to a low carbon economy is fair and just for workers and our communities. As governments develop targets to lower greenhouse gas emissions and strategies to move to a low carbon economy, the labour movement's fight for a just transition is more critical than ever.

It is true the term *just transition* has negative connotations in the labour movement. Our past experiences with economic downturns — trade

agreements, not to mention government policies in the resource sector, shipbuilding and construction — have left workers and communities fending for themselves. It's not the term *just transition* that is at issue. Rather, it's the lack of a progressive vision and policies which left workers, families, and communities on the outside. Because we were never at the centre of economic decision-making, we were left out of any benefits that may have resulted from the transition.

The term *just transition* has been reclaimed by the labour movement, as has the fight for a real just transition process so that workers, their workplaces and communities have the resources and programs required to adjust and thrive in the new economy. Just transition strategies must include both the creation of new, good, green jobs in the affected communities as well as greening existing workplaces and jobs. Doing so allows workers to remain in their current workplaces and communities, often in good union jobs with seniority and benefits. It is less disruptive, making it more possible for workers and communities to embrace the necessary transition.

INTERNATIONAL, NATIONAL AND LOCAL STRATEGIES FOR A JUST TRANSITION

Just transition has become the central focus of climate change work for the International Trade Union Confederation (ITUC), the Canadian Labour Congress (CLC), and provincial federations of labour. Internationally, the ITUC has played a pivotal role ensuring the principle of just transition was incorporated into the UN Framework Convention on Climate Change (UNFCCC)

Paris Agreement in 2015. Nationally, the CLC successfully pressured the federal government to set up a National Task Force on Just Transition this year. It is chaired by CLC President Hassan Yussuff.

In BC, a new NDP government finally gave workers and labour a meaningful opportunity to shape the just transition strategy, after being shut out of the climate solutions discussions for 16 years by the BC Liberals. When former premier Christy Clark set up her Climate Leadership Team in 2015, she excluded labour from the table entirely, and did not include any just transition principles in her plans.

Premier John Horgan's government quickly made labour's demand for inclusion a reality. Workers gained the opportunity to be at the centre of the climate solutions discussion. In October, 2017, the government established the Climate Solutions and Clean Growth Advisory Council (CSCG). It provides advice to the Minister of Environment and Climate Change, George Heyman, on actions and policies to reduce carbon pollution, while achieving sustainable economic development and job creation.

The BCFED and our Climate Change Working Group (CCWG) applaud the government's decision to appoint three labour representatives to the minister Heyman's advisory council.

For the first time in almost two decades, labour joins other community voices from business, First Nations, the environmental community, academics and local government in building a provincial clean growth strategy. And our participation is sure to put the issue of just transition on the table and ensure it receives the thorough debate and discussion it deserves.

BCFED affiliates and CCWG members have further opportunity to participate in the government's climate action solutions. CCWG members are a valuable resource to the council's labour representatives, and provide necessary information about their particular sectors. As

well, this summer, the CCWG coordinated labour's response to the BC government's three intention papers on a clean growth program for industry: clean, efficient buildings; and clean transportation. Public input will help shape the government's strategy for clean growth, which will be released this fall.

Our participation in the CSCG Advisory Council and in the public consultations on climate solutions and clean growth are critical and must be championed if we want workers, workplaces and communities to benefit from the province's move to a low carbon economy. Our work through the CCWG will ensure that labour's efforts are coordinated, comprehensive, and speak to the diverse experiences of working people in British Columbia.

JUST TRANSITION ROUNDTABLE

The CCWG recommended to the 2016 BCFED convention delegates that it hold a one-day just transition summit. As a result, in April, 2018 the BCFED along with the ITUC, CLC, Vancouver and District Labour Council (VDLC), the New Westminster and District Labour Council (NWDLC) and Green Jobs BC organized a Just Transition Roundtable in Vancouver. The event brought together international, national and local representatives from labour, business, First Nations, community and environmental organizations, and local and provincial governments to discuss what just transition looks like in different corners of the world. Representatives from Norway, New Zealand, the US, Denmark, Alberta and BC shared their experiences and outlined the opportunities and challenges they faced in their journeys to a low carbon economy. Sharan Burrow, General Secretary of the ITUC, opened the roundtable discussions and encouraged participants to work collaboratively to take up the challenge to design just transition strategies that place workers and communities at the centre and leave no one behind.

The work of the Just Transition Roundtable has had a continued effect. In September, BCFED President Irene Lanzinger along with Vancouver Mayor Gregor Robertson, participated in a panel discussion at the Global Climate Summit in San Francisco, discussing the importance of labour, community and government collaboration in greening the local economy. In addition, Grand Chief Stewart Phillip, Union of BC Indian Chiefs (UBCIC) joined the New Zealand labour movement and Maori leaders in October at their Just Transition Summit in New Zealand.

GREEN JOBS BC

In 2010, labour and environmental organizations came together to create Green Jobs BC (GJBC), forming a network of organizations that work collaboratively to develop and promote green jobs policies. Over the past eight years, GJBC has held forums, town hall meetings, and conferences, including an event in late 2016 event that brought together labour, business, First Nations, and environmental organizations to discuss the successes and challenges we face developing a green economy.

In the lead up to the 2017 provincial elections, GJBC updated its *Bold Green Jobs Plan for BC* and put it before all the political parties. In addition, GJBC held an all-candidates meeting in Vancouver in May, 2017, engaging candidates in a discussion on green jobs.

Following the 2017 provincial election, GJBC met with Minister George Heyman and his Deputy Minister Bobbi Plecas to discuss the *Bold Green Jobs Plan*. These discussions have made it evident that collaboration between environmental organizations and labour on the issues of implementing a green economy strategy is critical at this juncture. It's important that GJBC's work continue so that labour and environmental organizations can expand our efforts to move BC to the next step in developing a low carbon economy.

GREEN JOBS FOR A FAIR FUTURE

At the 2017 CLC convention, delegates endorsed a policy entitled *Green Jobs for a Fair Future*. The policy paper provides a road map for the labour movement on the issue of climate change including:

- calling on the federal government to establish a national workplace-based framework for climate change and environmental protection;
- working with affiliates to map out sustainable pathways for industrial transformations;
- working with labour councils to establish a network of environmental advocates;
- coordinating union participation in global actions; and
- convening a national conference in 2018.

The CCWG will work with the CLC and local labour councils to carry out this ambitious plan.

WORK WITH FIRST NATIONS

Since our last convention, the BCFED and CCWG have held a number of discussions with Indigenous leaders and organizations about climate change and the need to build an ongoing relationship to work collaboratively on the issue of green jobs and just transition. Indigenous leaders played an important role in the Metro Vancouver Just Transition Roundtable. We look forward to deepening our working relationship on climate change through the recommitment of the First Nations-Labour protocol.

OUR WORK IN THE FUTURE

Without question, our work on climate change must continue. The labour movement must play a central role in government strategies to build a clean growth economy. But we cannot do it alone. International, national and local

collaboration with First Nations, environmental and community organizations and business are necessary to take on this mammoth task in a successful way. With this in mind we make the following recommendations.

RECOMMENDATIONS TO CONVENTION

The BC Federation of Labour will:

1. Continue to hold provincial, federal and local governments accountable on their initiatives to address climate change and demand that labour is included in their strategy development discussions and plans;
2. Re-commit to work collaboratively with Indigenous leaders and organizations on the issues of green jobs, and developing a green economy and a just transition for workers, Indigenous peoples and their communities throughout the province;
3. Re-invigorate the work with GJBC and call on the provincial government to provide resources needed to enable environmental organizations and labour to work together;
4. Work with the CLC and provincial labour councils on the CLC Green Jobs For A Fair Future plan; and
5. Through the CCWG and Human Rights Committee (HRC), look at the local and global effects of climate change on already marginalized communities outlined in the HRC's recommendation five.

CLIMATE CHANGE WORKING GROUP MEMBERS

Maryam Adrangi, **BCTF**

Talitha Dekker, **HEU**

Joseph Rieder, **HSA**

David Black, **MoveUP**

Aaron Ekman, **BCFED**

Ken Robinson, **HEU**

Lou Black, **HEU**

Terry Engler, **ILWU**

Barb Ryeburn, **BCTF**

Lynn Bueckert, **BCFED**

Autumn Friesen, **HSA**

Bruce Sarvis, **MoveUP**

Brett Chapman, **IUOE**

Lee Loftus, **IAHFIAW**

Megan Scott, **BCGEU**

James Coccola, **BCGEU**

Bob Matters, **USW**

Shelley Serebrin, **BCTF**

Lisa Crema, **HEU**

Neil Munro, **IAHFIAW**

Todd Smith, **PSAC**

Laird Cronk, **IBEW**

Danielle Pohl, **BCGEU**

Adam Van Steinburg, **IBEW**

Trevor Davies, **CUPE**

Michael Shane Polak, **PSAC**

Stephen Von Sychowski, **VDLC**

Financial Statements

Trustee's Report to Convention

October 2018

In accordance with the Constitution of the BC Federation of Labour, the Trustee met to examine the financial records of the Federation.

I am satisfied that all receipts have been properly recorded, and that all expenditures of the Federation have been in accordance with the Constitution and the wishes and direction of the Biennial Convention and the Executive Council.

Signed:



Terri Van Steinburg

Federation of Post-Secondary Educators of BC (FPSE)

Independent Auditors' Report

TO THE EXECUTIVE COUNCIL OF B.C. FEDERATION OF LABOUR:

We have audited the accompanying financial statements of B.C. Federation of Labour, which comprise the statement of financial position as at August 31, 2018, and the statements of operations, changes in fund balances, cash flows and the related schedules for the year then ended, and a summary of significant accounting policies and other explanatory information.

ADMINISTRATION'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

Administration is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as Administration determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

AUDITORS' RESPONSIBILITY

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Administration, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

OPINION

In our opinion, the financial statements present fairly, in all material respects, the financial position of B.C. Federation of Labour as at August 31, 2018 and the results of its operations, changes in fund balances and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Port Moody, British Columbia
October 4, 2018

MNP LLP

Chartered Professional Accountants

STATEMENT OF FINANCIAL POSITION *as at August 31, 2018*

	BCFED General Fund	OH&S Centre	2018	2017
Assets				
Current				
Cash	826,528	472,638	1,299,166	625,017
Portfolio investments	827,310	832,112	1,659,422	1,608,299
Accounts receivable	68,155	57,249	125,404	251,474
Prepaid expenses	130,363	12,362	142,725	77,131
Interfund balances	533,830	(533,830)	-	-
	2,386,186	840,531	3,226,717	2,561,921
Capital assets (Note 3)	4,836	-	4,836	3,886
Investment in BCFED Holding Society (Note 4)	1,311,637	-	1,311,637	1,290,358
	3,702,659	840,531	4,543,190	3,856,165
Liabilities				
Current				
Accounts payable and accruals	320,231	184,884	505,115	409,759
Deferred contributions (Note 5)	888,427	110,541	998,968	909,172
	1,208,658	295,425	1,504,083	1,318,931
Guarantee (Note 6)	2,494,001	545,106	3,039,107	2,537,234
Fund balances	3,702,659	840,531	4,543,190	3,856,165

Approved on behalf of the Board



Officer



Officer

STATEMENT OF OPERATIONS for the year ended August 31, 2018

	BCFED General Fund	OH&S Centre	2018	2017
Revenue				
B.C. Women in the trades	23,032	-	23,032	-
Campaign and Defence per capita	226,004	-	226,004	171,413
Convention (Schedule 3)	-	-	-	276,250
Coordinated events	-	-	-	27,815
Cost neutral campaigns (Schedule 1)	283,883	-	283,883	201,852
Course registration fees	-	915,555	915,555	707,429
Investments, interest and miscellaneous	9,119	63,823	72,942	65,268
Organizing Institute per capita	145,825	-	145,825	149,163
Per capita assessments	3,136,609	-	3,136,609	3,123,869
Political action	8,974	-	8,974	535,857
Rental income	45,333	-	45,333	45,333
WCB project funds	-	1,485,557	1,485,557	1,449,470
Youth education programs	-	-	-	10,000
Total revenue	3,878,779	2,464,935	6,343,714	6,763,719
Expenses				
Amortization	4,203	-	4,203	11,879
Auto expenditures	25,736	21,317	47,053	40,252
B.C. Women in the trades	23,032	-	23,032	-
Campaign & Defence expenditures	226,004	-	226,004	171,413
Communications	32,115	75,006	107,121	98,460
Conferences (net) (Schedule 2)	62,372	-	62,372	31,751
Convention expenditures (Schedule 3)	-	-	-	609,298
Coordinated events	13,986	-	13,986	53,050
Cost neutral campaigns (Schedule 1)	283,883	-	283,883	201,852
Courses	-	310,039	310,039	224,469
Donations	73,715	-	73,715	113,685
Education, scholarships and facilitator training	514	2,872	3,386	5,648
Information technology	52,602	1,324	53,926	63,442
Office (Schedule 4)	140,421	58,334	198,755	191,060
Organizing Institute expenses	145,825	-	145,825	149,163
Political action	3,118	-	3,118	587,445
Professional fees	34,527	4,228	38,755	20,558
Public relations	49,588	50,745	100,333	67,214
Rent and hydro (Note 4)	94,242	74,380	168,622	165,783
Repairs and maintenance	36,146	-	36,146	45,268
Salaries and benefits (Schedule 5), (Schedule 6)	1,998,145	1,621,499	3,619,644	3,591,575
Travel	122,339	214,285	336,624	262,339
Youth Education program	11,391	-	11,391	13,229
Total expenses	3,433,904	2,434,029	5,867,933	6,718,833
Excess of revenue over expenses from operations	444,875	30,906	475,781	44,886
Other items				
Unrealized gain on portfolio investments	4,813	-	4,813	2,066
BCFED Holding Society equity income (Note 4)	21,279	-	21,279	29,059
Excess of revenue over expenses	470,967	30,906	501,873	76,011

STATEMENT OF CHANGES IN FUND BALANCES *for the year ended August 31, 2018*

	BCFED General Fund	OH&S Centre	2018	2017
Fund balances, beginning of year	2,023,034	514,200	2,537,234	2,461,223
Excess of revenue over expenses	470,967	30,906	501,873	76,011
Fund balances, end of year	2,494,001	545,106	3,039,107	2,537,234

STATEMENT OF CASH FLOWS *for the year ended August 31, 2018*

	BCFED General Fund	OH&S Centre	2018	2017
Cash provided by (used for) the following activities				
Operating				
Excess of revenue over expenses	470,967	30,906	501,873	76,011
Amortization	4,203	-	4,203	11,879
BCFED Holding Society equity income	(21,279)	-	(21,279)	(29,059)
	453,891	30,906	484,797	58,831
Changes in working capital accounts				
Accounts receivable	150,390	(24,320)	126,070	(101,015)
Prepaid expenses	(61,844)	(3,750)	(65,594)	49,446
Accounts payable and accruals	82,622	12,733	95,355	121,796
Deferred contributions	73,131	16,665	89,796	(108,556)
Interfund balances	(428,630)	428,630	-	-
	269,560	460,864	730,424	20,502
Investing				
Purchase of capital assets	(5,153)	-	(5,153)	(4,202)
Investment in portfolio investments	(28,745)	(22,377)	(51,122)	(68,408)
	(33,898)	(22,377)	(56,275)	(72,610)
Increase (decrease) in cash resources	235,662	438,487	674,149	(52,108)
Cash resources, beginning of year	590,866	34,151	625,017	677,125
Cash resources, end of year	826,528	472,638	1,299,166	625,017

NOTES TO THE FINANCIAL STATEMENTS *for the year ended August 31, 2018*

1. NATURE OF THE ORGANIZATION

The B.C. Federation of Labour (“the BCFED”) was formed to promote the principles and policies of the Canadian Labour Congress and to promote the interests of working people and BCFED’s affiliates in British Columbia.

The BCFED is a not-for-profit organization under the Income Tax Act (the “Act”) and as such is exempt from income taxes. In order to maintain its status as a registered not-for-profit organization under the Act, the BCFED must meet certain requirements within the Act. In the opinion of the administration, these requirements have been met.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada, which are part of Canadian generally accepted accounting principles, and include the following significant accounting policies:

Fund accounting and revenue recognition

BC FED follows the deferral method of accounting for contributions and reports using fund accounting, and maintains the following two funds:

The General Fund reports the income and expenditures, assets and liabilities related to the operations and administration of BCFED. Per capita assessments, contributions and donations to the individual funds are recorded only on receipt of such revenue. All amounts are submitted on a voluntary basis, and it is not practicable to determine the net amount of such revenue receivable at the end of the year. Unrestricted investment income is recognized as revenue when earned.

The Occupational Health and Safety (“OH&S”) Centre Fund reports the income and expenditures, assets and liabilities related to

occupational health and safety education and training. Registration fees are recognized upon completion of the related conference, course or event if collection is reasonably assured. The OH&S Centre is funded under an agreement with the Workers’ Compensation Board of British Columbia to provide occupational health and safety training from September 2018 through to August 2020.

Investment in B.C. Federation of Labour Holding Society

The BCFED has 100% control over B.C. Federation of Labour Holding Society (“the Holding Society”). The BCFED has elected not to consolidate the Holding Society and accounts for the investment using the equity method. Accordingly, the investment is recorded at acquisition cost and is increased for the proportionate share of post acquisition earnings and decreased by post acquisition losses. A summary of the financial position and operation of the Holding Society as at August 31, 2018 and for the year then ended is included in Note 4 to the financial statements.

Portfolio investments

Portfolio investments are recorded at fair value for those with prices quoted in an active market and cost less impairment for those that are not quoted in an active market.

Capital assets

Capital assets are recorded at cost less accumulated amortization. Amortization is provided using the straight-line method at rates intended to amortize the cost of the assets over their estimated useful lives:

	Rate
Furniture, equipment, computers and software	3 - 5 years
Leasehold improvements	amortized over the term of the underlying lease, being 10 years.

Financial instruments

The BCFED recognizes its financial instruments when the BCFED becomes party to the contractual

provisions of the financial instrument. All financial instruments are initially recorded at their fair value.

At initial recognition, the BCFED may irrevocably elect to subsequently measure any financial instrument at fair value. The BCFED has not made such an election during the year.

The BCFED subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by quoted market prices. All other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the excess of revenues over expenses for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

Financial asset impairment

The BCFED assesses impairment of all of its financial assets measured at cost or amortized cost. The BCFED groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the groups whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments; etc. in determining whether objective evidence of impairment exists. When there is an indication of impairment, the BCFED determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the BCFED reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by

selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess of revenues over expenses.

The BCFED reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess (deficiency) of revenue over expenses in the year the reversal occurs.

Measurement uncertainty (use of estimates)

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires administration to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess (deficiency) of revenues over expenses in the periods in which they become known.

Employee future benefits

The BCFED's employees participate in a multi employer benefit plan for certain of its employees, the Municipal Pension Plan, for which there is insufficient information to apply defined benefit plan accounting because the actuary does not attribute portions of the surplus to individual employers participating in the plan. Accordingly, the BCFED is not able to identify its share of the plan assets and liabilities, and therefore, the BCFED uses defined contribution plan accounting for this plan.

3. CAPITAL ASSETS

	Cost	Accumulated amortization	2018 Net book value	2017 Net book value
Furniture, equipment, computers and software	684,822	679,986	4,836	3,886
Leasehold improvements	90,873	90,873	-	-
	775,695	770,859	4,836	3,886

4. INVESTMENT

The BCFED controls the B.C. Federation of Labour Holding Society (“the Holding Society”), a society incorporated under the Society Act of British Columbia that owns premises rented primarily to the BCFED. The BCFED controls the Holding Society by way of common Officers and management. The Holding Society is a not-for-profit organization under the Income Tax Act and accordingly is not subject to income taxes.

The financial position and excess of revenue over expenditures of the Holding Society as at August 31, 2018 are summarized as follows:

	2018	2017
Financial position		
Assets	2,047,527	2,079,754
Liabilities	735,890	789,396
Net assets		
Building certificates	125,000	125,000
Net assets invested in capital assets	1,130,848	1,106,312
Unrestricted net assets	55,789	59,046
Total net assets	1,311,637	1,290,358
Total liabilities and net assets	2,047,527	2,079,754
Statement of operations		
Revenue	180,001	180,001
Expenditures	(158,722)	(150,942)
Excess of revenue over expenditures	21,279	29,059

During the year, the BCFED paid a total of \$180,000 (2017 - \$180,000) to the Holding Society, \$93,637 (2017 - \$117,012) by the BCFED general fund and \$86,363 (2017 - \$62,988) by the OH&S Centre which is allocated between rent and hydro and courses on the statement of operations. The transactions between the BCFED and the Holding Society occur in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed upon by the related parties.

5. DEFERRED CONTRIBUTIONS

Deferred contributions represent funds received that relate to specific projects of future years and will be recognized as revenue when the related expenditures are incurred.

	BCFED General Fund	OH&S Centre	2018	2017
Campaign and defence	479,856	-	479,856	458,204
CLAC	3,438	-	3,438	3,438
BC Center for Women in the Trades	74,369	-	74,369	-
Conference and meetings	17,398	-	17,398	41,500
Polling	24,688	-	24,688	24,688
Donna Sheaves scholarship	767	-	767	1,747
SIUW scholarship	7,706	-	7,706	7,706
Organizing Institute	86,606	-	86,606	103,846
Contingency	105,634	-	105,634	70,488
Cost neutral campaigns	61,100	-	61,100	76,790
Deferred rent and other	26,865	-	26,865	26,890
Prepaid course registrations	-	110,541	110,541	93,875
Balance, end of year	888,427	110,541	998,968	909,172

6. GUARANTEE

As at August 31, 2018, the BCFED is a guarantor for the debt held by the Holding Society. The total outstanding debt of the Holding Society at August 31, 2018 is \$732,308 (2017 - \$785,033). As at August 31, 2018, the Holding Society is in compliance with the terms and conditions of its credit facility, and as such, no liability has been reflected in the financial statements of BCFED. Payment under this guarantee may be required if the Holding Society enters default of the terms and conditions of their loan agreement.

7. FINANCIAL INSTRUMENTS

The BCFED, as part of its operations, carries a number of financial instruments. It is administration's opinion that the BCFED is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk.

The BCFED is exposed to interest rate risk with respect to its investments in term deposits and interest-bearing portfolio investments.

Liquidity risk

Liquidity risk refers to the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The BCFED manages liquidity risk by maintaining an adequate amount of liquid assets with various maturities in order to ensure that it can meet all of its financial obligations as they come due.

Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The BCFED's main credit risk relates to its accounts receivable.

The BCFED manages its credit risk by performing

regular investigation into delinquent accounts and provides allowances for potentially uncollectible accounts receivable. The BCFED has not made any provisions for doubtful accounts at year-end after reviewing each outstanding account and determining the collectability based on its knowledge of the participating accounts' situation.

SCHEDULE 1: GENERAL FUND – COST NEUTRAL CAMPAIGNS

For the year ended August 31, 2018 (Audited)

	2018	2017
Revenue		
More Than a Bystander	\$ 109,264	\$ 98,758
Public Sector Working Group	124,193	95,000
International Person's with Disabilities	-	4,645
Women's March	426	3,449
Polling	50,000	-
	<u>283,883</u>	<u>201,852</u>
Expenses		
More Than a Bystander	\$ 109,264	\$ 98,758
Public Sector Working Group	124,193	95,000
International Person's with Disabilities	-	4,645
Women's March	426	3,449
Polling	50,000	-
	<u>\$ 283,883</u>	<u>\$ 201,852</u>
Excess (deficiency) of revenue over expenses	\$ 0	\$ 0

SCHEDULE 2: GENERAL FUND – CONFERENCE AND MEETINGS

For the year ended August 31, 2018 (Audited)

	2018	2017
Revenue		
Registration fees	\$ 144,070	\$ -
Expenses		
Constitutional conferences	145,373	2,455
Conferences and meetings	61,069	29,296
	<u>206,442</u>	<u>31,751</u>
Deficiency of revenue over expenses	\$ (62,372)	\$ (31,751)

SCHEDULE 3: GENERAL FUND – CONVENTION *(Audited)*

	2018	2017
Revenue		
Convention registration fees	\$ -	\$ 276,250
Expenses		
Display	-	108,205
Facilitators and speakers	-	6,099
Rental, accommodations and meals	-	256,753
Sound and equipment	-	171,008
Sundry	-	25,962
Supplies and kits	-	41,271
	-	609,298
Deficiency of revenue over expenses	\$ -	\$ (333,048)

SCHEDULE 4: GENERAL FUND – OFFICE EXPENSES *(Audited)*

	2018	2017
Equipment leases	\$ 14,047	\$ 16,105
Insurance	15,715	15,716
Deliveries	9,729	8,600
Memberships and subscriptions	44,443	37,280
Other supplies and sundry	15,058	10,205
Printing and stationery	41,429	48,713
	\$ 140,421	\$ 136,619

SCHEDULE 5: GENERAL FUND – SALARY AND BENEFITS EXPENSES

For the year ended August 31, 2018 (Audited)

	2018	2017
Salaries		
Officers		
I. Lanzinger	\$ 115,372	\$ 107,959
A. Ekman	122,372	114,959
Directors and technical staff	791,440	860,289
Administrative support staff	574,027	495,079
Casual and facilitators	22,212	149,986
	1,625,423	1,728,272
Allocated to C&D	(114,280)	(98,051)
Allocated to OI and IT	(96,396)	(94,842)
Allocated to OH&S as administrative fee	(23,928)	(22,575)
Allocated to Political Action	-	(70,842)
Allocated to BC Forum as administrative fee	(239)	(965)
	\$ 1,390,580	\$ 1,440,997

Schedule 5 continued

Employee benefits		
Medical benefits	149,220	169,690
Canada Pension Plan and Employment Insurance premiums	159,012	168,742
Retirement plan contributions	201,810	218,541
Wage loss indemnity	82,494	71,165
Other benefits	109,856	198,547
	702,392	826,685
Allocated to C&D and recovered	(94,827)	(114,841)
	607,565	711,844
Total salary and employee benefit expenses	\$ 1,998,145	\$ 2,152,841

SCHEDULE 6: OH&S CENTRE SALARY AND BENEFITS

For the year ended August 31, 2018 (Audited)

	2018	2017
Salaries		
Executive Director	\$ 101,591	\$ 36,216
Director	94,310	113,959
Facilitators	395,156	397,573
Administration staff	301,899	286,299
	892,956	834,047
Employee benefits		
Medical benefits	87,451	83,518
Canada Pension Plan and Employment Insurance premiums	72,164	72,633
Retirement plan contributions	90,453	98,841
Wage loss indemnity, AD&D, Life insurance and long term disability	37,226	31,431
Other benefits	125,189	92,649
	412,483	379,072
Contractors		
ESL Program	43,156	37,770
OH&S Program	170,600	139,497
YW Program	102,304	48,349
	316,060	225,616
Total salary and employee benefit expenses	\$ 1,621,499	\$ 1,438,735

Community and Social Action Committee

The Community and Social Action Committee (CSAC) plays an important role in recommending strategic alliances with community organizations that share our view of a more fair and equitable society. The CSAC is tasked with finding ways for the labour movement to increase our visibility and participation in community events and celebrations.

With the new BC NDP government in power we have an opportunity to leverage these relationships to bring about meaningful change in our communities. Given the government's priorities, real opportunities exist to address poverty and inequality and curb the effects of the housing crisis. The committee has also been looking at ways to work with community organizations to tackle the rise of precarious, low-wage and gig economy work.

BC POVERTY REDUCTION COALITION

The BC Poverty Reduction Coalition is a group of more than 70 different community, non-profit, faith, health and labour organizations who have come together to campaign to see the introduction of a comprehensive poverty reduction plan with legislated timelines and targets. The BCFED is a member of the Coalition and the Community and Social Action Committee receives regular reports on the work of the coalition and information about its campaigns.

BC has lagged behind other Canadian provinces in implementing a legislative agenda to address poverty. The previous government's failure to act has had a significant toll on individuals and our communities.

A comprehensive poverty reduction plan is necessary to reduce preventable human suffering, strengthen our communities and support a strong economy. A strong plan must be cross-ministerial, have legislated targets and timelines: and at its foundation, value the human rights of all members of our communities. A good poverty reduction plan is an investment in our communities and has an upstream benefit leading to better educational, health and economic outcomes. There are more than half a million British Columbians living in poverty who can't wait any longer for action.

In the summer of 2018 the coalition launched the ABC campaign calling for an accountable, bold and comprehensive poverty reduction plan. The campaign includes social media shareable content, a message the minister tool, and encourages people to meet in person with their MLAs.

MINISTER'S ADVISORY FORUM ON POVERTY REDUCTION

Because of the effective work of the poverty reduction coalition and its partners, in the fall of 2017, the BC NDP government reaffirmed its commitment to developing a comprehensive poverty reduction strategy for the province. To support the plan, the Minister of Social Development and Poverty Reduction Shane

Simpson struck an Advisory Forum on Poverty Reduction to make recommendations on the contents of the plan.

The government launched public forums and funded community consultations across the province. They also requested written feedback on the necessary components of a poverty reduction strategy. The BCFED participated in the in-person consultations and made a written submission to the forum.

As members of the BC Poverty Reduction Coalition, we echoed the recommendations outlined in their submission to the Advisory Forum calling for action in seven policy areas:

1. Increasing income assistance;
2. Improving wages for BC's lowest income earners;
3. Providing quality, affordable and accessible childcare;
4. Developing a housing strategy that ensure every British Columbian has a safe place to call home;
5. Investing in the education and training of our residents;
6. Building a public health care system that addresses the needs of the whole person; and
7. Eliminating barriers to make our communities equitable for everyone.

The BCFED's submission includes specific recommendations calling for a faster timeline to \$15 an hour, an eventual move to a living wage, and the elimination of all minimum wage exemptions. It demands improvements to employment standards and the *Labour Relations Code*. Our submission outlines the need to better protect undocumented and migrant workers from exploitation on the job, including the establishment of a sanctuary province. The report calls for a

better apprenticeship system, more support for injured workers, and a national Pharmacare strategy. Affiliates were also encouraged to make their own submissions to the Minister's Round Table.

The committee receives regular updates on the progress of the forum and will make specific recommendations to the Federation when the forum's report is released.

BASIC INCOME STUDY

As part of the Confidence and Supply Agreement with the BC Green Party caucus, the BC NDP government has tasked a panel of three researchers to explore establishing a basic income. David Green from the University of British Columbia, Jonathan Rhys Kessleman from SFU and Lindsay Tedds from the University of Calgary will conduct the research and gauge the feasibility of a basic income pilot in BC. A pilot is currently underway in Ontario.

Proponents of basic income argue that it addresses poverty, provides security from job loss due technological change, and streamlines access to economic supports for those in need. Opponents see it as a tool to dismantle social supports.

At this time the committee is not making a formal recommendation to support or oppose basic income. We will monitor the progress of the Ontario pilot project and review the recommendations of the BC researchers before making a recommendation to the Executive Council.

RENTAL TASK FORCE

Thanks to the BC Liberals, renters have been facing increased pressure from sky-rocketing rents and giant loopholes in the *Residential Tenancy Act* that allow demo and renovictions,

big rent increases and an overall lack of control over their homes. A number of community organizations and affiliates have been calling for change. The call for more affordable housing and rent control are also part of the Poverty Reduction Coalition's plan that has been endorsed by the BCFED.

In the spring of 2018, the BC NDP government announced the creation of a Rental Housing Task Force under the leadership of MLA Spencer Chandra Herbert. The task force invited in-person and written feedback. The results of that consultation are due in the next few months. The committee will review the recommendations and provide advice to the BCFED on next steps to support workers who rent.

WORKERS' ACTION CENTRE

The worker centre model is widespread in many US cities and has been at the forefront of many successful campaigns to improve rights for vulnerable workers. A number of these centres have developed a relationship with the AFL-CIO and a commitment to work together on organizing, legislative campaigns, and other policy initiatives.

Though not as numerous, workers' centres also exist in Canada. They exist as membership-based community organizations with a focus on building worker power and self-determination. They participate in direct action, issue-based campaigns, and provide some direct service to their members.

Though BC does have a few workers' centres, there is a shortage of these types of organizations supporting non-unionized workers.

At the 2016 convention, the CSAC recommended the establishment of a community-labour, joint-funded workers' action

centre to address this shortage. The project's aim is to support workers who are increasingly impacted by precarious and low-wage work, with a focus on building worker power through education, campaigns and organizing. An advisory committee made up of labour and community representatives was established, which developed recommendations for the model and delivery of the project. Based on those recommendations, the CSAC recommended a three-community pilot as a first step towards establishing a centre.

The BCFED applied for community grants and made several presentations to affiliates about the project. To date, the necessary community and labour funding has not been secured and, therefore, the pilot has yet to commence.

UNION PROTEIN PROJECT

The Union Protein Project "UPP" (formerly Protein for People) is a non-profit, community-labour initiative that supports food bank users by addressing the shortage of protein at BC's foodbanks. The Union Protein Project distributes canned salmon, peanut butter, and now tuna at significantly reduced prices.

The project, now in its twelfth year, has grown considerably. In 2018, UPP increased its distribution by 20%. The project rebranded with a new name, labels and logo. The new branding highlights the foundational role of unions in distributing products to foodbanks. And building on success in BC, the project has now expanded to Alberta with the support of the Alberta Federation of Labour. The next stop is Ontario.

UPP does more than distribute food — it seeks to build strong community connections. That's why community events remain a large part of the project's mandate. Community forums, held across BC, attract 300 to 700 people and provide a chance for labour to speak to



community members about their work and campaigns.

COMMUNITY EVENTS

The labour movement must be seen and felt in our communities. We need to be involved in the issues that matter to people, and also to be part of the events that bring community members together. The Vancouver Folk Festival and Surrey’s Fusion Fest are two high profile events that the BCFED has participated in. These events provide an opportunity for the labour brand to be viewed by thousands and to have critical two-way conversations with the general public about our role and campaigns.

COMMUNITY AND SOCIAL ACTION COMMITTEE

Sky Belt, **PSAC**

Jim Dyball, **IBEW**

Victor Elkins, **HEU**

Terry Engler, **ILWU**

Gwenne Farrell, **MoveUP**

Bhaveena Goradia, **BCIT FSA**

Keith Martin Gordey, **UBCP/
ACTRA**

Cheryl Greenhalgh, **HSA**

Harb Johal, **BCIT FSA**

Abby Leung, **UFCW**

Bill McMullan, **HEU**

Cindy McQueen, **CUPE**

Scott McRitchie, **USW**

Kari Michaels, **BCGEU**

Denise Moffatt, **BCFED**

Shannon Moore, **BCTF**

Sean Moores, **BCTF**

Steve Nasby, **ILWU**

Sheila Puga, **BCGEU**

Lucia Salazar, **FPSE**

Stephen Von Sychowski,
Vancouver & DLC

Anita Zaenker, **BCFED**

RECOMMENDATIONS

The BC Federation of Labour will:

1. Work with affiliates to coordinate a presence at major community events around the province;
2. Work with community organizations to support efforts to stabilize the housing market and increase the supply of affordable housing;
3. Support amendments to the *Residential Tenancy Act* to implement stricter rent control on both tenant and units; and
4. Endorse community campaigns to provide free transit for youth and to reduce the cost of transit for low income families.

Education Committee

The Education Committee has been meeting bi-monthly to exchange information on labour education, to assist affiliates in coordinating campaigns, and to continue work on a catalogue of labour education courses that affiliates can consult and share. Most unions do their own training, and are constantly updating their basic leadership, steward or bargaining courses. Others are increasingly focused on organizing, and bringing in activist educators such as Jane McAlevey, whose focus is on building high-participation unions.

Because of the increasing value and importance of labour education, the last convention was asked to consider establishing a dedicated centre. Such a space could be used to extend the concept of multi-union training at CLC schools to year-round opportunities for members. But after surveying affiliates, it was determined that the cost would be expensive, and affiliates have higher priorities to fund.

CANADIAN LABOUR CONGRESS EDUCATION

The 44th Canadian Labour Congress Pacific Region Winter School in Harrison Hot Springs was, once again, a resounding success. Over 1,100 participants took part in weeklong labour education courses building and honing their skills, while networking with like-minded union members from across different affiliates, sectors and regions.

In 2018, participants had the opportunity to hear from and speak to several ministers from the NDP. The Honourable Harry Bains,

Minister of Labour, the Honourable Judy Darcy, Minister of Mental Health and Addictions, and the Honourable Shane Simpson, Minister of Social Development and Poverty Reduction, were just a few of the excellent speakers taking part in evening plenaries at CLC Winter School. Participants were able to select from 45 updated and new weeklong workshops including “Using Modern Tools,” “Member Engagement — Member Action,” “Candidate Development for Women,” the BCFED’s “Organizing Institute” and much more. This year, we were also happy to have the newest Labour College of Canada (LCC) cohort attend and participate in Winter School.

The CLC Pacific Region would like to thank all affiliates, labour councils, facilitators, participants and community partners for their continued support and contributions toward making the CLC Pacific Region Winter School a success year after year.

In preparation for local government elections, CLC staff have been working with labour councils across the province to ensure union members are engaged and informed about local issues and endorsed candidates. Several one and two-day workshops were offered across the province offering courses such as “Candidate Training,” “Campaign Manager Training,” and “Local Election Engagement Training.”

Many labour councils offer evening or weekend training opportunities for union members, delegates and the general public. For more information about CLC educational opportunities, please go to canadianlabour.ca/labour-education.



UNITED WAY-LABOUR PARTNERSHIP

The CLC United Way Labour Community Advocate (LCA) program is the flagship of labour's partnership with the United Way. This program works with members on problems of personal impact. Trained advocates provide peer support for workers whose lives have been affected either on a personal level or from some negative workplace practices or procedures. The program also works to help unions identify ways to combat these work practices and or negotiate conditions to support workers.

Outside of the workplace, many LCAs take on roles in the community as board or committee members, working to identify and address critical social issues. An active list of more than 1,000 members and unions in BC identifies with the LCA program. Most of the training for this program takes place each year at the CLC Winter School.

K-12 SYSTEM

As a result of the 2016 Supreme Court of Canada decision, an interim deal between the BCTF and the government saw \$100 million allocated for the system starting in February 2017, and the first large-scale hiring of teachers in 15 years began.

This meant that almost 3,500 teachers needed to be hired. Teachers Teaching On Call (TTOCs) were given full-time contracts, teachers moved between districts, and recent retirees were hired back. It took months to sort out, with some classrooms teacher-less, a shortage of teachers on call, support staff asked to cover classes, and individuals without teaching certificates hired in a few districts because no certified teachers were available. Although the Supreme Court decision applies to funding teachers, it does not address funding needs

of support staff in the K-12 sector. Over 26,000 school support staff work as Education Assistants, clerical, custodians, bus drivers, cultural workers and maintenance workers, and are integral parts of a struggling public education system. Support workers continue to face lower wages, part-time and precarious work, violence in the workplace, and unstable hours.

At the last convention in November 2016, we estimated that BC needed to hire over 6,600 more teachers to bring BC public schools to the national average for teacher staffing. BC's public schools were funded at \$1,000 per student below the national average.

But the new government committed to restoring and fully funding contract language, treating teachers with dignity, stepping up the seismic upgrading, and building new schools to meet the needs of a growing BC. At the time of writing, government has made significant progress on capital funding announcements, including dozens of new schools and seismic upgrades. But more work still needs to be done on the operational funding side of the budget, including funds to address long-standing challenges that were largely unaddressed during the BC Liberal era. There remain significant challenges in special education, in teaching and learning supplies, and in staff recruitment and retention. Some of these problems are most acute in rural and remote regions of the province.

Work continues to implement important new curriculum inclusive of Aboriginal knowledges and understandings, and the education-related Calls to Action in the Truth and Reconciliation Commission Report.

Things have not changed much in private education, where participation has risen to 15% of eligible students (83,680 attending 361 private schools). That's up from 4.3% in the late



1970s and 8.4% in 1997/1998. Ironically, with more funding going into the public system, more dollars automatically flow to the private system. In 2018-19, government estimates independent schools will receive \$541 million, double the amount in 2010-2011.

POST-SECONDARY

In the post-secondary sector, continued underfunding has driven institutions to seek out more international students. After years of flat funding, operating grants were up slightly this year, but tuition continues to bring in more revenue than the government grant at several institutions. Inflation-adjusted, per student funding has dropped almost 30% since 2001.

The good news is that in August 2017, Premier Horgan, along with ministers Melanie Mark and Rob Fleming, announced that Adult Basic Education and English Language Learning would be tuition-free again, and \$19 million was allocated in the September 2017 budget update to cover the costs. After consultation, some revisions were made to the Adult Upgrading Grant to make it easier for students to be supported while pursuing entry-level programs. While some institutions took up the call and promoted the free programming, others continued the drive for more international students. And, sadly, some developmental programs were not covered by the tuition-free decision: several institutions charge \$1,600 per term for Adult Special Education (skills programs for students with disabilities) and Kwantlen's Career Choices and Life Skills Program for Women has been cancelled because students could not afford the tuition.

Another early government decision was to expand an ad hoc program at a few post-secondary institutions to cover the tuition costs for former youth-in-care. Also in September

2017, Premier Horgan, and ministers Mark and Conroy, announced that former youth-in-care would have tuition costs covered at all 25 post-secondary institutions. This year's budget added \$30 million in support for these students over three years, and a recent announcement added authorized union training schools to the options for these young adults to select from.

While workers have fallen behind, the same cannot be said for administrators at BC's post-secondary institutions. From 2001 to 2017, the number of administrators has increased by 39%, and their pay has increased 225%. Contrast these numbers with support staff (20% and 62%) and faculty (26% and 65%), and one sees inequity growing. That's almost \$75 million more for administrators as funding has gotten tighter and tighter.

There is also a disturbing increase in sexual violence and mental health issues on campuses. It is still too soon to say whether new policies will address the problem or cause more problems for all.

Tuition fees continue to rise at all post-secondary institutions, in particular, international student tuition and fees which are completely unregulated. Kwantlen Polytechnic University just increased international fees by 15% and violated the local collective agreement by putting two or three more students in hundreds of summer classes. Student unions continue to push for better grants and develop initiatives like Open Text BC to help reduce costs.

Finally, Simon Fraser University has continued to build its labour studies program, and this fall will be offering students a major in the discipline. BCFED affiliates have been part of the advisory committee for many years, chaired from the beginning by former President Jim Sinclair, who secured \$2 million from long-time activist Margaret Morgan to enhance labour studies in BC.



SUMMARY

Last year’s historic election gave us an NDP minority government supported in a Confidence and Supply Agreement with the Green Party. We have an opportunity both to stop the erosion of the public education system and move in a new direction with a

new provincial government. To that end, the Education Committee will continue to advocate for an accessible, quality, and public education system.

We will continue to support affiliates to build effective union education programs that develop member skills in service of stronger unions and more democratic communities.

EDUCATION COMMITTEE

Scott Ashton, **IBEW**

Sharon Geoghegan, **HSABC**

Rick Schaeffer, **BCGEU**

Robert Ashton, **ILWU Canada**

Walter Gerlach, **IAMAW**

Fred Scott, **UFCW**

Colette Barker, **HSABC**

Orion Irvine, **CLC**

Deb Seaboyer, **PSAC**

Al Bieksha, **USW**

Dan Kask, **ILWU**

Kendra Strauss, **SFU**

Greg Burkitt, **CUPE**

Jason Mann, **UFCW**

Dayna Sykes, **USW**

Carlos Carvalho, **CLC**

Jamey Mills, **PSAC**

Gary Teeple, **SFU**

Phil Davis, **IBEW**

Jacques Percival, **BCFMWU**

Karen Wong, **CUPE**

George Davison, (Chair) **FPSE**

A.D. Al Phillips, **UA**

Anita Zaenker, **BCFED**

Nathan Devos, **BCIT FSA**

Juli Rees, **HEU**

Gwenne Farrell, **MoveUP**

Paul Reniers, **BCIT FSA**

Human Rights Committee

The BC Federation of Labour Human Rights Standing Committee (HRC) has worked over the past two years under the broad frame of human rights, with special attention to furthering the rights of Indigenous workers, workers with disabilities, workers of Colour, and LGBTQ workers.

The HRC has organized forums on human rights issues, and connected on policy issues on equity and inclusion education for the labour movement.

The BCFED has worked with the Sanctuary Health Movement in Vancouver to support vulnerable workers with precarious status, and to educate union members and the general public on the issues faced by this workforce. The Federation has called for BC to officially declare itself to be a Sanctuary Province in our submission to the provincial government's Advisory Forum on Poverty Reduction.

The BCFED Executive Council Equity Representatives have led our involvement in various events around the province over the last two years: from Pride events, to Indigenous rights events and National Indigenous Peoples Day, to accommodation accessibility audits, and surveys on representation of workers of colour in the labour movement.

EQUITY AND INCLUSION IN THE LABOUR MOVEMENT

Never before has the need for education on equity and inclusion been more necessary in the labour movement. Union members, especially those with intersecting marginalized identities, are giving feedback in various caucus meetings that they don't find themselves reflected in leadership or staff of our movement. Feedback has been received that there is an anti-racialized sentiment that exists within the labour movement that keeps workers of colour out of leadership and staff positions, and creates a high barrier for them to access training or other opportunities that may help them advance. Educational opportunities, conference delegate spots, and union school positions have all been described as virtually unattainable by a majority of workers of colour surveyed in the labour movement in BC in the last year.

As the workforce in the province continues to become more and more racialized and Indigenous, the need to provide services to the working people in BC in culturally appropriate ways is critical to our continued relevancy as a movement. If people don't see themselves reflected at the table, they won't want to live in the house. We must learn from our past and adapt to serve the needs of the people who will be the next generation of union members.



UNION RENEWAL

The BCFED held equity caucuses at the BCFED Union Renewal Conference in Victoria in October 2017. Caucuses discussed the activities of the equity reps over the year, and planned for future caucus activities and equity initiatives.

INTERNATIONAL DAY FOR PERSONS WITH DISABILITIES 2016

On December 3, 2016, BCFED Workers with Disabilities Representative Sheryl Burns planned an event to mark the day, with a wheelchair dance troupe, Simon Stanley and the Precious Littles, and Connie Kilfoil, a renowned human rights advocate on Duty to Accommodate language. The event was well attended and was the first the Federation has co-sponsored to mark the day.

SUPPORTING BLACK LIVES MATTER

The BCFED Human Rights Committee has reached out to Black Lives Matter Vancouver, and supported their demands with the Vancouver Pride Society, including holding back on applying for a spot in the 2018 Vancouver Pride Parade until receiving confirmation that no weaponry would be allowed in the pride parade. The Federation assisted with the March on Pride this year, an event of Black Lives Matter Vancouver, and provided first-aid support.

WORKING WITH THE CANADIAN LABOUR CONGRESS HUMAN RIGHTS COMMITTEE

The HRC liaises with the Canadian Labour Congress Human Rights Committee through staff and committee members. The committee has supported the CLC's Refugee Experience virtual reality tour and has presented to the CLC Human Rights Committee on work happening in BC to support migrant workers under the low-skilled stream of the Temporary Foreign Worker Program.

Many BCFED Human Rights Committee members participated in the CLC webinar series on *Working While Black*. HRC committee member Natasha Tony presented as a panelist during one of the online discussions.

MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS

The BCFED continues to participate in the Coalition on Missing and Murdered Indigenous Women and Girls, which is coordinated by the Union of BC Indian Chiefs. Through our work on the coalition, the BCFED applied for and was granted organizational standing in the National Inquiry.

The Federation has worked to amplify the voice of the coalition over the last two years, and to educate union members on the issues that the coalition has identified that the public needs to be apprised of. The BCFED has also worked to communicate hearing dates and process

The First Nations Leadership Council of BC has determined that the United Nations Declaration on the Rights of Indigenous Peoples should not be referred to as UNDRIP, as this acronym has a negative connotation. Rather, when referring to this declaration in short, we should refer to it as "The UN Declaration."

for testifying to community members all over the province through communication and development of bulletins to be posted in work sites and community centers.

TEMPORARY FOREIGN WORKERS

Over the past two years, the BCFED has participated in federal government consultations on the so-called low-skill stream of the Temporary Foreign Worker Program (TFWP). The Federation has maintained the position that all Temporary Foreign Workers (TFWs) should receive permanent residency upon arrival if they choose to settle in Canada. The Federation has also advocated for interim changes to the services that TFWs receive when they arrive in Canada, including access to education, the right to bring family members with them, the right to an open work permit, and Medical Services Plan (MSP) benefits upon arrival. The Federation continues to work with the provincial and federal governments with respect to the rights of TFWs and to coordinate efforts to support these vulnerable workers.

The Executive Council Equity Representatives each presented to the Fair Wages Commission about how low wages disproportionately affect each equity group, the effects of being an equity seeking person and having access to only low wage work, and how this work keeps their communities in poverty.

RECOMMENDATIONS

The BC Federation of Labour will:

1. Work to implement the Truth and Reconciliation Commission's 94 calls for action, and the UN Declaration on the Rights of Indigenous Peoples (The UN Declaration);
2. Lobby for justice in the health care sector and access to services for LGBTQ people at all levels of government, including access to donating blood, required training for health care staff on Trans care, and safe seniors care;
3. Create an equity hiring policy and encourage affiliates to do the same;
4. Continue to educate and provide resources for union members and leaders on equity inclusion, anti-oppression and human rights; and
5. Work with the Climate Change Working Group and Human Rights Committee to look at the local and global effects of climate change on already marginalized communities;
6. Work with the Human Rights Committee to educate union leaders, organizers, and members about organizing undocumented and temporary foreign workers; and
7. Educate union members, and encourage affiliates to do the same with their members and leaders on the importance of hiring people with disabilities into meaningful work; and encourage affiliates to hire people with disabilities within their own unions.



HUMAN RIGHTS COMMITTEE

Ade Adesuyi, **UFCW**

Georgi Bates, **USW**

Christina Brock, **IBEW**

Sheryl Burns, **CUPE**

Darrell Causey, **UFCW**

Jennifer Chieh Ho, **PSAC**

Aimee Cho,
New Westminster & DLC

Cheryl Colborne, **CUPE**

Kassandra Cordero, **BCFED**

Karen De Francesco, **CUPW**

Jennifer Efting, **HEU**

Victor Elkins, **HEU**

Joyce Galuska, **MoveUP**

Sue Ghattas, **BCTF**

Sean Hillman, **FPSE**

Dan Kask, **ILWU**

Tamara Marshall, **USW**

Karen McVeigh, **HEU**

Sharryn Modder, **HEU**

Kelly Moon, **IATSE**

Jude Morrison, **BCIT FSA**

Todd Patrick, **BCTF**

Shanee Prasad, **BCTF**

Maria Rodriguez, **HEU**

Shelley Saje Ricci, **CUPE**

Gunter Seifert, **MoveUP**

Rick Singh, **IAMAW**

Sussanne Skidmore, **BCGEU**

Adrienne Smith, **CLC**

Kati Spencer, **BCTF**

Robert Strang, **PSAC**

Natasha Tony, **IATSE**

Annette Toth, **MoveUP**

Tara Wilkie, **BCIT FSA**

OH&S Committee

Optimism and excitement have abounded since the new government came to power in 2017 — a welcome reprieve from the dark, bleak cloud that hung over the world of occupational health and safety and workers' compensation for the prior 16 years.

The Honourable Harry Bains, Minister of Labour, set the stage for this bright new day when he proudly proclaimed that one of his top priorities was to make British Columbia the healthiest and safest place to work.

The realization of this commitment began with the appointment of new members to the Workers' Compensation Board (WCB) Board of Directors in December 2017. Ralph McGinn was appointed chair, with a stated goal of returning the WCB to a worker-centred organization. Lee Loftus, former president of both the Insulators union and the BC Building Trades, and long-time health and safety activist, was also appointed to join the only other worker representative of the board, Lynn Bueckert. Although there is more work to be done to achieve our goals with respect to balancing the composition of the board, this was an excellent first step.

The new chair's first order of business in 2018 was to commission a much-needed and long-awaited compensation policy review. Paul Petrie was appointed to perform the review of whether the current benefit levels fully reflect the financial losses suffered by injured workers. Although on an impossibly tight timeline, Petrie consulted with many stakeholders, including our affiliates, and managed to present his findings by the March 31 deadline.

Petrie's recommendations touched on many of the changes that the labour movement has been advocating for and highlighted the need for a legislative review to deal with many of the shortcomings of the system that cannot be adequately addressed by amending policy. Disappointingly, instead of adopting Petrie's recommendations, the Board of Directors has asked the WCB to incorporate the recommendations into their current and future policy consultation work plans.

The government has also taken more steps to restore fairness and justice into the compensation system. In May of 2018, Bill 9 received royal assent amending the Workers Compensation Act to provide a presumption for first responders diagnosed with a mental disorder arising from workplace trauma. This was an exhilarating day for our members that work as correctional officers, firefighters, sheriffs, and paramedics who fought long and hard for these amendments alongside their unions and the rest of the labour movement. The BCFED and our affiliates are now working to expand this presumption to all workers that suffer from a mental disorder due to workplace trauma exposure.

The Federation and our affiliates have persistently lobbied for a comprehensive, independent review of the compensation legislation as well as the prevention and enforcement legislation. These reviews are desperately needed in order to achieve the government's commitment to ensure that every worker leaves work healthy and safe and that injured or ill workers are fully compensated

for their losses. Without this review, workers will continue to suffer from unjust compensation policies and practice and weak regulatory provisions for effective worker participation in health and safety programs.

LAW AND POLICY CONSULTATION

Over the past two years, collectively and individually, the committee has worked exhaustively through the pre-consultation and public consultation processes for *Occupational Health and Safety Regulation* amendments and prevention, assessment and compensation policy amendments. This includes developing written submissions as well as oral presentations at public hearings around the province.

On the regulatory front, of note are the new comprehensive regulations for lead and silica that came into effect in May 2017 which reflect much of the input that representatives from our affiliates provided during the consultation process.

The labour movement's continued participation in these reviews and consultations is more important than ever to ensure that a worker-centred perspective is applied.

CERTIFICATE OF RECOGNITION PROGRAM REVIEW

In 2012, convention delegates adopted a resolution requesting that the Federation actively pursue the elimination of the WCB's Certificate of Recognition (COR) program. In response to the action on this direction, the WCB began consultations with stakeholders on a major overhaul of the existing COR program.

In its current state, COR provides employers with rebates for implementing an occupational health and safety management system (OHSMS). The OHSMS and audit standards are

completely developed and administered by industry health and safety associations with no WCB standard or oversight. This has led to inconsistency in programs across the sectors and many are not adequate representations of OHSMS. COR programs completely circumvent the worker participation mandated by legislation, as well as the Joint Health and Safety Committees (JHSC), and do not insist on compliance. In other words, many employers are receiving rebates even though they are not meeting the minimum requirements of the Act and regulation.

The BCFED and affiliates have been advocating for the WCB to regain oversight over the program and modify it to adopt the current national and international standards for OHSMS. These standards were developed by a tripartite committee that included labour and, as a result, incorporate more robust requirements for industry to meet, including progressive worker participation requirements.

The Federation has also advocated for the WCB to invest in training for worker auditors so that workers will be equipped to participate meaningfully and audit employers' compliance with regulatory and OHSMS requirements.

The revised program policy and standards were released for public consultation in July 2018 and it is unclear whether the WCB incorporated enough changes to the program to make it workable for the labour movement. The present draft does not incorporate national and international requirements for worker participation and this will be one of our central critiques in response to this draft.

VIOLENCE, BULLYING AND HARASSMENT

Workplace violence incidents — including bullying, harassment, sexual harassment and intimate partner (domestic)

violence — continue to be significant occurrences in many sectors, including health care, public education, public transportation, social services, correctional facilities, retail, emergency responders, construction, film — and the list goes on. Sadly, many workers accept that violence is simply an unavoidable part of their job.

The committee proposed to the WCB a re-drafted regulation to expand the definition of violence. We believe it should include the entire spectrum of violence—including bullying, harassment and intimate partner violence in the workplace; and strengthen the requirements for identifying and controlling workplace violence hazards, investigating incidents and ensuring worker education and participation in the violence prevention program. Meanwhile, other jurisdictions across Canada have begun to improve their requirements; and despite the importance of this issue, the labour movement's request has not yet been added to the WCB work plan. This is unacceptable, and we will continue to call on the WCB Board of Directors to move on this immediately.

Accompanying legislative amendments were also proposed to government in the spring of 2018 as part of the lobby package for the joint OH&S and Women's Rights Committees' lobby at the Legislature. Workplace violence is an issue for all workers, but research has shown that it disproportionately affects women and other equity-seeking groups. One of the lobby asks was to amend the Act to define workplace violence, identifying the whole continuum of violence as a workplace hazard that must be prevented.

The committee will continue to work on this as a priority issue, as well as advocating for the WCB to expand the regulations to adopt the principles of the Canadian Standards Association national standard for psychological

health and safety in the workplace, called CSA Z1003. The standard recognizes the psycho-social factors that contribute to bullying, harassment, violence and all other psychologically unhealthy behaviours and practices in the workplace.

PSYCHOLOGICAL HEALTH AND SAFETY IN THE WORKPLACE

The Federation and its affiliates continue to work with the Canadian Mental Health Association (CMHA) in planning, fundraising for, and participating in the annual Bottom Line Conference, a multi-stakeholder learning symposium focused on psychological health in the workplace.

In keeping with past conferences, the 2018 event was a huge success. The keynote and panel presenters were excellent, providing relevant information, resources and practical ideas to improve psychological health and safety in the workplace. Union members were the largest stakeholder group represented, making up 30% of participants. When participants were asked whether they would recommend the event to a friend or a colleague, 99% said they would.

On behalf of the Federation, the committee would like to thank all the affiliates who have contributed to the success of this conference by providing sponsorships and sending participants. The labour movement's continued involvement in this conference is important to ensure that content includes workers' perspectives. The committee will work with the CMHA to reduce financial barriers to accessing this high-quality conference so that union participation can continue to increase.

Arising out of the last convention, the Federation has continued to pursue other avenues to make mental health related training more accessible to our members and other

workers. As part of this endeavour, since 2017, the BCFED Health and Safety Centre hosted three sessions of the Mental Health Commission of Canada's Mental Health First Aid course taught by trained facilitators from the BCGEU. Like physical first aid training, this course provides awareness and basic skills to assist members with mental health challenges in getting the support they need — a powerful addition to the existing of psychological health and safety prevention courses the centre offers.

ASBESTOS

It is estimated that every year more than 145,000 Canadian workers are exposed to asbestos at their workplaces. Tragically, over 2,000 are diagnosed with often fatal asbestos-related cancers and other diseases. In BC, asbestos remains the single largest cause of workplace death.

There is no simple solution to this crisis. It is incumbent upon all stakeholders — federal, provincial, and municipal governments; workers' compensation boards; employers; and consumers — to end asbestos exposures in the workplace. British Columbia needs to take the lead and adopt a multipronged approach to prevent asbestos exposures for BC workers.

After a decades long battle by Canadian unions, survivors and health advocates, in December 2016, the federal government announced a plan to comprehensively ban the import, export and use of asbestos by 2018. Since this announcement, the Federation has worked with the CLC and a national multi-stakeholder group to respond to proposed regulatory amendments and to continue to demand that the federal government develop and lead a comprehensive strategy to implement the ban.

The BCFED and its affiliates also continue to work with allies and the employer community to advocate for the necessary changes with the

provincial and municipal governments and the WCB. This would include a registry of buildings with asbestos and asbestos exposures, an asbestos disease registry of workers affected by asbestos-caused disease, licensing of asbestos removal contractors and laboratories and the certification of workers.

JOINT HEALTH AND SAFETY COMMITTEES

The key to sustaining a safe and healthy workplace is a well represented, educated and high-functioning Joint Health and Safety Committee (JHSC). There are not, and likely never will be, enough WCB officers to inspect every workplace in BC on an annual or even biennial basis, never mind regularly. JHSCs are designed to extend the reach of the WCB by instituting a workplace-based health and safety program to actively identify and eliminate, or otherwise effectively control, hazards that have the potential to cause injury, illness or death.

Over the past two decades, the role of the JHSC, and worker participation in general, has been undermined. The ideal, effective JHSC is rarely achieved, largely due to the lack of employer support, whether passive or intentional, including barriers to committee members' access to suitable education of their choice that is specific to their individual needs. In April 2017, important regulatory changes came into effect. These changes intended to compliment the legislative amendments that came into effect in 2016, and included:

- Mandatory minimum training requirements were instituted: eight hours for health and safety committee members and four hours for worker health and safety representatives;
- Mandatory annual evaluation of joint committee effectiveness; and

- Clarification of what participation by employer and worker representatives in employer incident investigations involves.

However, these new requirements do not go far enough. More and more we hear that employers are denying workers requests for education of their choice, imposing their own training and often splitting up the eight-hour entitlement into short workshops. This is unacceptable.

Additionally, precarious employment is on the rise. These workers are very vulnerable and often more susceptible to injury or illness due to the lack of orientation and training as well as not being provided with the proper protections. Employers are required to provide health and safety orientations for all new workers or on a new jobsite. However, many do not or provide a cursory one, at best. Rather than being left in the employer's hands, the JHSC representatives — one employer, one worker — should be given this responsibility to ensure that it is done properly.

It is clear the current legislation and regulation need to be amended to strengthen the education, role and authority of JHSC — and advocating for change remains one of the committee's key priorities.

FARMWORKER HEALTH AND SAFETY

The Federation continues to work with the families of the three women who were killed when an overloaded and dangerously operated 15-passenger van crashed on March 7, 2007, in Abbotsford. Although travel to and from work is now safer for farm workers following the Coroner's Inquest in 2009, the Federation is still advocating for the full implementation all 18 recommendations made by the Coroner's Jury. The BCFED co-hosts the annual candlelight vigil in memory of the three women in Abbotsford

each March. The Workers' Compensation Board, in partnership with the BC Labour Heritage Centre, documented this tragic story in a film that was shown for the first time at the 2018 vigil.

APRIL 28 NATIONAL DAY OF MOURNING

In 2017, the committee worked with the Victoria Labour Council and CUPE BC to organize a National Day of Mourning ceremony on the grounds of the provincial legislature. Hundreds turned out to walk in the memorial procession that included 100 coffins — one for each year since the first workers compensation act came into effect in January 1917. The ceremony also honours all the workers that have been killed, 164 in 2016, or that have been seriously injured or made ill because of work.

The committee worked with the WCB and the Vancouver and District Labour Council in 2018 to organize and co-host the ceremony at Jack Poole Plaza in Vancouver. The Olympic cauldron was lit for the day and 50 coffins were arranged in the backdrop as a sobering reminder of the devastating 198 more fallen workers in 2017.

Each year, labour councils and unions organize ceremonies in their communities across the province. Members also organize the recognition of this important day in the workplaces.

2018 marked the third year for the Day of Mourning BC Schools Project, which provides resources for high schools to use for a Day of Mourning awareness campaign across BC. This year, the number of high schools that signed up increased to 145. This important project, which also increases the awareness of young workers' health and safety rights, is a partnership of the BC Labour Heritage Centre, the BC Federation of Labour, BC Teachers' Federation, and the Workers' Compensation Board.

SUMMARY

More than 100 years since our workers' compensation system was devised, working people in BC once again have a progressive government. We urge government to have the courage to champion a bold vision for our workers' compensation system: independence, accountability, responsibility, equity and fairness.

The OHS Standing Committee makes the following recommendations to further the goal of ensuring that every worker can return home safe and healthy each day and that injured workers receive fair and just compensation for their injury or illness.

RECOMMENDATIONS TO CONVENTION

The BC Federation of Labour will:

1. Continue to lobby the provincial government for a complete worker-focused review of the Workers Compensation Act, ensuring that it provides fair compensation, meaningful rehabilitation services, and that injured workers who are permanently disabled receive fair and adequate lifetime pensions.
2. Continue to lobby the provincial government to amend the legislation to ensure that the stakeholders are predominantly and equally represented on the Workers' Compensation Board of Directors, restoring balance, responsibility and accountability in the system;
3. Continue to lobby the government and the Workers' Compensation Board to ensure that the definition of workplace violence includes the full continuum of behaviours, including bullying, harassment, sexual harassment and intimate partner violence; and to strengthen the requirements for employers to prevent workplace violence;
4. Lobby for changes to the Workers Compensation Act and associated Occupational Health and Safety Regulations to strengthen the education, role and authority of Joint Health and Safety Committees and worker representatives;
5. Continue to lobby the Workers' Compensation Board to discontinue its employer dominated Certificate of Recognition program and create a new system based on Canadian and international Occupational Health and Safety Management System standards that ensures full worker participation in all aspects of the program including auditing its effectiveness;
6. Continue to lobby the government and the Workers' Compensation Board to establish a multi-stakeholder committee that will develop strategies to eliminate exposures to asbestos, including developing a licensing regime for asbestos contractors and certification of all asbestos workers, a building registry and a comprehensive asbestos disease and asbestos exposure registry;
7. Request that the Occupational Health & Safety Committee continue to work to implement psychological health and safety best practices, incorporating the principles of the CSA national standard for psychological health and safety, in their own workplace and encourage affiliates to do the same;
8. Through the Occupational Health & Safety Committee, research the health and safety hazards of shift work and fatigue, and lobby for regulatory amendments to prevent these hazards;

9. Continue to support and increase public awareness about June 1, Injured Workers Day; and
10. Along with affiliates, continue to advocate for improvements in workplace health and safety and full compensation for all workers, including non-union workers.

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Sharon Barbour, PSAC	Angel Hoare, CUPW	Ana Rahmat, HEU
Bob Barter, IAHFIAW	Jim Jarvie, IBEW	Karen Ranalletta, CUPE
Paul Bergin, CEU	Doug Kinna, BCGEU	Lucia Salazar, FPSE
Mary Catherine Breadner, USW	Phil Klapwyk, IATSE	Fred Scott, UFCW
Dan Burroughs, BC Building Trades	Jennifer Lambert, BCFED	Bobby Sidhu, BCIT FSA
Brian Campbell, BCFED	Lisa Langevin, IBEW	Laura Snow, CEU
Mike Cartwright, HEU	Gord Lechner, BCFED	Russ St. Eloi, UA
Jennifer Cheng, BCIT FSA	Mike Lucas, USW	Lori Stewart, UBCP/ACTRA
Chris Cheung, IAMAW	Wendy Mah, BCGEU	Larry Stoffman, UFCW
Laura Faccione, BCFED	Mike Mayo, IUOE	Brandon Thistle, BCGEU
Gwenne Farrell, MoveUP	Tom McKenna, CUPE	Annette Toth, MoveUP
John Fraser, HEU	Sheila Moir, BCFED	Josh Towsley, IUOE
Nina Hansen, BCFED	Theresa Morrison, BCFED	Les Veale, USW
Brian Harder, USW	Merrill O'Donnell, BC Building Trades	Don Ward, IATSE
Linda Harding, PSAC	Tanya Paterson, CUPE	Cliff Wellicome, ILWU
	Paul Pelletreau, IAMAW	Teri Zunti, BCFMWU

Political Action Committee

Political action has always been a critical part of the work of the labour movement. Government matters, and who controls the government makes a big difference in the lives of working people. After 16 years of a BC Liberal government, the labour movement knows well how destructive bad government policy can be for the very people who build, operate and serve our communities.

The Political Action Standing Committee (PAC) focuses its work on how to engage members, and the broader public, on the issues that impact them — before, during and after each election. It's about holding government accountable, advancing bold ideas, and defending the rights and protections we have fought hard to secure.

There have been some big changes in the political landscape in BC since the last convention. In 2016, a BC Liberal government that undermined unions, eroded rights, and turned its back on working people was in power. Two years later, we have a New Democrat government, led by Premier John Horgan — a government that is working to restore balance and put people back in the forefront of government choices.

With a new government comes important opportunities to advance change, and for working people to be partners in the successes of our province.

This report touches on some of the key projects the Political Action Standing Committee worked on over the last two years and makes recommendations to guide our future work.

2017 BC ELECTION CAMPAIGN — BETTER CAN HAPPEN HERE

Starting in 2016, the BCFED, through the Political Action Standing Committee and later the Election Working Group, began to shape a campaign to highlight critical issues facing working people and make those issues front and centre during the provincial election.

With major support from affiliates, we undertook a full polling and focus group research project to better understand the issues people cared about and what they wanted to see government do to make life better for them. Affordability, good jobs, environmental stewardship, and strong public services like health care and education were some of the leading issues.

From that research, the *Better Can Happen Here* campaign was developed and launched. This multi-issue campaign focused on the hurtful legacy of the BC Liberal government with the goal of encouraging voters to cast a ballot for change.

The campaign had a highly visible public outreach component, including advertising (both through traditional outlets and a focused social media strategy), door canvassing, and presence at community events. It also included a critical training component — working directly with union members around the province to ensure they were talking with their own members, as well as their neighbours about why the election was important and what was at stake for working people.



On election day, May 9, no party emerged with a majority of seats to secure governing status. The result was the ground-breaking agreement between the BC NDP and the Green Party to form government, under the leadership of Premier John Horgan.

Campaigns are critical to election outcomes and to the policy choices of a government following an election. We have an obligation to raise important issues and win public support. One year into the mandate of the NDP government, many of the issues raised in the Better Can Happen Here campaign are taking shape as government policy, including a \$15 an hour minimum wage, the elimination of the discriminatory liquor server wage, a childcare program, major investments in education, health care and seniors' care, and desperately-needed reforms to the labour code.

PROVINCIAL BY-ELECTION FOR KELOWNA WEST

Following the 2017 general election, BC Liberal Leader Christy Clark resigned her seat in the constituency of Kelowna West, triggering a by-election last February.

The BCFED participated in two labour canvasses for NDP candidate Shelley Cook. Union members joined BCFED President Irene Lanzinger to knock on doors and talk with voters about the critical issues facing the community and the province.

The election resulted in Shelly Cook coming in second to the BC Liberal candidate.

LEVEL THE PLAYING FIELD CAMPAIGN

The BC Liberal government consistently undermined working people. But with a new provincial government, we have the chance to level the playing field for working people.

In 2018, the BCFED launched the Level the Playing Field campaign to draw attention to four critical areas where the deck has been stacked against hardworking British Columbians, including:

- making it easier for workers to join a union through labour code reforms;
- improving employment standards so that all jobs are good jobs;
- making our workplaces safe and improving workers' compensation for those who are injured, killed or made ill on the job; and
- providing better access to apprenticeships and training to address skill shortages and ensure opportunities for future workers.

This campaign is wide-reaching and covers a variety of big-picture and specific policy areas. The first public focus of the campaign is on access to paid sick leave.

Too many workers in BC lack access to paid sick leave. They often must go to work sick--if they choose to stay home, they lose pay and even risk losing their jobs. Forcing employees to work while sick isn't good for anyone. Currently, under BC's *Employment Standards Act*, employers are not required to provide paid sick leave. That has to change. Our campaign is pushing the provincial government to put into law five paid sick days for all working people.

MUNICIPAL ELECTIONS

October 20, 2018, was election day for local governments across the province. Note, at the time of writing this report the election results were not known.

The BCFED supported the efforts of the Canadian Labour Congress (CLC) in the lead-up to the local elections and was an active participant on the CLC's Municipal Working Group. This group focused on the endorsement process of labour councils in order to identify progressive candidates, and share that information with union members in that region. This included formal surveys, poll cards, and voting guides for members.

The CLC also took the lead in training for union members wanting to get active on a campaign, as well as training for union members interested in seeking office.

In Vancouver, the Vancouver and District Labour Council (VDLC) negotiated unique agreements with the four progressive parties in the city in an effort to limit vote-splitting on the left. These agreements were between the labour council and each party directly, and set out how many candidates they would field for council, park board and school board. This innovative approach to cooperation among centre-left parties put the labour movement front and centre in the pre-election public conversation.

CAMPAIGN FINANCE REFORM

The BC NDP government fulfilled a long-standing promise to bring in campaign finance reform, taking big money out of BC politics. Unions and businesses can no longer make financial or in-kind donations to political parties in BC. The BC Federation of Labour, and many unions, have an organizational link to the BC NDP. Officers of the BCFED have governance

roles in the BC NDP and these roles will be maintained. The labour movement now has the opportunity to strengthen our relationship with the party in more meaningful ways than simply donating money.

PROPORTIONAL REPRESENTATION REFERENDUM

In the spring of 2018, the BC NDP announced plans to hold a referendum on our voting system, asking British Columbians if they want to move to a proportional representation model of electing MLAs. Voters started receiving their ballot package from Elections BC on October 22, 2018, and have until November 30, 2018 to vote.

The campaign put forward the basic argument that British Columbians deserved a voting model that worked for people, where every vote counts. Our current first-past-the-post system allows a party to win 100% of the power with only 40% (or sometimes even less) of the votes. This has led to the feeling in "safe" ridings around the province that a person's vote doesn't count. This misrepresentation of support, and the resulting alienation of voters, is not good for our democracy. A pro rep model would see the distribution of seats reflect the percentage of votes won. That means, 40% of the votes = 40% of the seats.

The BC Federation of Labour and a number of affiliated unions endorsed the Vote PR BC campaign in favour of voting reform, and have been active in promoting the campaign on social media and to members. Many activists have volunteered their time and energy to make this campaign successful.

The PAC struck a sub-committee that met regularly over the summer and fall to coordinate and share resources on how to best communicate the importance of this referendum with members.

SUMMARY

With a new political landscape in BC, the labour movement has an opportunity to help level the playing field for working people. We must be more engaged than ever in the political process, and continue to advance the issues and public policy that will make life better for British Columbians in every corner of the province.

RECOMMENDATIONS TO CONVENTION

The BC Federation of Labour will:

1. Support and participate in CLC campaigns, including the campaign for a national pharmacare program, paid leave for victims of domestic abuse, and bankruptcy protection for workers;
2. Work with the CLC in advance of the 2019 federal election to raise critical issues facing working people in Canada and to elect a progressive government;
3. Undertake ongoing work to educate members on proportional representation and the importance of fair voting systems;
4. Continue to advance the Level the Playing Field campaign, and lobby government with respect to the four pillars of the campaign:
 - a. labour code reforms making it easier for workers to join a union;
 - b. improving employment standards so that all jobs are good jobs;
 - c. making our workplaces safe and improving workers' compensation for those who are injured, killed or made ill on the job; and
 - d. providing better access to apprenticeships and training to address skill shortages and ensure opportunities for future workers;
5. Campaign to increase voter turnout;
6. Continue to work with community partners on the issues and campaigns that impact working people;
7. Encourage and support interested affiliates to conduct membership drives with the BC NDP amongst union members in those affiliates; and
8. Sustain a provincial election readiness campaign should an election be called before 2021.



POLITICAL ACTION COMMITTEE

Janet Andrews, **New Westminster & DLC**

Robert Ashton, **ILWU**

David Black, **MoveUP**

Brynn Bourke, **BC Building Trades**

Patrick Bragg, **PSAC**

James Coccola, **BCGEU**

Emet Davis, **BCGEU**

Cordell Draayers, **IAMAW**

Kyla Epstein, **BCIT FSA**

Walter Gerlach, **IAMAW**

Rick Hansen, **CUPW**

Orion Irvine, **CLC**

Abby Leung, **UFCW**

Scott Lunny, **USW**

Marcel Marsolais, **CUPE**

Jaime Matten, **BCFED**

Lori Mayhew, **MoveUP**

Jamey Mills, **PSAC**

Barb Nederpel, **HEU**

Mike Old, **HEU**

John Pesa, **IBEW**

A.D. Al Phillips, **UA**

Sharon Prescott, **CUPE**

Garnett Renning, **BCFMWU**

Carol Riviere, **HSA**

Justin Schmid, **CUPE**

Frank Scigliano, **ILWU**

Nicole Seguin, **FPSE**

Laura Snow, **CEU**

Russ St. Eloi, **UA**

Chris Stephens, **TWU USW**

Ron Stipp, **CLC**

Bruce Temple, **UFCW**

Josh Towsley, **IUOE**

Terri Van Steinburg, **FPSE**

Stephen Von Sychowski,
Vancouver & DLC

Michelle Waite, **CUPE**

Brad West, **USW**

Diane Wood, **BC FORUM**

Women's Rights Committee

In 2012, the BC Federation of Labour Women's Rights Committee (WRC) engaged in a strategic planning session which identified three pillars of work in which the committee would engage to better the lives of working women in BC. The three pillars identified were women's safety, women's economic security, and women in leadership. At each convention, the committee highlights its work under each of the three pillars.

Over the past two years, the issue of women's safety has been at the forefront of the committee's work due to a number of women from male-dominated industries who have been educating the committee on the issues that they face at work.

The WRC supports the work of the Human Rights Committee and the Indigenous Workers' Caucus by having a presence in community events such as the annual February 14th Women's Memorial March, the Sisters in Spirit Vigil, and the Coalition on Missing and Murdered Indigenous Women and Girls. The WRC participated in the Fair Wages Commission, providing a gender lens on low-wage work. Many WRC members participated in a number of women's marches across the province in the last two years, due to an upsurge in women's rights activism as a response to the anti-feminist agenda pushed by Donald Trump.

A number of items fall under both women's economic security and women's safety and are reported under one pillar only to avoid repetition. However, it should be noted that the

economic security of women directly relates to the safety of women, especially with respect to women attempting to leave abusive domestic situations.

WOMEN'S SAFETY

DAY OF REMEMBRANCE AND ACTION AGAINST VIOLENCE AGAINST WOMEN

On December 6, 2016, the WRC participated in and helped to sponsor the vigil put on by the PSAC BC Regional Council. The vigil was held at Holland Park in Surrey, close to the Skytrain station and featured speeches by various labour and community leaders. The event was attended by close to 75 people and was the fifth annual event organized by PSAC.

The 2017 December 6th event was a union sisters dinner on violence against women, co-sponsored by the BCFED and UFCW 1518. The night included presentations from the Ending Violence Association of BC (EVA BC), the Downtown East Side Women's Memorial March Committee and Women Against Violence Against Women Vancouver (WAWAW). Catering for the event was provided by the Sanctuary Health Collective.



BCFED LOBBY ON WOMEN'S SAFETY

Since the fall of 2017, the narrative at both the BCFED Occupational Health and Safety and Women's Rights Committees has been dominated by the stories of women and others facing sexual harassment and sexual assault at work. After the public outing of Harvey Weinstein and his long career assaulting and harassing women in the film industry, women all over the US and Canada have finally felt it was safe to come out with their own stories. The sheer volume of stories has overwhelmed union representatives over the past six months, and the stories continue to be brought forward. As a response, the OH&S Committee and the WRC held a joint lobby last March at the provincial Legislature geared toward women's health and safety in BC.

Issues identified for the lobby included Intimate Partner Violence Leave (Domestic Violence Leave), the naming of gender-based violence, including intimate partner violence, sexual assault and sexual harassment in the *Workers Compensation Act* of BC, the availability of sex assault services in all hospitals in BC, and the elimination of the server wage.

Some 25 participants, three BCFED staff and President Irene Lanzinger participated in the lobby.

The level of participation from cabinet ministers in the 2018 lobby made it clear that there is a much more cooperative and open tone with the BC NDP government. Five ministers met with representatives as well as other MLAs. Those MLAs who weren't able to attend the lobby meetings held with government during the day attended an evening event the committee co-sponsored with the Victoria Labour Council.

WOMEN'S ECONOMIC SECURITY

AFFORDABLE CHILDCARE

Since 2012, the WRC has campaigned for the \$10 a Day Childcare plan of the Coalition of Child Care Advocates of BC. Our new provincial government has been moving forward on this plan, and the committee has been keeping track of the situation.

The BCFED met with Minister of State for Child Care Katrina Chen ahead of the 2018 provincial budget to talk about how the BC government would go about working towards the \$10-a-Day plan. The meeting went well, and minister Chen talked about making the profession of Early Childhood Education a better paid one, while reducing cost for quality childcare for families.

MONTHLY LIAISING WITH BC NDP WOMEN'S COMMITTEE

The BCFED continues to have representation on the BC NDP women's committee, and participates in the initiatives of the committee. The committee also liaises with the government women's caucus, and plans events, fundraising projects, and outreach activities alongside these groups.

MEETING WITH PARLIAMENTARY SECRETARY ON GENDER EQUITY

The BCFED met with Parliamentary Secretary Mitzi Dean last May. Dean talked about how excited she was that the BC government is taking gender equity seriously, and the willingness of her colleagues to collaborate on issues with her. The tone of the conversation

was positive and hopeful, indicating that there will be many opportunities for working together on initiatives to further the rights of equity-seeking genders moving forward.

WOMEN IN LEADERSHIP

WESTERN REGIONAL SUMMER INSTITUTE FOR UNION WOMEN

The Western Regional Summer Institute for Union Women (SIUW) is a week-long school where women from Alaska, Hawaii, BC, Alberta, Oregon, California and Washington State gather to build skills for leadership in their local unions and in their communities. The institute is an environment where women feel safe to grow and develop skills as they are surrounded by other women. Core courses offered include basics like collective bargaining, public speaking, organizing, and globalization and immigration. In the afternoons, women go into short workshops and plenary sessions where they learn social media skills, equity and inclusion, and campaign tips. Plenary sessions feature women leaders talking about recent wins on crucial social issues, and emerging trends for women and work. Most women who attend the institute say they find it transformative.

In 2017, the Western Regional Summer Institute for Union Women (SIUW) was held in Hawaii with the theme *Continuing the Legacy: Responding with Direction, Unity and Strength*. The institute featured a multitude of viewpoints, and covered a range of topics. Emerging themes from the 2017 institute included colonialism and its effects on women, the migration induced by globalization and its effects on women, particularly mothers, and

the issues faced by women in male dominated sectors.

In 2018, the Western Regional SIUW was held at Sonoma State University in Northern California. The theme was *The Resisterhood — Working Women Organizing for Collective Power*. The institute's plenary sessions featured a panel discussion on the #Metoo and #Timesup movements, and gave a chance for American and Canadian union leaders to talk about some of the labour movement's responses to the outpouring of stories from women in the film industry and other male controlled and/ or dominated industries.

RECOMMENDATIONS TO CONVENTION

The BC Federation of Labour will:

1. Lobby the provincial government to provide paid leave in the *Employment Standards Act* for victims of domestic violence, intimate partner violence, or personal violence, and that the Federation encourage affiliates to bargain additional paid leave in their collective agreements;
2. Lobby the provincial government to amend the *Workers Compensation Act* to include gender-based violence, including sexual assault and sexual harassment;
3. Continue to support women getting elected into leadership, and continue a relationship of support afterward; and
4. Lobby the provincial government to put a permanent solution in place for public transit in the Northern regions of BC, as well as cell phone service in these areas, to alleviate the crisis in those regions created by Greyhound's cancellation of service, and lack of Telus service in those communities.



WOMEN'S RIGHTS COMMITTEE

Janet Andrews, **New Westminster & DLC**

Georgi Bates, **USW**

Donisa Bernardo, **HEU**

Angela Brathwaite, **IAMAW**

Rhonda Bruce, **HEU**

Lynn Carter, **FPSE**

Kassandra Cordero, **BCFED**

Anne Davis, **HSA**

Kelly Dussin, **CUPE**

Winnie Hung, **UBCP/ACTRA**

Stephanie Jang, **IBEW**

Tessa Jordan, **BCIT FSA**

Rysa Kronebusch, **MoveUP**

Lisa Langevin, **IBEW**

Irene Lanzinger, **BCFED**

Michelle Laurie, **USW**

Amber Leonard, **CUPE**

Cindy McDonnell, **CUPW**

Frances McLafferty, **BCIT FSA**

Kari Michaels, **BCGEU**

Samantha Monckton, **UFCW**

Kelly Moon, **IATSE**

Trish Mugford, **BCTF**

Marion Pollack, **BC FORUM**

Sabrina Prada, **UBCP/ACTRA**

Barb Ryeburn, **BCTF**

Lucia Salazar, **FPSE**

Kelly Sidhu, **PSAC**

Sussanne Skidmore, **BCGEU**

Adrienne Smith, **CLC**

Angela Talic, **ILWU**

Barbara Tetu, **UA**

Natasha Tony, **IATSE**

Monica Urrutia, **PSAC**

Joanne Walker, **HEU**

Marisha Zuckerman, **BCFED**

Young Workers' Committee

The BC Federation of Labour's Young Workers' Committee (YWC) connects activists 30-years-old and under from across the province. The committee is among the most active at the Federation, meeting monthly and organizing and attending a number of events throughout the year.

The committee advises the Federation on the issues affecting young workers in their workplaces and communities. Young people in our province face increasing challenges due to a lack of affordable housing, the high cost of post-secondary education and a shift towards more precarious work.

Because unionization rates for young workers are lower than average, many unions are focusing their efforts on organizing this diverse demographic to ensure the strength of our movement going forward.

FIGHT FOR \$15 CAMPAIGN

The BC Federation of Labour's flagship Fight for \$15 campaign arose out of a convention recommendation from the YWC. The committee recommended taking a bold position on wages and pushing the former BC Liberal government to raise wages above the poverty line. After a change in government in 2017, the campaign succeeded. The new BC NDP government laid out a path to reach a \$15 per hour minimum wage by June 1, 2021.

Committee members and young workers around the province played a critical role in the success of the campaign. They collected

petition signatures, attended leafleting events and rallies and sent messages to the minister of labour. The YWC Chair, Caitlin Davidson King, presented at the Fair Wage Commission hearing in Nanaimo and stressed the importance of not only raising the minimum wage, but also eliminating exemptions to the wage such as the liquor server wage. These efforts were also successful. Following their announcement of a path to a \$15 per hour minimum wage, the BC NDP government committed to eliminate the wage exemption for liquor servers by 2021 as well.

ANNUAL YOUNG WORKERS' SCHOOL AT CAMP JUBILEE

Each year, young workers from around the province gather at Camp Jubilee for the BCFED's Young Workers' School. The school offers young workers a chance to take courses, participate in outdoor activities and to network with each other. For many young people, the school is their first introduction to the labour movement. It often results in the creation of life-long activists.

The 2017 and 2018 schools were again a huge success. Participants tackled subjects such as mental health in the workplace, equity and inclusion, labour history, and this year produced a video promoting the labour movement.

Committee members take on a leadership role at the school assisting with the planning, execution of activities, and course facilitation. Participation and interest in the school has remained high year over year due to the efforts and involvement of the committee.



LEVEL THE PLAYING FIELD CAMPAIGN

The BCFED launched the Level the Playing Field campaign in 2018. The committee participated in several campaign actions calling for improvements to BC’s employment standards. Notably the campaign calls for the introduction of paid sick leave for all workers. Committee members leafleted at Metrotown mall and in advance of the BC Lions game to let people know about the campaign and to encourage them to sign the petition. Both events were well-attended and resulted in positive conversations with workers.

LOBBY

A new provincial government offers opportunities to make progress on critical issues, such as employment standards, health and safety standards and improvements to the *Labour Relations Code*. Young workers are particularly at risk of injury and exploitation in the workplace, so these issues were at the forefront of the committee’s lobby of the NDP government in 2018. In a meeting with Minister of Labour Harry Bains, the YWC called for the full reinstatement of Grant’s Law, improvements to the labour code to make it easier to join a union, and stronger employment standards including better enforcement of the laws. Representatives also met with the chief of staff for the BC Green Party.

TRAINING

The committee organized a three-day intensive training course called Strategic Member Engagement. The course provided 10 young workers a chance to do a deep dive into the strategies necessary to build real grassroots engagement in their unions. Young workers learned how to identify workplace leaders, map and chart their workplaces, and plan escalating

tactics to win on their workplace issue. The committee is interested in providing additional training in the upcoming year.

PROVINCIAL ELECTION

The YWC worked to get out the vote in the 2017 provincial election. Committee members participated in labour canvasses and hit the doorstep to support NDP candidates in must win ridings.

ANNUAL GRANT’S LAW SIT-IN

A passion of the committee has been fighting for improved worker safety. When 24-year-old Grant DePatie was killed at work during a gas and dash incident, stronger rules were put in place to better protect late night retail workers. The rules, called Grant’s Law, created a first in Canada requirement to pay for gas at the pump as well as a series of other safety requirements for workers in late night retail.

Bowing to pressure from big money corporations, the former BC Liberal government watered down Grant’s Law in 2012. In reaction, the YWC took action and held the first in a series of annual sit-ins. Both the 2017 and 2018 sit-ins were well attended. Despite inclement weather, this year’s was the biggest yet with more than 60 activists joining throughout the night. More than 1,200 signatures calling for the reinstatement of Grant’s Law were collected. The signatures were presented to the minister of labour at a meeting in the spring of 2018.

REMEMBERING WORKING PEOPLE PLAQUE

Grant DePatie’s death and the subsequent laws that were created in his name are an important part of BC’s Labour History. To recognize this contribution the committee is working with the BC Labour Heritage Centre to install a



commemorative plaque in Maple Ridge near the gas station where he was killed. The plaque will be part of the Remembering Working People project. The committee has been fundraising over the past year and has nearly reached our goal. Negotiations are underway with the City of Maple Ridge to finalize the plaque's location and an unveiling event will be planned in 2019.

LEADING NOW

People often refer to young workers as the future leaders of our movement, but young workers are already leading. Former young worker chair Stephen Von Sychowski was elected as President of the Vancouver District Labour Council earlier this year. Current YWC member Kari Michaels was elected as an Executive Vice President with the BCGEU. In Langley East, young worker Inder Johal ran against Rich Coleman in the 2017 provincial election. Young workers are also taking on key staff roles within the labour movement as organizers, communicators and union representatives.

HOUSING

The province's housing crisis has been acutely felt by young people in BC. Soaring rents, few protections for renters, and a realization that home ownership is unattainable are taking their toll. Demovictions are on the rise leading to the displacement of many low-wage earners. The Young Workers' Committee recommended the adoption of the Affordable BC plan and that the BCFED call for a moratorium on reno and demovictions during a housing crisis as steps to help address this problem.

SOCIAL EVENTS

A necessary part of every movement is building strong relationships. The YWC has organized

a number of social events like a BBQ and pub nights for young workers to get together and get to know each other.

LABOUR ED

Since 2003, the BCFED has offered a know your rights labour education workshop, called *Labour Ed*, for high school students delivered by trained young union activists. The Labour Ed workshop introduces young people to the main aspects of the *Employment Standards Act* that they should be familiar with as they enter the job market, including minimum wage, hours of work, deductions and leaves. It explores why we have minimum standards for work and how they can be improved through activism. It also teaches students to stand up for their rights in the workplace and to file a complaint with the Employment Standards Branch if they are violated. The workshop talks about what a union is and how unions make workplaces and our society fairer.

There are currently 17 young workers trained to deliver the workshop. They are young union activists who are supported by their unions to take part in this program. They bring real-life experience into the classrooms in a way that students can relate to. Feedback from teachers and students is that this is a valuable workshop that plants important seeds with students at a critical time.

Since last convention, facilitators delivered this workshop to almost 1,400 students at different BC schools.

The BCFED offers this workshop free of charge upon request from schools and teachers. As government looks to modernize and strengthen employment standards, it is our view that Labour Ed should be expanded to reach more students across BC with this important message.



RECOMMENDATIONS TO CONVENTION

The BC Federation of Labour will:

1. Keep up the fight for a fair minimum wage for farmworkers, and the elimination of the piece rate;
2. Continue to campaign and lobby for the improvement of employment standards and better enforcement of those standards, including the elimination of the self-help kit;
3. Provide training and networking opportunities for young workers outside the Lower Mainland;
4. Work to ensure that young workers have representation on government and community boards and advisory bodies and that the BCFED include young workers when it has an opportunity to recommend candidates for boards and advisory bodies;
5. Continue to lobby the new BC government and the Workers' Compensation Board for improvements to the new and young worker orientation program and working alone policies;
6. Encourage the BCFED OHS program to develop an 8-hour course specific to health and safety prevention initiatives for young workers; and
7. Support rent control measures that apply to both units and tenants.

YOUNG WORKERS' COMMITTEE

Nathan Beausoleil, **USW**

Kyle Knapton, **ILWU**

Brittany Roche, **UFCW***

James Brierley, **PSAC**

Milena Kollay, **MoveUP***

Carmen Rogers Jones, **HEU**

Erica Carr, **HEU**

Kelly Malcolmson, **UFCW***

Geoff Stephens, **BCFMWU**

Laura Cipolato, **UFCW**

Kari Michaels, **BCGEU**

Devon Stordy, **BCFMWU***

Caitlin Davidson-King, **MoveUP**

Ryan Milligan, **UFCW**

Karen Sunner, **CUPE**

Rory Dougall, **BCIT FSA**

Denise Moffatt, **BCFED**

Alina Teymory, **MoveUP***

Alex Gendron, **USW**

Panta Mosleh, **UBCP/ACTRA**

Alex Toland, **CLC**

Maggie Humen, **PSAC***

Telka Pesklevits, **BCFS (guest)**

Mary-Jane Waenink, **CEU**

Ken Kay, **BCGEU***

Tori Reid, **BCGEU**

Aaron Young, **CUPE**

*Alternate

Union Acronyms of BCFED Affiliates

ACTRA	Alliance of Canadian Cinema, Television & Radio Artists
ATU	Amalgamated Transit Union
BCFMWU	BC Ferry & Marine Workers' Union (affiliated through BCGEU)
BCGEU	BC Government & Service Employees' Union
BCTF	BC Teachers' Federation
BCTGM	Bakery, Confectionery & Tobacco & Grain Millers International Union
BWU	Brewery Workers' Union (affiliated through BCGEU)
CFU	Canadian Farmworkers' Union
CPAA	Canadian Postmasters & Assistants Association
CRDLC	Campbell River, Courtenay & District Labour Council
CUPW	Canadian Union of Postal Workers
CUPE	Canadian Union of Public Employees
CWA	Communication Workers of America
CEU	Compensation Employees' Union (affiliated through BCGEU)
CSWU	Construction & Specialized Worker Union (affiliated through LiUANA)
DGC	Directors' Guild of Canada
EKDLC	East Kootenay District Labour Council
FPSE	Federation of Post-Secondary Educators of BC
FVLC	Fraser Valley Labour Council
GSU	Grain and General Services Union (affiliated through ILWU)
GWU	Grain Workers Union Local 333/ILWU
HSA	Health Sciences Association of BC
HEU	Hospital Employees' Union
IATSE	International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IW	International Association of Bridge Structural and Ornamental Iron Workers
IAFF	International Association of Fire Fighters
IAHFIAW	International Association of Heat & Frost Insulators & Allied Workers
IAM&AW	International Association of Machinists and Aerospace Workers
IBB	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
IBEW	International Brotherhood of Electrical Workers



ILWU	International Longshore & Warehouse Union
IUOE	International Union of Operating Engineers
KDLC	Kamloops & District Labour Council
KTDL	Kitimat, Terrace & District Labour Council
LiUNA	Laborers' International Union of North America
MFHIU	Machinists, Fitters & Helpers Industrial Union (affiliated through SGWF)
MoveUP	Movement of United Professionals
MWBUI	Marine Workers' and Boilermakers' Industrial Union (affiliated through SGWF)
NDDL	Nanaimo, Duncan & District Labour Council
NWDLC	New Westminster & District Labour Council
NCLC	North Central Labour Council
NOLC	North Okanagan Labour Council
PADLC	Port Alberni & District Labour Council
PEA	Professional Employees Association
PRLC	Prince Rupert Labour Council
PSAC	Public Service Alliance of Canada
RWU	Retail Wholesale Union (affiliated through ILWU)
SCLC	Sunshine Coast Labour Council
SDLC	Squamish & District Labour Council
SEIU	Service Employees' International Union
SGWF	Shipyards General Workers' Federation of BC
SJCIU	Shipwrights, Joiners and Caulkers Industrial Union (affiliated through SGWF)
SOLC	South Okanagan Boundary Labour Council
TCRC	Teamsters Canada Rail Conference (affiliated through IBT)
Teamsters	Teamsters Local 155 (BC Film Industry) (affiliated through IBT)
TNG/CANADA /CWA	National Guild of Canadian Media, Manufacturing, Professional & Service Workers (affiliated through CWA)
TWU-USW	Telecommunication Workers' Union – United Steelworkers
UBCP	Union of BC Performers (Affiliated through ACTRA)
UNITE HERE!	UNITE HERE!
UA	United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry
UBCJA	United Brotherhood of Carpenters and Joiners of America
UFCW	United Food & Commercial Workers' International Union
USW	United Steelworkers
VDLC	Vancouver & District Labour Council
VLC	Victoria Labour Council
WKLC	West Kootenay Labour Council
Workers United	Workers United (affiliated through SEIU)



EXPLANATION OF THE TRAVEL POOL

The Travel Pool is required by the BCFED Constitution. It is an assessment placed on all local unions attending the convention which is used to assist out-of-town locals in recovering some of the travel expenses incurred.

Claims can be submitted by presenting completed travel pool claim forms to the convention office **prior to the closing of the last day of convention.** This procedure is outlined on the Travel Pool Claim Form (contained in convention kits).

All forms received are totalled and then divided by the number of registered delegates, to determine average cost per delegate. All registered local unions are then assessed the amount of one portion multiplied by their number of delegates. Each local will then be assessed either an amount owing or a refund, depending on their number of delegates and claimed travel costs.

As a result of the method of calculating the pool, claims will not be accepted once the deadline for submissions has passed (close of convention). Please note that all locals will be included in the assessment, regardless of whether or not their forms were submitted on time.



CHOOSE BC'S *GO-TO* PROVIDER OF HEALTH AND SAFETY TRAINING

The BCFED's Health and Safety Centre is BC's largest, most comprehensive provider of health and safety training programs for workers and employers to help make workplaces safer.

Our unique approach to learning brings programs that reach workers and employers in almost every community in BC.

We've trained more than 40,000 joint OH&S committee representatives, and brought a *know-your-rights* safe workplace message to 200,000 high school students.

The Health and Safety Centre is a unionized training agency.



unionized by UBCU



BC FED Health & Safety Centre

For schedule and course descriptions:

healthandsafetybc.ca

Toll-free: 1.888.223.5669

Convention website: convention.bcfed.ca

58TH CONVENTION November 26 to 30, 2018

 facebook.com/bcfed

 **Twitter:** @bcfed #bcfed18

